

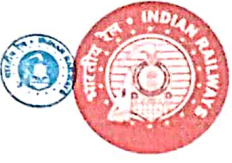


कार्मिक विभाग

आधुनिक रेल डिब्बा कारखाना, रायबरेली

अनुकम्पा आधार पर नियुक्ति से सम्बन्धित नीति
परिपत्रों का संकलन

Compilation of policy circulars related to
compassionate ground appointments



पी.के. मिश्रा, भा.रे.यां.से.
P.K. Mishra, IRSME



महाप्रबंधक

General Manager

आधुनिक रेल डिब्बा कारखाना,

रायबरेली -229120

MODERN COACH FACTORY,

RAEBARELI- 229120



संदेश

आधुनिक रेल डिब्बा कारखाना, रायबरेली में कार्यरत समस्त अधिकारियों एवं कर्मचारियों के लाभ के लिए रेलवे बोर्ड द्वारा समय-समय पर जारी अनुकम्पा आधार पर आधारित नीति परिपत्र का कार्मिक विभाग द्वारा संकलन किया गया है, जो व्यापक रूप से गहन जानकारी प्रदान करता है।

इस पुस्तिका में अनुकम्पा के आधार पर नियुक्ति / निपटान से सम्बन्धित प्रासंगिक नियमों के बारे में जानकारी सम्मिलित है। मुझे आशा है कि यह पुस्तिका सभी के लिए फायदेमंद होगी।

मैं कार्मिक विभाग को उसके प्रयासों के लिए बधाई देता हूं और इस पुस्तिका को जारी करने के लिए अपनी शुभकामनाएं देता हूं।

प्रस्तुत 31/7/23

पी. के. मिश्रा

महाप्रबंधक



वर्षभूमि कुटुम्बकम्
ONE EARTH • ONE FAMILY • ONE FUTURE

भारत सरकार Government of India
रेल मंत्रालय Ministry of Railways
रेलवे बोर्ड (Railway Board)

No.E(NG)II/2017/RC-1/23

New Delhi, dated 27.02.2023

All Zonal Railways/PUs,
(As per standard mailing list)

Sub: Clarification regarding Compassionate Ground Appointment (CGA) to spouse/ward/dependent of Railway employees.

Ref: Board's letter of even number dated 01.02.2023 (RBE No.21/2023)

Attention is invited to instructions contained in para 3 (III) (ii) under reference.

2. The matter has been reviewed and the abovesaid para may be read as under:-

"It is also clarified that irrespective of any time line, only GM is empowered to consider and decide CGA in posts of Level-7 of 7th CPC Pay Matrix (having 4600/- GP). DRMs/CWMs/HODs may consider appointment on compassionate grounds up to Level-6 of 7th CPC Pay Matrix."

3. Please acknowledge the receipt.

(A. Narayana Rao)
Deputy Director/E(NG)II
Railway Board


No.E(NG)II/2017/RC-1/23

New Delhi, Dated: 27.02.2023

Copy to:

1. The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
2. The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
3. All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
4. The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
5. The Secretary General, IRPOF, Room No. 268, Rail Bhawan, New Delhi (5 spares).
6. The General Secretary, AIRPF Association, Room No. 256-D, Rail Bhawan, New Delhi.
7. The Secretary, RBSS, Group 'A' Officers' Association, Rail Bhawan, New Delhi.
8. The Secretary, RBSS, Group 'B' Officers' Association, Rail Bhawan, New Delhi.

9. The Secretary, Railways Board Ministerial Staff Association Rail Bhawan, New Delhi.
10. The Secretary, Railways Board, Group 'D' Employees Association, Rail Bhawan, New Delhi.
11. The Secretary, Railways Board Promotee Officers Association, Room No. 341-C, Rail Bhawan, New Delhi.
12. Chief Commissioner for Railway Safety, Lucknow.
13. The General Secretary, All India SC& ST Railway Employees Association, Rail Bhawan, New Delhi.


27.2.23
For Secretary/Railway Board

Copy to: PSs to MR, MOSR (D), MOSR(J).

PPSs to Chairman & CEO, M(F), M(Infra.), M(T&RS), M(O&BD), Secretary/Railway Board, DG/RHS, DG/RPF.

PPSs to AM(Comml), AM(CE), AM(C&IS), AM(Elec.), AM(Budget), AM(F), AM(Mech), AM(Plg), AM(Project), AM(PU), AM(Sig), AM(Store), AM(Tele), AM(Traffic), AM(Works), AM(T&C), AM(Staff), AM(HR), PED(Vig.), PED(Infra).

PSs to ED/Safety(M), EDCE(G), ED(E&R), EDE, EDE(N), EDME(W), EDERS(G), EDE(Res), EDE(RRB), EDF(B), ED(RE), ED/Track(M), EDF(X)I, EDF(X)II, ED(H), EDE(GC), ED(Stat), ED(Track/MC), EDME(Chg.), EDME(Traction), ED(Works), EDME(Dev.) EDRS(C), EDRS(W), EDPC, EDF(E), EDA, EDV(A), JS(C), JS(G) and IG/RPF.

DPC-II, DE(G), D(IH), D(H&FW), D(MPP), DE(N), DE(R), DE(D&A), DE(LL), DE(RRB), JD(OL), JDE(Rep), DD(Code Revision), DDE(LR)I, DDE(LR)II, DDEL(R)III, DDE(GR)II, DDV(A&P), DD(OL)I, E(NG)I, E(Rep)I, E(Rep)II, E(Rep)III, E(SCT)I, E(SCT)II, E(RRB), PC-III, PC-IV, PC-V, E(P&A)I, E(P&A)II, EG(RR), CE-I, CE-II, CE-III, Sec.(E), Sec(ABE), E(MPP), Safety Branch, A/C-III and Code Revision Cell.

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

सं. ई(एनजी)II/2017/आरसी-1/23

आरबीई सं.35/2023
नई दिल्ली, दिनांक: 27.02.2023

सभी क्षेत्रीय रेलें/ उत्पादन इकाइयां,
(मानक डाक सूची के अनुसार)।

विषय: रेल कर्मचारियों के पति-पत्नी/बच्चों/आश्रितों की अनुकंपा के आधार नियुक्ति
(सीजीए) के संबंध में स्पष्टीकरण।

संदर्भ: बोर्ड का दिनांक 01.02.2023 का समसंख्यक पत्र (आरबीई सं. 21/2023)

आपका ध्यान उक्त संदर्भित पत्र के पैरा 3 (III) (ii) में निहित अनुदेशों की ओर आकृष्ट किया जाता है।

2. इस मामले की समीक्षा की गई है और उपर्युक्त पैरा को निम्नानुसार पढ़ा जाए:-

“यह भी स्पष्ट किया जाता है कि किसी भी समय-सीमा पर ध्यान दिए बिना, केवल महाप्रबंधक को ही 7वें केंद्रीय वेतन आयोग के पे मैट्रिक्स (4600 ग्रेड पे के साथ) के लेवल-7 के पदों अनुकंपा के आधार पर नियुक्ति पर विचार करने और निर्णय लेने का अधिकार है। मंडल रेल प्रबंधक/ मुख्य कारखाना प्रबंधक/ विभागाध्यक्ष द्वारा 7वें केंद्रीय वेतन आयोग के पे मैट्रिक्स के लेवल-6 तक अनुकंपा के आधार पर नियुक्ति पर विचार कर सकते हैं।”

3. कृपया पावती दें।



(ए.नारायण राव)

उपनिदेशक/ई(एनजी)II
रेलवे बोर्ड

प्रतिलिपि प्रेषित:

1. जनरल सेक्रेटरी, एआईआरएफ, कमरा नं. 253, रेल भवन, नई दिल्ली (35 प्रतियों सहित)।
2. जनरल सेक्रेटरी, एनएफआईआर कमरा नं. 256-ई, रेल भवन, नई दिल्ली (35 प्रतियों सहित)।
3. राष्ट्रीय परिषद, विभागीय परिषद के सभी सदस्य तथा सचिव, कर्मचारी पक्ष, 13-सी, फिरोजशाह रोड, नई दिल्ली (60 अतिरिक्त प्रतियों सहित)।
4. सेक्रेटरी जनरल, फ़ोआ, कमरा नं. 256-ए, रेल भवन, नई दिल्ली (5 अतिरिक्त प्रतियों सहित)।
5. सेक्रेटरी जनरल, आईआरपीओएफ, कमरा नं. 268, रेल भवन, नई दिल्ली (5 अतिरिक्त प्रतियों सहित)।
6. जनरल सेक्रेटरी, एआईआरपीएफ एसोसिएशन, कमरा नं. 256-डी, रेल भवन, नई दिल्ली।
7. सचिव, आरबीएसएस, ग्रुप 'ए' ऑफिसर्स एसोसिएशन, रेल भवन, नई दिल्ली।
8. सचिव, आरबीएसएस, ग्रुप 'बी' ऑफिसर्स एसोसिएशन, रेल भवन, नई दिल्ली।
9. सचिव, रेलवे बोर्ड मिनिस्ट्रीयल स्टॉफ एसोसिएशन, रेल भवन, नई दिल्ली।
10. सचिव, रेलवे बोर्ड ग्रुप 'डी' इम्प्लाइज़ एसोसिएशन, रेल भवन, नई दिल्ली।
11. सेक्रेटरी, रेलवे बोर्ड प्रमोटी आफिसर्स एसोसिएशन, कमरा नं. 341-सी, रेल भवन, नई दिल्ली।
12. मुख्य रेल संरक्षा आयुक्त, लखनऊ।
13. जनरल सेक्रेटरी, ऑल इंडिया एससी/एसटी रेलवे इम्प्लाइज़ एसोसिएशन, रेल भवन, नई दिल्ली।

कृते सचिव/रेलवे बोर्ड



भारत सरकार Government of India
रेल मंत्रालय Ministry of Railways
रेलवे बोर्ड (Railway Board)

No. E(NG)II/2017/RC-1/23

New Delhi, Dated 01.02.2023

All Zonal Railways/PUs,
(As per standard mailing list).

Sub: Clarification regarding Compassionate Ground Appointment(CGA) to spouse/ward/dependent of Railway employees.

Ref: SWR letter No. SWR/P.268/269/CGA/Policy Correspondence/Vol-IV dated 30.03.2022.

Appointment on compassionate grounds relates to the appointments made of dependents of Railway servants who lose their lives in the course of duty or die in harness otherwise while in service or are medically incapacitated/decategorised. Instructions regarding appointments on compassionate grounds have been issued from time to time.

2. Multiple instructions on the same subject have been issued, thus creating some doubts in the wake of their implementation.
3. To avoid ambiguity in instructions issued w.r.t. CGA, it has now been decided to clarify and also reiterate some of the existing instructions, by clearly providing for the time limit within which requests for CGA must be received and disposed of by the Railway Administration, as below:-

I) Responsibility of Railway Administration in the case of CGA:-

- i. The Railway Administration/Production Units etc. should ensure that proper guidance is given to the families/applicants regarding the formalities to be completed for compassionate appointment.
- ii.
 - a. For the above, among other things, a brochure giving an outline of the procedure including a checklist of all the documents to be attached to the application for compassionate appointment should be prepared by each Railway /Production Unit etc.
 - b. A register should be maintained by the Welfare Wing in each Division/Unit etc., containing detailed particulars of the deceased employees including the date on which the children of the deceased would attain the age of majority, etc. One column in the register should invariably indicate the file number opened for the case.
 - c. The Welfare Wing should intimate the widow/the family enclosing a copy of the brochure as at (ii) (a) above and bringing out among other things that in case the appointment is sought for the son/daughter who is minor at the time of death of the employee, application for appointment must be submitted immediately after the candidate attains the age of majority and, in any case, well within the prescribed

Contd...2/-

time limit for submitting such application. Further, in case, the widow of deceased employee whose dependent ward is minor at the time of death is not sufficiently educated to grasp the import of contents of brochure, Welfare Section should take up the responsibility of getting the form filled along with entire documentation, so that spirit of compassionate appointment is not lost.

II) **Prescribed time for submission of application for CGA:-**

CGA application received in favour of any eligible defined dependent as proposed by the widow, may be considered in the ordinary course by the authority to whom powers stand delegated at present, provided it is:

- i. within 5 years of the date of death/medical invalidation and/or;
- ii. within 2 years of attaining majority, where the case was earlier registered as minor.

(As the case may be.)

III) **Time limit for consideration on CGA by Railway :-**

- i. All requests for CGA submitted within the prescribed period of 5 years from the date of death/medical invalidation /2 years of attaining majority for ward registered earlier as minor, shall be finalized/decided by DRMs/CWMs/HODs/ Competent Authority. Such cases not received within this period of 5 years will be considered as per the following schedule by the authority indicated against each:-

(a)	Beyond 5 years and upto 20 years	DRMs/CWMs/HODs
(b)	Beyond 20 years upto 25 years	To be decided by GMs at their Personal level only (are not to be delegated further).
(c)	Beyond 25 years	With prior approval of Ministry of Railways on personal recommendations of GMs

- ii. It is also clarified that irrespective of any time limit, only GM is empowered to consider and decide CGA in posts of Level – 7 (having 4600/- GP). Similarly, CGA to Level-6 (having 4200/- GP) where DR Quota is up to 25% or less, is also decided by GM only and not by any other lower authority.
- iii. As regards cases where the request for CGA has not been received by the Railway Administration within 05 years of the event warranting CGA, such cases shall be decided by the authorities as indicated in para 3 III (i) above.
- iv. Railways should ensure that all possible efforts are made to give CGA to the eligible dependent of the Railway employee concerned without undue delay within the time frame specified in Para X (d) of Railway Board's Master Circular No. 16. Further, responsibility may be fixed on the concerned officials/officers for delay/inaction.
- v. While considering belated requests i.e. those received by Railway Administration after 5 years, it should, however, be kept in view that the concept of CGA is largely related to the need for immediate assistance to the family of the Railway servant in order to relieve it from economic distress. The very fact that the family has been able to manage somehow all these years should normally be taken as adequate proof that the family had some dependable means of subsistence. Therefore, examination of such cases would call for a great deal of circumspection as per extant norms.

Contd...3/-

IV) **Educational Qualification:-**

- i. Educational qualification possessed by the ward/spouse of the ex-employee at the time of submission of initial application for a compassionate ground appointment may be considered provided it is within normal time limits i.e 5 years from the date of death/medical invalidation or within 2 years of attaining majority if registered as minor.
- ii. As regards acquiring the higher qualification, provisions of the Board's letter No. E(NG)II/2003/RC-1/Genl. /4 dated 19.06.2019 are reiterated:-

- a. If the candidate is a major at the time of death/medical invalidation of the ex-employee and is already admitted to a course, then he/she shall be allowed to complete that course (subject to a maximum limit of 5 years for completion of the course) provided he/she takes due permission of the Railway Administration. His/her candidature for compassionate appointment would be considered according to the qualification so acquired.

Pursuing a course other than that to which the candidate had already been admitted at the time of death/medical invalidation of the late/ex-employee will not be allowed/counted for this purpose.

- b. If the candidate is minor at the time of death/medical invalidation of the late/ex-employee but at the time of his/her attaining majority, he/she is already admitted to/pursuing a course, he/she be allowed to complete that course (subject to a maximum limit of 5 years for completion of the course) on taking due permission from the administration. His/her candidature for CG appointment would be considered according to the qualification so acquired.
- c. Provided that in situations covered under both (a) and (b) above, where the course of study spills over beyond the academic year in which the date of death/medical invalidation occurred, the eligibility for CG appointment consideration would be limited to posts below Level-7 (GP Rs. 4600).

The above provisions are in the context of the acquisition of higher qualifications beyond the minimum qualification required for Level 1. Extant provisions will hold good as regards minimum qualifications for considering CG appointment for Level-1 posts.

4. Zonal Railways/PUs are advised to follow the guidelines mentioned in para 3 above.
5. Please acknowledge receipt.

(A. Narayana Rao)
Dy. Director Estt.(NG)II
Railway Board

Contd...4/-

No. E(NG)II/2017/RC-1/23

New Delhi, Dated 01.02.2023

Copy to:

1. The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
2. The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
3. All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
4. The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
5. The Secretary General, IRPOF, Room No. 268, Rail Bhawan, New Delhi (5 spares).
6. The General Secretary, AIRPF Association, Room No. 256-D, Rail Bhawan, New Delhi.
7. The Secretary, RBSS, Group 'A' Officers' Association, Rail Bhawan, New Delhi.
8. The Secretary, RBSS, Group 'B' Officers' Association, Rail Bhawan, New Delhi.
9. The Secretary, Railways Board Ministerial Staff Association Rail Bhawan, New Delhi.
10. The Secretary, Railways Board, Group 'D' Employees Association, Rail Bhawan, New Delhi.
11. The Secretary, Railways Board Promotee Officers Association, Room No. 341-C, Rail Bhawan, New Delhi.
12. Chief Commissioner for Railway Safety, Lucknow.
13. The General Secretary, All India SC& ST Railway Employees Association, Rail Bhawan, New Delhi.



For Principal Executive Director(IR)/Railway Board

Copy to: PSs to MR, MOSR (D), MOSR(J).

PPSs to Chairman & CEO, M(F), M(Infra.), M(T&RS), M(O&BD), Secretary/Railway Board, DG/RHS, DG/RPF.

PPSs to AM(Comml), AM(CE), AM(C&IS), AM(Elec.), AM(Budget), AM(F), AM(Mech), AM(Plg), AM(Project), AM(PU), AM(Sig), AM(Store), AM(Tele), AM(Traffic), AM(Works), AM(T&C), AM(Staff), AM(HR), PED(Vig.), PED(Infra).

PSs to ED/Safety(M), EDCE(G), ED(E&R), EDE, EDE(N), EDME(W), EDERS(G), EDE(Res), EDE(RRB), EDF(B), ED(RE), ED/Track(M), EDF(X)I, EDF(X)II, ED(H), EDE(GC), ED(Stat), ED(Track/MC), EDME(Chg.), EDME(Traction), ED(Works), EDME(Dev.) EDRS(C), EDRS(W), EDPC, EDF(E), EDA, EDV(A), JS(C), JS(G) and IG/RPF.

DPC-II, DE(G), D(IH), D(H&FW), D(MPP), DE(N), DE(R), DE(D&A), DE(LL), DE(RRB), JD(OL), JDE(Rep), DD(Code Revision), DDE(LR)I, DDE(LR)II, DDELRIII, DDE(GR)II, DDV(A&P), DD(OL)I, E(NG)I, E(Rep)I, E(Rep)II, E(Rep)III, E(SCT)I, E(SCT)II, E(RRB), PC-III, PC-IV, PC-V, E(P&A)I, E(P&A)II, EG(RR), CE-I, CE-II, CE-III, Sec.(E), Sec(ABE), E(MPP), Safety Branch, A/C-III and Code Revision Cell.



भारत सरकार Government of India
रेल मंत्रालय Ministry of Railways
रेलवे बोर्ड (Railway Board)

RBE. No. 20/2023

No. E(NG)II/2022/RC-1/NR/28

New Delhi, Dated 25.01.2023

The General Manager (P)
All Zonal Railways/Production Units,

Sub: Grant of compassionate appointment to spouse/ward/dependent of deceased trainee employees.

Ref: Board's letter No. E(NG)II/2019/RC-1/5 dated 04.06.2019 (RBE No. 90/2019).

Attention is invited to para 3 (a) of Board's letter referred above which lays down that "The spouse of the deceased employee whose ward was appointed on compassionate ground and died in harness while undergoing the pre-requisite training may be permitted to nominate either another ward/herself or the widow of the deceased trainee for compassionate appointment consideration."

2. Pursuant to demand raised by the staff side, Ministry of Railways (Railway Board), have decided to modify para 3(a) of Board's letter No.E(NG)II/2019/RC-1/5 dated 04.06.2019, which may be read as under:-

"The spouse of the deceased employee, whose ward was appointed on compassionate ground and died/medically incapacitated while undergoing the pre-requisite training, may be permitted to nominate either another ward/herself or the widow/wife of the deceased/medically incapacitated trainee for compassionate appointment consideration.

In case the spouse of deceased employee is not alive for nomination then:-

- i) if deceased/medically incapacitated CGA trainee is married then widow/wife of deceased/medically incapacitated CGA trainee may be considered for CGA.
- ii) if deceased/medically incapacitated CGA trainee is unmarried then another ward of original employee may be considered for CGA."

3. Please acknowledge receipt.

(A. Narayana Rao)

Dy. Director Estt.(NG)II
Railway Board

No.E(NG)II/2022/RC-1/NR/28

New Delhi, Dated: 25.01.2023

Copy to:

1. The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
2. The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).

3. All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
4. The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
5. The Secretary General, IRPOF, Room No. 268, Rail Bhawan, New Delhi (5 spares).
6. The General Secretary, AIRPF Association, Room No. 256-D, Rail Bhawan, New Delhi.
7. The Secretary, RBSS, Group 'A' Officers' Association, Rail Bhawan, New Delhi.
8. The Secretary, RBSS, Group 'B' Officers' Association, Rail Bhawan, New Delhi.
9. The Secretary, Railways Board Ministerial Staff Association Rail Bhawan, New Delhi.
10. The Secretary, Railways Board, Group 'D' Employees Association, Rail Bhawan, New Delhi.
11. The Secretary, Railways Board Promotee Officers Association, Room No. 341-C, Rail Bhawan, New Delhi.
12. Chief Commissioner for Railway Safety, Lucknow.
13. The General Secretary, All India SC & ST Railway Employees Association, Rail Bhawan, New Delhi.



For Principal Executive Director (IR)/Railway Board

Copy to: PSs to MR, MOSR (D), MOSR(J).

PPSs to Chairman & CEO, M(F), M(Infra.), M(T&RS), M(O&BD), Secretary/Railway Board, DG/RHS, DG/RPF.

PPSs to AM(Comml), AM(CE), AM(C&IS), AM(Elec.), AM(Budget), AM(F), AM(Mech), AM(Plg), AM(Project), AM(PU), AM(Sig), AM(Store), AM(Tele), AM(Traffic), AM(Works), AM(T&C), AM(Staff), AM(HR), PED(Vig.), PED(Infra).

PSs to ED/Safety(M), EDCE(G), ED(E&R), EDE, EDE(N), EDME(W), EDERS(G), EDE(Res), EDE(RRB), EDF(B), ED(RE), ED/Track(M), EDF(X)I, EDF(X)II, ED(H), EDE(GC), ED(Stat), ED(Track/MC), EDME(Chg.), EDME(Traction), ED(Works), EDME(Dev.) EDRS(C), EDRS(W), EDPC, EDF(E), EDA, EDV(A), JS(C), JS(G) and IG/RPF.

DPC-II, DE(G), D(IH), D(H&FW), D(MPP), DE(N), DE(R), DE(D&A), DE(LL), DE(RRB), JD(OL), JDE(Rep), DD(Code Revision), DDE(LR)I, DDE(LR)II, DDELRIII, DDE(GR)II, DDV(A&P), DD(OL)I, E(NG)I, E(Rep)I, E(Rep)II, E(Rep)III, E(SCT)I, E(SCT)II, E(RRB), PC-III, PC-IV, PC-V, E(P&A)I, E(P&A)II, EG(RR), CE-I, CE-II, CE-III, Sec.(E), Sec.(ABE), E(MPP), Safety Branch, A/C-III and Code Revision Cell.

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No.E(NG)II/2022/RC-1/19

New Delhi, dated 23.08.2022

The General Manager (P),
All Zonal Railways/Production Units
(as per Standard Mailing list)

Sub: Compassionate Ground Appointment as Sr. Section Engineer (SSE).

Ref: Item No.29/2022 of PNM/AIRF Meeting held on 24-25th June 2022.

Attention is invited to para 4 (b) of Board's letter No.E(NG)II/2018/RR-1/31 dated 30.12.2019 which lays down that "wherever CGA into SSE is being recommended in rare cases (such as where candidate has graduated from premier institutions such as IITs or NITs); the case be recommended to HQ for consideration by an SAG Committee nominated by GM. Papers to be set to be of adequate technical standard."

2. This condition of candidate having graduated from premier institutions such as IITs or NITs has since been reviewed. It has been decided to partially modify para 4(b) of Board's letter No.E(NG)II/2018/RR-1/31 dated 30.12.2019, which may be read as under:-

"(b) Wherever CGA into SSE is being recommended in rare cases it must be ensured that candidate is first class Engineering Graduate and is in possession of prescribed qualification for the post; and such case be recommended to HQ for consideration by an SAG Committee nominated by GM. Papers to be set to be of adequate technical standard."

3. Please acknowledge receipt.

Sudhir
(Sudhir Kumar)
Director Estt.(N)
Railway Board

No. E(NG)II/2022/RC-1/19

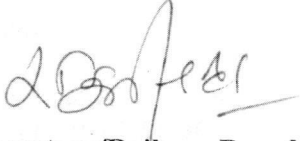
New Delhi, Dated: 23.08.2022

Copy to:

1. The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
2. The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
3. All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
4. The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).

Rail Bhawan, Raisina Road, New Delhi-110001

5. The Secretary General, IRPOF, Room No. 268, Rail Bhawan, New Delhi (5 spares).
6. The General Secretary, AIRPF Association, Room No. 256-D, Rail Bhawan, New Delhi.
7. The Secretary, RBSS, Group 'A' Officers' Association, Rail Bhawan, New Delhi.
8. The Secretary, RBSS, Group 'B' Officers' Association, Rail Bhawan, New Delhi.
9. The Secretary, Railways Board Ministerial Staff Association Rail Bhawan, New Delhi.
10. The Secretary, Railways Board, Group 'D' Employees Association, Rail Bhawan, New Delhi.
11. The Secretary, Railways Board Promotee Officers Association, Room No. 341-C, Rail Bhawan, New Delhi.
12. Chief Commissioner for Railway Safety, Lucknow.
13. The General Secretary, All India SC& ST Railway Employees Association, Rail Bhawan, New Delhi.


For Secretary/Railway Board

Copy to: PSs to MR, MOSR (D), MOSR(J).

PPSs to Chairman & CEO, M(F), M(Infra.), M(T&RS), M(O&BD), Secretary/Railway Board, DG/RHS, DG/RPF.

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PSs to ED/Safety(M), EDCE(G), ED(E&R), EDE, EDE(N), EDME(W), EDERS(G), EDE(Res), EDE(RRB), EDF(B), ED(RE), ED/Track(M), EDF(X)I, EDF(X)II, ED(H), EDE(GC), ED(Stat), ED(Track/MC), EDME(Chg.), EDME(Traction), ED(Works), EDME(Dev.) EDRS(C), EDRS(W), EDPC, EDF(E), EDA, EDV(A), JS(C), JS(G) and IG/RPF.

DPC-II, DE(G), D(IH), D(H&FW), D(MPP), DE(N), DE(R), DE(D&A), DE(LL), DE(RRB), JD(OL), JDE(Rep), DD(Code Revision), DDE(LR)I, DDE(LR)II, DDE(LR)III, DDE(GR)II, DDV(A&P), DD(OL)I, E(NG)I, E(Rep)I, E(Rep)II, E(Rep)III, E(SCT)I, E(SCT)II, E(RRB), PC-III, PC-IV, PC-V, E(P&A)I, E(P&A)II, EG(RR), CE-I, CE-II, CE-III, Sec.(E), Sec.(ABE), E(MPP), Safety Branch, A/C-III and Code Revision Cell.

Rail Bhawan, Raisina Road, New Delhi-110001

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

सं. ई(एनजी)II/2021/आरसी-1/9

आरबीई सं. 101/2022
नई दिल्ली, दिनांक: 23.08.2022

महाप्रबंधक (कार्मिक)
सभी क्षेत्रीय रेलें/ उत्पादन इकाइयां
(मानक डाक सूची के अनुसार)।

विषय: बतौर वरिष्ठ सेक्शन इंजीनियर (एसएसई) अनुकंपा के आधार पर नियुक्ति।

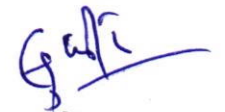
संदर्भ: 24-25 जून 2022 को आयोजित पीएनएम/एआईआरएफ बैठक की मद सं. 29

आपका ध्यान बोर्ड के दिनांक 30.12.2019 के पत्र सं. ई(एनजी)II/2018/आरआर -1/31 के पैराग्राफ 4 (बी) की ओर आकर्षित किया जाता है जो स्थापित करता है कि "जहां भी दुर्लभ मामलों में (जैसे कि जहां उम्मीदवार ने आईआईटी या एनआईटी जैसे प्रमुख संस्थानों से डिग्री प्राप्त की है), वरिष्ठ सेक्शन इंजीनियर में अनुकंपा के आधार पर नियुक्ति की सिफारिश की जा रही है; मामले को महाप्रबंधक द्वारा नामित वरिष्ठ प्रशासी ग्रेड समिति के विचारार्थ मुख्यालय को संस्तुत किया जाए। परीक्षा के लिए बनाए जाने वाले प्रश्न-पत्र पर्याप्त तकनीकी मानक के होने चाहिए।

2. आईआईटी या एनआईटी जैसे प्रमुख संस्थानों से उपाधि प्राप्त करने वाले उम्मीदवार की इस शर्त की समीक्षा की गई है। बोर्ड के दिनांक 30.12.2019 के पत्र सं. ई(एनजी)II/2018/आरआर-1/31 के पैराग्राफ 4 (बी) को अंशतः आशोधित करने का निर्णय लिया गया है, जिसे निम्नानुसार पढ़ा जाए: -

“(ख) जहां भी दुर्लभ मामलों में वरिष्ठ सेक्शन इंजीनियर में अनुकंपा के आधार पर नियुक्ति की सिफारिश की जा रही है, यह अनिवार्यतः सुनिश्चित किया जाए कि उम्मीदवार प्रथम श्रेणी इंजीनियरी स्नातक है; और पद के लिए निर्धारित अर्हता रखता है और ऐसे मामले को महाप्रबंधक द्वारा नामित वरिष्ठ प्रशासी ग्रेड समिति के विचारार्थ मुख्यालय को संस्तुत किया जाए। परीक्षा के लिए बनाए जाने वाले प्रश्न-पत्र पर्याप्त तकनीकी मानक के होने चाहिए।

3. कृपया पावती दें।



(सुधीर कुमार)

निदेशक स्था. (अराजपत्रित)

रेलवे बोर्ड

प्रतिलिपि प्रेषित:

1. जनरल सेक्रेटरी, एआईआरएफ, कमरा नं. 253, रेल भवन, नई दिल्ली (35 प्रतियों सहित)।
2. जनरल सेक्रेटरी, एनएफआईआर कमरा नं. 256-ई, रेल भवन, नई दिल्ली (35 प्रतियों सहित)।
3. राष्ट्रीय परिषद, विभागीय परिषद के सभी सदस्य तथा सचिव, कर्मचारी पक्ष, 13-सी, फिरोजशाह रोड, नई दिल्ली (60 अतिरिक्त प्रतियों सहित)।
4. सेक्रेटरी जनरल, फ्रोआ, कमरा नं. 256-ए, रेल भवन, नई दिल्ली (5 अतिरिक्त प्रतियों सहित)।
5. सेक्रेटरी जनरल, आईआरपीओएफ, कमरा नं. 268, रेल भवन, नई दिल्ली (5 अतिरिक्त प्रतियों सहित)।
6. जनरल सेक्रेटरी, एआईआरपीएफ एसोसिएशन, कमरा नं. 256-डी, रेल भवन, नई दिल्ली।
7. सचिव, आरबीएसएस, ग्रुप 'ए' ऑफिसर्स एसोसिएशन, रेल भवन, नई दिल्ली।
8. सचिव, आरबीएसएस, ग्रुप 'बी' ऑफिसर्स एसोसिएशन, रेल भवन, नई दिल्ली।
9. सचिव, रेलवे बोर्ड मिनिस्ट्रीयल स्टॉफ एसोसिएशन, रेल भवन, नई दिल्ली।
10. सचिव, रेलवे बोर्ड ग्रुप 'डी' इम्प्लाईज़ एसोसिएशन, रेल भवन, नई दिल्ली।
11. सेक्रेटरी, रेलवे बोर्ड प्रमोटी आफिसर्स एसोसिएशन, कमरा नं. 341-सी, रेल भवन, नई दिल्ली।
12. मुख्य रेल संरक्षा आयुक्त, लखनऊ।
13. जनरल सेक्रेटरी, ऑल इंडिया एससी/एसटी रेलवे इम्प्लाईज़ एसोसिएशन, रेल भवन, नई दिल्ली।

कृते सचिव/रेलवे बोर्ड

RBE No. 52 /2022

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD**

No. E (NG)II/2021/RR-1/66

New Delhi, Dated: 13 .04.2022

**The General Manager (P),
All Zonal Railways/PUs,
(As per standard mailing list).**

Sub: Clarification regarding candidate possessing Post Graduate Diploma in Human Resource Management for appointment for the post of Staff & Welfare Inspector on Compassionate Grounds.

As per extant instructions (entry No. 45 of Board's letter dated 03.09.2009), the minimum educational qualification for the post of Staff & Welfare Inspector (Level-6) is as mentioned below:

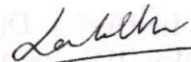
“Graduation plus any one of the following qualifications:

Diploma in Labour/Social Welfare **OR** Diploma in Labour Laws **OR** L.L.B. with papers in Labour Laws **OR** Post Graduate Diploma in Personnel Management **OR** MBA with papers in personnel management awarded by an institution of Govt. of India.”

2. South Eastern Railway vide its letter no. SER/P-HQ/REC/122/RB/SH/L dated 06.12.2021 had sought clarification if a candidate having qualification of Post Graduate Diploma in Human Resource Management can be considered for the purpose of recruitment/selection of Staff & Welfare Inspector.

3. The matter has been examined and it is clarified that for the purpose of recruitment/selection of Staff & Welfare Inspector, the qualification of Post Graduate Diploma in Human Resource Management can be treated as equivalent to qualification of Post Graduate Diploma in Personnel Management provided that its curriculum includes relevant papers in Personnel Management.

4. South Eastern Railway's letter referred to in para 2 above also stands disposed off with this clarification.


(Lalitha R Menon)
Dy. Director-II Estt. (NG)II
Railway Board

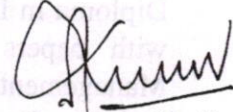
Contd.../-

No. E(NG)II/2021/RR-1/66

New Delhi, Dated: 13.04.2022

Copy to:

1. The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
2. The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
3. All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
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7. The Secretary, RBSS, Group 'A' Officers' Association, Rail Bhawan, New Delhi.
8. The Secretary, RBSS, Group 'B' Officers' Association, Rail Bhawan, New Delhi.
9. The Secretary, Railways Board Ministerial Staff Association Rail Bhawan, New Delhi.
10. The Secretary, Railways Board, Group 'D' Employees Association, Rail Bhawan, New Delhi.
11. The Secretary, Railways Board Promotee Officers Association, Room No. 341-C, Rail Bhawan, New Delhi.
12. Chief Commissioner for Railway Safety, Lucknow.
13. The General Secretary, All India SC & ST Railway Employees Association, Rail Bhawan, New Delhi.



For Secretary/Railway Board

Copy to: PSs to MR, MOSR (D), MOSR(J).

PPSs to Chairman & CEO, M(F), M(Infra.), M(T&RS), M(O&BD), Secretary/Railway Board, DG/RHS, DG/RPF.

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PSs to ED/Safety(M), EDCE(G), ED(E&R), EDE, EDE(N), EDME(W), EDERS(G), EDE(Res), EDE(RRB), EDF(B), ED(RE), ED/Track(M), EDF(X)I, EDF(X)II, ED(H), EDE(GC), ED(Stat), ED(Track/MC), EDME(Chg.), EDME(Traction), ED(Works), EDME(Dev.) EDRS(C), EDRS(W), EDPC, EDF(E), EDA, EDV(A), JS(C), JS(G) and IG/RPF.

DPC-II, DE(G), D(IH), D(H&FW), D(MPP), DE(N), DE(R), DE(D&A), DE(LL), DE(RRB), JD(OL), JDE(Rep), DD(Code Revision), DDE(LR)I, DDE(LR)II, DDELRIII, DDE(GR)II, DDV(A&P), DD(OL)I, E(NG)I, E(Rep)I, E(Rep)II, E(Rep)III, E(SCT)I, E(SCT)II, E(RRB), PC-III, PC-IV, PC-V, E(P&A)I, E(P&A)II, EG(RR), CE-I, CE-II, CE-III, Sec.(E), Sec(ABE), E(MPP), Safety Branch, A/C-III and Code Revision Cell.

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

XC No. 344

No. E(NG)II/2022/RC-1/CR7

The General Manager (P),
All Zonal Railways/PUs,
(As per standard mail list)

पहलपवधक अल कलरलतल
GENERAL MANAGER'S OFFICE

सुलतल तलर/Southern Railway
सुलतल/Chennai-600 003.

New Delhi, dated 24.03.2022

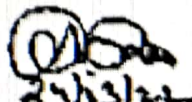
**Sub: Appointment on compassionate grounds – cases of married/divorcee/
widowed daughter.**

Attention is invited to para 4 of Board's letter No. E(NG)II/2014/RC-1/SCR/5 dated 08.07.2014 (RBE No.70/2014) superseding para 2 of Board's letter No. E(NG)III-78/RCI/1 dated 03.02.1981 and E(NG)II/2001/RC-1/ER/5 dated 21.11.2001.

2. Clarification has been sought by Railways whether the powers for considering the cases of married/divorcee/widowed daughters for compassionate ground appointment can be exercised by DRMs/CWMs/HODs or otherwise.

3. In this regard, it is clarified that the cases of dependent married/divorcee/widowed daughters for appointment on compassionate grounds should be considered in terms of Board's letter No. E(NG)II/2014/RC-1/SCR/5 dated 08.07.2014 (RBE No.70/2014).

4. Hence, such cases need not be dealt only at GM's level and may be dealt by the concerned competent authority approving CGA cases, duly ensuring all other stipulated conditions.


(A. Narayana Rao)
Dy. Director, Estt (NG)II
Railway Board

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. E(NG)II/2021/RC-1/SR/15

New Delhi, dated 10.03.2022

The General Managers (P),
All Zonal Railways/PUs,
(As per standard mail list)


Sub: Acquiring minimum Educational Qualification for regular posting in erstwhile Group-D, Level-1 (erstwhile GP-1800/-) of Trainee in - 1S Pay Band (6th CPC) appointed on Compassionate Ground - Policy Guidelines.

Ref: Board's letter No. E(NG)II/2017/RC-1/23 dated 03.05.2019

In continuation of this office letter dated 03.05.2019 under reference, considering the disruption caused by the COVID-19 pandemic in the last 2 years, it has now been decided to extend the grace period for acquiring minimum educational qualification upto May, 2023 with same terms and conditions.

2. This issues with the approval of Competent Authority.




(A. Narayana Rao)
Dy. Director, Estt. (NG)II
Railway Board

o/c

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

RBE No...68.../2020

No. E(NG)II/2020/RC-1/CR/09

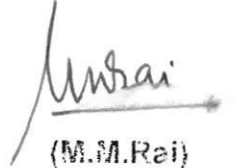
New Delhi, dated 19.08.2020

The General Manager (P)
All Zonal Railways & PUs

Sub: Appointment on compassionate ground – Acquisition of higher qualification.

Consequent to the decision to permit candidates to postpone CGA for completion of higher EQ, made within 2 years from attaining majority as contained in Board's letter No. E(NG)II/2003/RC-1/Gen/4 dated 19.06.2019(RBE No.100/2019), clarification has been sought by Zonal Railways about the authority competent to grant such permission. Generally, DRMs/CWMs/HODs are the competent authority to approve Compassionate Ground Appointment upto level-6 while cases for Level-7 require approval of GM. However, in order to maintain uniformity, it has been decided that approval for candidates to postpone CGA for completion of higher EQ, made within 2 years from attaining majority may be considered at DRM/HOD/CWM's level, since compassionate ground appointment cases usually arise at their level. However for all other cases including old cases where approval of GM may be required, such approval should be taken at the GM level.

This disposes of Central Railway's letter No. P/CR/HQ/REC/CGA/122/100/Policy/Higher qualification dated 03.02.2020.



(M.M.Rai)

Director Estt (N)

Railway Board

Phone No.: 011-23047597

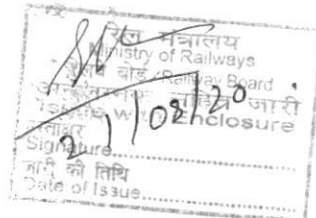
No. E(NG)II/2020/RC-1/CR/09

New Delhi, dated 19.08.2020

Copy to:

The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).


21/08/20



o/c

- 21/8
- 25/8/20
- ii. The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
 - iii. All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
 - iv. The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
 - v. The Secretary, RBSS, Group 'A' Officers' Association.
 - vi. The President, Railway Board Class II Officers' Association.
 - vii. The Secretary General, IRPOF.
 - viii. The Secretary, Indian Railways Class II Officers' Association.
 - ix. The Secretary, Railways Board Ministerial Staff Association.
 - x. The President, Railway Board Class IV Officers' Association.
 - xi. The General Secretary, AIRPF Association.
 - xii. The General Secretary, All India SC& ST Railway Employees Association, Room No-7, Rail Bhawan, New Delhi.
 - xiii. Chief Commissioner for Railway Safety, Lucknow.
 - xiv. Chief Administrative Officer, RCF/Raebareli Project, Kishanganj, Delhi-7.


For Secretary/Railway Board

Copy to: PSs to MR, MOS(R).

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CRB, FC, M(RS), ME, M(Tr), MT, M(S&T), M(MM), Secretary/Railway Board, DH(HR), DG/RHS, DG/RPF.

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EDE(N), EDCE(G), EDF(E), ED(IR), ED(Safety), EDV(A), EDE(RRB), EDE(Sports), ED(E&R), EDE(GC), EDE(Res), EDH(P), ED(T&MPP), EDE, EDPC-I & II, EDF(BC), ED (ERP), EDE(G) Chairman/HRRC, JS, JS(G), JS(E), JS(C), Dir. (MPP), DS(G), DF(E), DE(G), DE(GP), DE(Rep.), JDF(E), JDE(N), JDE(P&A), JDE(GC), JDE(W), JDE(Res)I, JDE(Rep), DE(RRB), JDE(LL), DDF(E)I & III, DDE(MPP), DDE(R)-II, DDE(LR)-I, II & III.

E(P&A)I&II, E(W), E(G), E(NG)I, E(Trg), E(MPP), F(E)I&II, A/C-III, ERB-I, II, III, IV, V & VI, E(Rep)I, II & III, E(Sports), E(W) Sec(E), FE(Spl), E(RRB), PC-III, IV, V & VI, E(SCT)I&II, E(GR) I & II, E(GC), E(GP), PR, E(D&A), E(Co-op), Signal, Tele., Code Revision Cell/ Branches of Railway Board.

RBE No. 218/2019

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No. E(NG)II/2016/RC-1/CR/12 (Pt)

New Delhi, dated 30.12.2019

The General Manager (P)

All Indian Railways/PUs

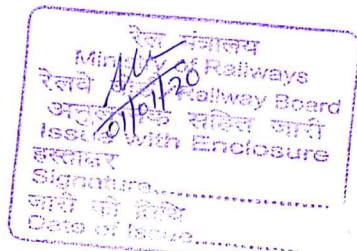
(As per standard mailing list)

Sub: Appointment on Compassionate Grounds – cases of second wife and her wards.

Attention is invited to Board's letter No.E(NG)II/91/RC-1/136 dated 02.01.1992 (RBE No. 1/1992) wherein it has been laid down that in the case of railway employee dying in harness, etc. leaving more than one widow along with children born to the second wife, while settlement dues may be shared by both widows due to Court orders or otherwise on merits of each case, appointment on compassionate grounds to the second widow and her children are not be considered unless the administration has permitted the second marriage in special circumstances, taking into account the personal law, etc.

2. In the case of Union of India vs. V.R. Tripathi, the Hon'ble Supreme Court had, vide their order dated 11.12.2018 in OA No. 12015/2018 (arising out of SLP(C) No. 32004/2016) dismissed on merits the Appeal filed against the Hon'ble Bombay High Court's Order in WP No. 910/2015 and in WP No.892/2015 in two Central Railway cases that permitted consideration for grant of compassionate appointment to the child of the 2nd wife of the deceased Railway employee. Subsequently, several other judgements of Hon'ble High Courts have been received in which consideration for grant of compassionate ground appointment to a child born to the 2nd wife of the employee has been directed based on similar ratio.

3. The matter has, therefore, been reviewed by Board in view of above Judicial pronouncements considering also the views of the Central Agency Section of the Ministry of Law & Justice. In partial supersession of Board's Circular No. E(NG)II/91/RC-1/136 dated 02.01.1992 (RBE No. 1/1992) referred to, it has now been decided that children born to the second wife may also be considered for compassionate appointment even where the second marriage has not been specifically permitted by the administration. However. since compassionate appointment after demise of the Railway



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employee can be considered for granting to only one dependent family member on merits, a child born to the second wife can be considered for such appointment only after ascertaining that there is no objection to this from the first wife or her children. Where the first wife (legally wedded wife) opts for such compassionate appointment either for herself or one of her own children, such claim will have priority over any competing claim made by the second wife for any of her children.



(M M Rai)

Joint Director, Estt.(N) II
Railway Board

No. E(NG)II/2016/RC-1/CR/12 (Pt)

New Delhi, dated 30.12.2019

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- (i) The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
- (ii) The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
- (iii) All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
- (iv) The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
- (v) The Secretary, RBSS, Group 'A' Officers' Association.
- (vi) The President, Railway Board Class II Officers' Association.
- (vii) The Secretary General, IRPOF.
- (viii) The Secretary, Indian Railways Class II Officers' Association.
- (ix) The Secretary, Railways Board Ministerial Staff Association.
- (x) The President, Railway Board Class IV Officers' Association.
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- (xiii) Chief Commissioner for Railway Safety, Lucknow.
- (xiv) Chief Administrative Officer, RCF/Raebareli Project, Kishanganj, Delhi-7.


For Secretary/Railway Board

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

आरबीई सं. 218/2019

नई दिल्ली, दिनांक 30.12.2019

सं. ई(एनजी)11/2016/आरसी-1/सीआर/12 (पार्ट)

महाप्रबंधक (कार्मिक),

सभी क्षेत्रीय रेलें/उत्पादन इकाइयां,

(मानक डाक सूची के अनुसार)

विषय: अनुकम्पा के आधार पर नियुक्ति-दूसरी पत्नी और उसके बच्चों से संबंधित मामले

आपका ध्यान बोर्ड के दिनांक 02.01.1992 के पत्र सं.ई(एनजी)11/आरसी-1/136 (आरबीई सं.1/1992) की ओर आकृष्ट किया जाता है, जिसमें यह निर्धारित किया गया है कि कार्य करते समय रेल कर्मचारी की मृत्यु होने आदि के मामले में, जिसकी दूसरी पत्नी से हुए बच्चों सहित एक से ज्यादा विधवाएं हों, न्यायालय के आदेशों के अनुसार ऐसे मामले में अथवा अन्यथा प्रत्येक मामले की वरीयता के अनुसार पावने की राशि को दोनों विधवाओं द्वारा आपस में बांटा जाए और अनुकम्पा के आधार पर दूसरी विधवा तथा उसके बच्चों को नौकरी देने पर तब तक विचार नहीं किया जाए, जब तक की निजी कानून आदि को ध्यान में रखते हुए प्रशासन द्वारा विशेष परिस्थितियों में दूसरे विवाह को मंजूरी न दी गई हो।

2. भारत सरकार बनाम वी. आर. त्रिपाठी के मामले में माननीय सर्वोच्च न्यायालय द्वारा ओ. ए. सं. 12015/2018 (एसएलपी (सी) सं. 32004/2016 से उत्पन्न) में दिनांक 11.12.2018 के अपने आदेश के तहत डब्ल्यू.पी. सं. 910/2015 में और मध्य रेलवे के दो मामलों में डब्ल्यू.पी. सं. 892/2015 में, जो मृतक रेल कर्मचारी की दूसरी पत्नी के बच्चों की अनुकम्पा के आधार पर नियुक्ति प्रदान करने के लिए विचार किए जाने को अनुमेय करते हैं, को माननीय उच्च न्यायालय बम्बई के आदेश के विरुद्ध की गई अपील को योग्यता के आधार पर खारिज कर दिया गया था। इसके पश्चात् माननीय उच्च न्यायालयों के कई अन्य निर्णय आए हैं, जिनमें कर्मचारी की दूसरी पत्नी से हुए बच्चे को अनुकम्पा के आधार पर नियुक्ति प्रदान करने के लिए इसी अनुपात के आधार पर विचार किए जाने का निर्देश दिया गया है।

3. अतः उक्त न्यायिक घोषणा को ध्यान में रखते हुए और कानून एवं न्याय मंत्रालय के सेंट्रल एजेंसी अनुभाग की टिप्पणियों पर विचार करते हुए बोर्ड द्वारा इस मामले की समीक्षा की गई है। बोर्ड के दिनांक 02.01.1992 के संदर्भित परिपत्र सं. ई(एनजी)11/आरसी-1/136 (आरबीई सं. 1/1992) के आंशिक अधिक्रमण में, अब यह विनिश्चय किया गया है कि दूसरी पत्नी से हुए बच्चों की अनुकम्पा के आधार

पर नियुक्ति पर भी विचार किया जाए, चाहे प्रशासन द्वारा विशेष रूप से दूसरे विवाह को अनुमति न दी गई हो। बहरहाल, चूंकि रेल कर्मचारी की मृत्यु के पश्चात् वरीयता के आधार पर केवल एक आश्रित को अनुकम्पा पर नियुक्ति प्रदान किए जाने पर विचार किया जा सकता है, अतः ऐसी नियुक्ति के लिए दूसरी पत्नी से हुए बच्चों पर विचार किया जा सकता है, जिसमें यह सुनिश्चित किया जाएगा कि पहली पत्नी अथवा उसके बच्चों को इसमें कोई आपत्ति नहीं है। यदि पहली पत्नी (विधिक रूप से विवाहित पत्नी) अनुकम्पा के आधार पर नियुक्ति के लिए स्वयं अथवा उसके बच्चों में से किसी एक की नियुक्ति का विकल्प देती है तो ऐसे दावे को दूसरी पत्नी द्वारा उसके बच्चों के लिए किए गए किसी भी दावे के ऊपर प्राथमिकता दी जाएगी।



(एम. एम. राय)

संयुक्त निदेशक स्थापना (एन)-II

रेलवे बोर्ड

सं. ई(एनजी)II/2016/आरसी-1/सीआर/12 (पार्ट)

नई दिल्ली, दिनांक 30.12.2019

प्रतिलिपि प्रेषित:

1. जनरल सेक्रेटरी, एआईआरएफ, कमरा नं. 253, रेल भवन, नई दिल्ली (35 अतिरिक्त प्रतियों सहित)।
2. जनरल सेक्रेटरी, एनएफआईआर, कमरा नं. 256-ई, रेल भवन, नई दिल्ली (35 अतिरिक्त प्रतियों सहित)।
3. राष्ट्रीय परिषद/विभागीय परिषद के सभी सदस्य तथा सचिव, कर्मचारी पक्ष, 13-सी, फिरोजशाह रोड, नई दिल्ली (60 अतिरिक्त प्रतियों सहित) ।
4. सेक्रेटरी जनरल, फ्रोआ, कमरा नं. 256-ए, रेलवे बोर्ड (5 अतिरिक्त प्रतियों सहित)
5. सचिव, आरबीएसएस, ग्रुप 'ए' ऑफिसर्स एसोसिएशन।
6. अध्यक्ष, रेलवे बोर्ड क्लास II ऑफिसर्स एसोसिएशन।
7. सेक्रेटरी जनरल, आईआरपीओएफ।
8. सेक्रेटरी, इंडियन रेलवे क्लास II ऑफिसर्स एसोसिएशन।
9. सेक्रेटरी, रेलवे बोर्ड लिपिकवर्गीय कर्मचारी एसोसिएशन।
10. अध्यक्ष, रेलवे बोर्ड क्लास IV ऑफिसर्स एसोसिएशन।
11. जनरल सेक्रेटरी, एआईआरपीएफ एसोसिएशन।
12. जनरल सेक्रेटरी, ऑल इंडिया एससी एंड एसटी रेलवे इंप्लाइज एसोसिएशन, कमरा नं-7, रेल भवन, नई दिल्ली।
13. मुख्य रेल संरक्षा आयुक्त/लखनऊ
14. मुख्य प्रशासनिक अधिकारी, आरसीएफ/रायबरेली परियोजना, किशनगंज, दिल्ली -7



कृते सचिव/ रेलवे बोर्ड

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No. E(NG)II/2018/RR-1/31

New Delhi, dated 30.12.2019

The General Manager (P),
All Zonal Railways/Production Units
(As per Standard Mailing list)

Sub: Compassionate Ground Appointment as Sr. Section Engineer (SSE).

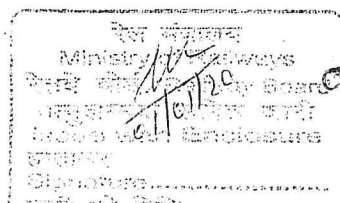
Consequent upon temporary ban on direct recruitment of SSE vide Board's letters No. E(NG)II/2018/RR-1/31 dated 25.10.2018, Board had clarified vide letter dated 06.03.2019 that this temporary ban on DR intake of SSEs does not apply to Compassionate Ground Appointments (CGA).

2. In the ongoing JE recruitment conducted by RRB, lakhs of B. Tech graduates have applied. Earlier recruitment data also suggests that though Diploma is the minimum qualification for DR intake into JE through RRB examinations, a majority of those eventually selected on merit were indeed B.Tech candidates. In such a competitive milieu, therefore, it would be adequate and reasonable for B.Tech qualified CGA to be generally not considered for grades higher than JE in GP 4200/Level-6, if found suitable for the same.

3. While SSE is the most common post in the grade of GP 4600/Level-7 to which CG appointments, whenever approved in the grade of Level-7, are made, there are other posts like CLA/Public Prosecutor, Staff Nurse, Teachers in this grade too where DR exists and where CGA can, therefore, be offered as per extant provisions. DR intake into these categories has not been stopped.

4. In view of the above, the need for restricting CGA into Apex Group 'C' Level-7 (GP 4600) for SSEs and all such categories has been considered carefully by Board. Balancing the objectives of the need for compassion to deceased employee's family to extend to a reasonable Level with the need for quality intake at senior supervisory levels and the fierce level of competition in open market recruitment to these categories, it has been decided that :-

- (a) CGA into SSE grade to be ordinarily avoided.
- (b) Wherever CGA into SSE is being recommended in rare cases (such as where candidate has graduated from premier institutions such as IITs or NITs); the case be recommended to HQ for consideration by an SAG Committee nominated by GM. Papers to be set to be of adequate technical standard.



....Contd./-

- (c) Recommendation of any case as at (b) above, is contingent to the candidate passing the general qualifying examination for lower Group - 'C' posts, along with other CG applicants, and in the first attempt.
5. Analogous procedure / protocol as cited at para-4 above be followed for considering CGA into Level-7 into the other eligible categories where DR is permissible, including those categories mentioned at para-3 above.
6. Past cases already decided otherwise need not be reopened.


(M.M. Rai)
Joint Director, Estt.(N)
Railway Board

No. E(NG)II/2018/RR-1/31

New Delhi, dated 30.12.2019

Copy to:

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N.C. Com.
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11/12/2019*

- (i) The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
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- (v) The Secretary, RESS, Group 'A' Officers' Association.
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For Secretary/Railway Board

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III.

E(P&A)I&II, E(W), E(G), E(NG)I, E(Trg), E(MPP), F(E)I&II, A/C-III, ERB-I,
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E(D&A), E(Co-op), Signal, Tele., Code Revision Cell/ Branches of
Railway Board.

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

सं. ई(एनजी)II/2018/आरआर-1/31

नई दिल्ली, दिनांक 30.12.2019

महाप्रबंधक (कार्मिक),

सभी क्षेत्रीय रेलें/उत्पादन इकाइयां

(मानक डाक सूची के अनुसार)

विषय: अनुकंपा के आधार पर सीनियर सेक्शन इंजीनियर के रूप में नियुक्ति।

बोर्ड के दिनांक 25.10.2018 के पत्र सं. ई(एनजी)II/2018/आरआर-1/31 के तहत सीनियर सेक्शन इंजीनियर के पद पर सीधी भर्ती पर अस्थाई प्रतिबंध के परिणामस्वरूप, बोर्ड के दिनांक 06.03.2019 के पत्र के तहत यह स्पष्ट किया गया था कि सीनियर सेक्शन इंजीनियर की सीधी भर्ती पर यह अस्थाई प्रतिबंध अनुकंपा के आधार पर नियुक्ति पर लागू नहीं है।

2. रेल भर्ती बोर्ड द्वारा आयोजित की जा रही मौजूदा जूनियर इंजीनियर भर्ती में लाखों बी-टेक स्नातकों द्वारा आवेदन किए गए हैं। पिछली भर्ती डाटा से भी यह पता चलता है कि हालांकि रेल भर्ती बोर्ड परीक्षा के माध्यम से जूनियर इंजीनियर में सीधी भर्ती के लिए डिप्लोमा न्यूनतम अर्हता है, लेकिन फिर भी मेरिट के आधार पर चयन किए गए अधिकांश उम्मीदवार बी.टेक थे। अतः, ऐसी प्रतिस्पर्धात्मक स्थिति में यह यथोचित और तर्कसंगत होगा कि अनुकंपा के आधार पर नियुक्त किए गए बी.टेक स्नातक को सामान्य तौर पर 4200 ग्रेड वेतन/लेवल-6 में जूनियर इंजीनियर से उच्च ग्रेड पर विचार नहीं किया जाए, यदि वे इसके उपयुक्त पाये जाते हैं।

3. जबकि सीनियर सेक्शन इंजीनियर ग्रेड वेतन 4600/लेवल-7 में सबसे सामान्य पद है, जिसके लिए लेवल-7 के ग्रेड में अनुमोदित होने के बाद अनुकंपा के आधार पर नियुक्ति की जाती है, फिर भी इस ग्रेड में सीएलए/लोक अभियोजक, स्टाफ नर्स, अध्यापक जैसे अन्य पद हैं जहां सीधी भर्ती की जाती है और इसलिए मौजूदा प्रावधानों के अनुसार अनुकंपा के आधार पर नियुक्ति का प्रस्ताव दिया जा सकता है। इन कोटियों में सीधी भर्ती बंद नहीं की गई है।

4. उक्त को देखते हुए, शीर्ष ग्रुप 'सी' लेवल-7 (ग्रेड वेतन 4600) में सीनियर सेक्शन इंजीनियर और ऐसी सभी कोटियाँ में अनुकंपा के आधार पर नियुक्ति पर प्रतिबंध लगाने की आवश्यकता पर बोर्ड द्वारा ध्यानपूर्वक विचार किया गया है। मृतक कर्मचारियों के परिवार को अनुकंपा की आवश्यकता के उद्देश्यों को पर्याप्त स्तर तक संतुलित करने और वरिष्ठ पर्यवेक्षीय स्तर पर गुणात्मक भर्ती करने और इन कोटियों में खुले बाजार से भर्ती में अधिक प्रतिस्पर्धा होने के कारण, यह विनिश्चय किया गया है कि:-

- (क) सीनियर सेक्शन इंजीनियर ग्रेड में आमतौर पर अनुकंपा के आधार पर नियुक्ति करने से बचा जाए।

- (ख) जहां-कहीं भी असामान्य मामलों में सीनियर सेक्शन इंजीनियर के पद पर अनुकंपा के आधार पर नियुक्ति की सिफारिश की जा रही है (यदि उम्मीदवार प्रमुख संस्थानों जैसे आईआईटी अथवा एनआईटी से स्नातक हो); ऐसे मामले को महाप्रबंधक द्वारा नामित वरिष्ठ प्रशासनिक ग्रेड समिति के विचारार्थ मुख्यालय भेजा जाए। परीक्षा पत्र पर्याप्त रूप से तकनीकी मानकों के अनुरूप तैयार किए जाएँ।
- (ग) उपर्युक्त (ख) जैसे किसी भी मामले की सिफारिश अनुकंपा के आधार पर अन्य आवेदकों सहित उम्मीदवार द्वारा निचले ग्रुप - 'सी' पदों के लिए पहले ही प्रयास में सामान्य अर्हक परीक्षा उत्तीर्ण करने पर निर्भर करती है।

5. उपर्युक्त पैरा-3 में उल्लिखित कोटियों सहित अन्य पात्र कोटियों, जहां सीधी भर्ती अनुमेय है, से लेवल-7 में अनुकंपा के आधार पर नियुक्ति पर विचार करने के लिए उक्त पैरा-4 में उल्लिखित सदृश्य प्रक्रिया/प्रोटोकॉल का पालन किया जाए।

6. अन्यथा निर्धारित पिछले मामलों पर पुनः विचार करने की आवश्यकता नहीं है।



(एम.एम. राय)

संयुक्त निदेशक, स्थापना (एन)-॥
रेलवे बोर्ड

सं. ई(एनजी)॥/2018/आरआर-1/31

नई दिल्ली, दिनांक 30.12.2019

प्रतिलिपि प्रेषित:

- (i) जनरल सेक्रेटरी, एआईआरएफ, कमरा सं.253, रेल भवन, नई दिल्ली (35 अतिरिक्त प्रतियों सहित)।
- (ii) जनरल सेक्रेटरी, एनएफआईआर, कमरा सं.256-ई, रेल भवन, नई दिल्ली (35 अतिरिक्त प्रतियों सहित)।
- (iii) राष्ट्रीय परिषद/विभागीय परिषद के सदस्य और सचिव, कर्मचारी पक्ष, राष्ट्रीय परिषद, 13-सी, फिरोजशाह रोड, नई दिल्ली। (60 अतिरिक्त प्रतियों सहित)।
- (iv) सेक्रेटरी जनरल, फ़ोआ, कमरा सं.256-ए, रेल भवन (5 अतिरिक्त प्रतियों सहित)।
- (v) सचिव, आरबीएसएस, ग्रुप 'ए' ऑफिसर्स एसोसिएशन।
- (vi) अध्यक्ष, रेलवे बोर्ड क्लास II ऑफिसर्स एसोसिएशन।
- (vii) सेक्रेटरी जनरल, आईआरपीओएफ।
- (viii) सचिव, भारतीय रेलवे क्लास II ऑफिसर्स एसोसिएशन।
- (ix) सचिव, रेलवे बोर्ड लिपिकवर्गीय कर्मचारी वर्ग एसोसिएशन।
- (x) अध्यक्ष, रेलवे बोर्ड क्लास IV ऑफिसर्स एसोसिएशन।
- (xi) जनरल सेक्रेटरी, एआईआरपीएफ एसोसिएशन।
- (xii) जनरल सेक्रेटरी, ऑल इंडिया एससी/एसटी रेलवे कर्मचारी एसोसिएशन, कमरा नं. 7, रेल भवन, नई दिल्ली।
- (xiii) मुख्य रेल संरक्षा आयुक्त, लखनऊ।
- (xiv) मुख्य प्रशासनिक अधिकारी, आरसीएफ/रायबरेली परियोजना, किशनगंज, दिल्ली-7.


कृते सचिव/रेलवे बोर्ड

Government of India (Bharat Sarkar)
Ministry of Railways (Rail Mantralaya)
(Railway Board)

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RBE No. 100 /2019

No. E(NG)II/2003/RC-1/Genl./4

New Delhi, dated 19.06.2019

To
The General Manager(P),
All Zonal Railways & PUs etc.

Sub: Appointment on Compassionate Grounds – Acquisition of higher qualification

The demand of both recognized staff Federations regarding review of Board's letter of even number dated 15.6.2007 issued under RBE No. 88/2007) and restoration of Board's letter dated 02.4.2004 issued under RBE No. 75/2004 on the subject captioned above has been under consideration. The matter has been examined and in supersession of Board's letter dated 15.6.2007 (RBE No. 88/2007), it has now been decided with the approval of Board (MS) that:

- (i) If the candidate is a major at the time of death/medical invalidation of the ex-employee and is already admitted to a course, then he/she shall be allowed to complete that course (subject to a maximum limit of 5 years for completion of the course) provided he/she takes due permission of the Railway Administration. His/her candidature for compassionate appointment would be considered according to the qualification so acquired.

Pursuing of a course other than that to which the candidate had already been admitted into at the time of death/medical invalidation of the late/ex-employee will not be allowed/counted for this purpose.

- (ii) If the candidate is minor at the time of death/medical invalidation of the late/ex-employee but at the time of his/her attaining majority, he/she is already admitted to/pursuing a course, he/she be allowed to complete that course (subject to a maximum limit of 5 years for completion of the course) on taking due permission from the administration. His/her candidature for CG appointment would be considered according to the qualification so acquired.
- (iii) Provided that in situations covered under both (i) and (ii) above, where the course of study spills over beyond the academic year in which the date of death/medical invalidation occurred, the eligibility for CG appointment consideration would be limited to posts below Level-7 (GP Rs.4600).

2. Past cases decided otherwise need not be reopened.

3. The above provisions are in the context of acquisition of higher qualification beyond the minimum qualification required for Level-1. Extant provisions will hold good as regards minimum qualifications for considering CG appointment for Level-1 posts.


(S. Balachandra Jyer)
Exe. Director Estt. (N)
Railway Board

Copy to:

- (i) The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
- (ii) The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
- (iii) All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
- (iv) The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
- (v) The Secretary, RBSS, Group 'A' Officers' Association.
- (vi) The President, Railway Board Class II Officers' Association.
- (vii) The Secretary General, IRPOF.
- (viii) The Secretary, Indian Railways Class II Officers' Association.
- (ix) The Secretary, Railways Board Ministerial Staff Association.
- (x) The President, Railway Board Class IV Officers' Association.
- (xi) The General Secretary, AIRPF Association.
- (xii) The General Secretary, All India SC& ST Railway Employees Association, Room No-7, Rail Bhawan, New Delhi.
- (xiii) Chief Commissioner for Railway Safety, Lucknow.
- (xiv) Chief Administrative Officer, RCF/Raebareli Project, Kishanganj, Delhi-7


For Secretary/Railway Board

Copy to: PSs to MR, MOSR(G) & MOSR(S)

Copy to: PSO/Sr.PPS/PPSs/PSs/PA to:

CRB, FC, MS, M(RS), ME, MTr., MT, Secretary/Railway Board, DG(Pers.), DG(S&T), DG(RS), DG/RHS, DG/RPF, DG(PR).

AM(Comml), AM(CE), AM(C&IS), AM(Elect), AM(Budget), AM(ME), AM(Mech), AM(Plg), AM(PU), AM(Tele), AM(Sig), AM(Store), AM(TT), AM(Works), AM(T&C), AM(Staff), AM(F), PED(Vig.), PED(Infra), PED(Transformation).

EDE(N), EDCE(G), EDF(E), ED(IR), ED(Safety), EDV(A), EDE(RRB), EDE(Sports), ED(E&R), EDE(GC), EDE(Res), EDH(P), ED(T&MPP), EDE, EDPC-I & II, EDF(BC), ED(ERP), EDE(G) Chairman/HRRRC, JS, JS(G), JS(E), JS(C), DE(N)II, Dir. (MPP), DS(G), DF(E), DE(G), DE(GP), DE(Rep.), JDF(E), JDE(N), JDE(P&A), JDE(GC), JDE(W), JDE(Res)I, JDE(Rep), JDE(RRB), JDE(LL), DDF(E)I & III, DDE (MPP), DDE (R)-II, DDE (LR)-I, II & III.

E(P&A)I&II, E(W), E(G), E(NG)I, E(Trg), E(MPP), F(E)I&II, A/C-III, ERB-I, II, III, IV, V & VI, E(Rep)I, II & III, E(Sports), E(W) Sec(E), FE(Spl), E(RRB), PC-III, IV, V & VI, E(SCT)I&II, E(GR) I & II, E(GC), E(GP), PR, E(D&A), E(Co-op), Signal, Tele., Code Revision Cell/
Branches of Railway Board

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 For Secretary/Railway Board

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E(P&A)I&II, E(W), E(G), E(NG)I, E(Trg), E(MPP), F(E)I&II, A/C-III, ERB-I, II, III, IV, V & VI, E(Rep)I, II & III, E(Sports), E(W) Sec(E), FE(Spl), E(RRB), PC-III, IV, V & VI, E(SCT)I&II, E(GR) I & II, E(GC), E(GP), PR, E(D&A), E(Co-op), Signal, Tele., Code Revision Cell/ Branches of Railway Board

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**GOVERNMENT OF INDIA
 MINISTRY OF RAILWAYS
 (RAILWAY BOARD)**

No. E(NG)II/2018/RC-1/45

New Delhi, Dated: 26.04.2019

The General Manager (P),
 All Zonal Railways/PUs.

Sub: Screening / Suitability test for Compassionate ground appointment to Group 'C' posts.

Ref: Your Railway's letter No. PB/CS/30/Policy/Technical Categories/Vol. 1 dated 09.04.2019.

Matter raised in your letter referred above has been considered. It is advised that whenever the frequency for testing for particular categories of posts against compassionate ground appointments is once every two or more months, the date fixed for the same may be the 10th of the relevant month. In case 10th of the relevant month is a holiday, then the test may be scheduled on next working day.

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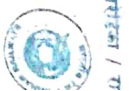
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 Exe. Director Estt. (N)
 Railway Board

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GOVERNMENT OF INDIA (BHARAT SARKAR)
MINISTRY OF RAILWAYS (RAIL MANTRALAYA)
(RAILWAY BOARD)

Ruling)
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NO. E(NG)II/2017/RC-1/23

New Delhi, Dated: 03.05.2019

33

The General Manager (P),
All Zonal Railways/PUs.

Sub: Acquiring minimum Educational Qualification for regular posting in erstwhile Group-D, Level-1 (erstwhile GP-1800/-) of Trainee in -1S Pay Band (6th CPC) appointed on Compassionate Ground-Policy Guidelines.

- Ref:**
- i) Board's letter No. E(NG)II/2011/RR-1/II dated 09.12.2011
 - ii) Board's letter No. E(NG)II/1998/RC-1/64 dated 14.09.2012
 - iii) Board's letter No. E(NG)II/2013/SB/3 dated 29.10.2014

Vide letters referred to above, instructions regarding acquiring minimum educational qualification by Trainees in the erstwhile -1S Pay Band (6th CPC) appointed on Compassionate Ground, Railways were issued. These instructions specified that the time period for acquiring of the stipulated minimum educational qualification was 5 years.

2. Clarifications have been sought by Railways on the course of action to be taken where such Compassionate appointee trainees have not acquired the minimum educational qualification even after lapse of 5 years.

3. The matter has been considered in Board. It is advised that all such Compassionate appointees who have completed 5 years but have not yet acquired the minimum SSC/ITI qualification be advised, under clear acknowledgement, of the conditions under which Compassionate Ground Appointment (CGA) was offered to them even in the absence of their possessing the required minimum qualification, and directed to acquire the said minimum qualification within a period of 2 years from the date of issue of the present letter. Options of National Institute of Open Schooling and other recognized distance education/other locally available resources may also be suggested in the communication to facilitate acquiring of the minimum qualification.

4. It may further be made clear in the communication referred to in para-3 above that those who do not acquire the minimum qualification within the extended/grace period of 2 years being provided now would be liable for administrative action as per terms and conditions of their initial Compassionate Ground Appointment.

(Signature)
(Neeraj Kumar)
Director Estt.(N)II
Railway Board.

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**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

RBE No. 181 /2018.

No. E(NG)II/2018/RC-1/44 dt.

New Delhi, dated 27.11.2018

**The General Manager(P)
All Indian Railways & PUs.**

Sub: Appointment on Compassionate Grounds - Priority No. 1 case – reg.

Attention is invited to this office letter para 10 (i) and 10 (c) of Board's letter No. E(NG)II/90/RC-1/117 dated 12.12.1990 wherein it had been laid down regarding order of priority in offering appointment on compassionate grounds.

Priority No. 10 (i) - Dependents of employees who die or are permanently crippled in the course of duty and 10 (c) - a time limit of one month should be observed within which appointment should be given and Para 6 of Board's letter No. E(NG)II/91/RR-1/20 dated 03.12.1991 wherein it had been laid down that Compassionate appointment in the clerical categories should be avoided to the extent possible. For any such appointment, General Manager should be personally satisfied that, the same is unavoidable, and offered as a last resort.

It has been decided by the Board that for the dependants of employees who die or are permanently crippled in the course of duty (Priority No.1), there should be no restriction on offering him/her clerical post and this power is hereby delegated to DRMs/CWMs solely for the dependants of employees who die or permanently crippled in the course of duty.


(Neeraj Kumar)
Director Estt. (N)II,
Railway Board.

No. E(NG)II/2018/RC-1/44

New Delhi, dated 27 .11.2018

Copy to:

- xv. The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
- xvi. The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
- xvii. All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
- xviii. The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
- xix. The Secretary, RBSS, Group 'A' Officers' Association.

- xx. The President, Railway Board Class II Officers' Association.
xxi. The Secretary General, IRPOF.
xxii. The Secretary, Indian Railways Class II Officers' Association.
xxiii. The Secretary, Railways Board Ministerial Staff Association.
xxiv. The President, Railway Board Class IV Officers' Association.
xxv. The General Secretary, AIRPF Association.
xxvi. The General Secretary, All India SC& ST Railway Employees Association, Room No-7, Rail Bhawan, New Delhi.
xxvii. Chief Commissioner for Railway Safety, Lucknow.
xxviii. Chief Administrative Officer, RCF/Raebareli Project, Kishanganj, Delhi-7


For Secretary/Railway Board

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EDE(N), EDCE(G), EDF(E), ED(Safety), EDV(A), EDE(RRB), EDE(Sports), ED(E&R), EDE(GC), ED(IR), EDE(Res), EDH(G), EDE, EDPC-I, EDPC-II, EDF(BC), ED (ERP), Chairman/HRRC, JS, JS(G), JS(E), JS(C), DE(W), DE(Res.), Dir. (MPP), DE(G), DE(GP), DE(LL), JDF(E), JDE(N), JDE(Rep), DDF(E)-I, DDF(E)-III, DDE (R)-II, DDE (LR)-I&II, E(P&A)I&II, E(G), E(NG)I, E(Trg), E(MPP), F(E)-I, F(E)-II, A/C-III, ERB-I, ERB-II, ERB-III, ERB-IV, ERB-V & ERB-VI, E(Rep)I, E(Rep)-II & E(Rep)-III, E(Sports), Security(E), FE(Spl), E(RRB), PC-III, PC-IV, PC-V & PC-VI, E(SCT)I & E(SCT)-II, E(GR) I & E(GR)-II, E(GC), E(GP), E(Welfare)-I, II & III, E(D&A), E(Co-op), Code Revision Cell/ Branches of Railway Board.

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

RBE NO. 180/2018

No. E(NG)II/1998/RC-1/64

New Delhi, dated 27.11.2018

**The General Manager (P)
All Zonal Railways/Production Units etc.**

Sub: Appointment on Compassionate grounds – Delegation of power – reg.

Attention is invited to this Ministry's letters No. E(NG)II/2009/RC-1/SCR/39 dated 04.06.2010 (RBE No. 80/2010) wherein Board had the power to consider appointment on compassionate grounds in Grade Pay Rs. 4200/- and above (Level-6 and Level-7 in 7th CPC Pay Matrix) where direct recruitment quota is 25% or lesser and para 2 of Board's letter No. E(NG)II/1998/RC-1/64 dated 31.05.2011 (RBE No. 77/2011) whereby these powers were delegated to General Managers.

2. It has now been decided by the Board that DRMs/CWMs/HODs may consider appointment on Compassionate grounds up to Level-6 of 7th CPC Pay Matrix. However, General Managers power to consider case of Level- 7 of 7th CPC Pay Matrix will remain the same.

Please acknowledge receipt.


**(Neeraj Kumar)
Director Estt. (N)II
Railway Board.**

No.E(NG)II/1998/RC-1/64

New Delhi, dated 27.11.2018

Copy to:

- (i) The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
- (ii) The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
- (iii) All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (90 spares).
- (iv) The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
- (v) The Secretary, RBSS, Group 'A' Officers' Association (5 spares).
- (vi) The President, Railway Board Class II Officers' Association.
- (vii) The Secretary General, IRPOF Room No.341-C, Railway Board.
- (viii) The Secretary, Indian Railways Class II Officers' Association.
- (ix) The Secretary, Railways Board Ministerial Staff Association.
- (x) The President, Railway Board Class IV Officers' Association.
- (xi) The General Secretary, AIRPF Association.
- (xii) The General Secretary, All India SC& ST Railway Employees Association, Room No- 8, Rail Bhawan, New Delhi.
- (xiii) The General Secretary, Retired Railway Employees Welfare Association (Regd.), 490A/16, Gurudwara Road, Gurgaon.
- (xiv) Chief Commissioner of Railway Safety, 16, Ashok Road, Lucknow.


for Secretary/Railway Board

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Adv.(IR), Adv(Infra), Adv(C), ADV(Safety), EDE, EDE(N), EDCE(G), EDV(A), ED(A/Cs), (EDE(RRB), EDE(Sports), ED(E&R), EDE(GC), EDE(ED(T&MPP), EDPC-I & II, EDF(B), EDF(X), IG/RPF(HQs.), IG/RPSF, DPC-I, JD(Crime), JDPC-I & II, JDPC_VI, JDE(L), JS, JS(G), JS(E), JS(C), Dir. (MPP DE(G), DE(GP), DE(LL), DIG(Rectt.& TRG), JDF(E), JD(RRB, JDE(N)I,II, JDE(W), JDF(X), JDE(Res)I, JDE(Rep), JDE(RRB), DDF(E) I & III, DDE (MPP), (LR)-I,II & III.

E(P&A)I&II, E(G), E(NG)I, E(Trg), E(MPP), F(E)I&II, A/C-III, ERB-I, II, III, IV, II & III, E(Sports), E(W) Sec(E), FE(Spl), E(RRB), PC-III, IV, V & VI, E(SCT)I E(GC), E(GP), PR, E(D&A), E(Co-op), Vig.I,II,III,IV &V, Code Revision Cell/ Board.

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

RBE No. 145/2018.

No. E(NG)II/2018/RC-1/32


New Delhi, dated 20.09.2018

**The General Manager(P)
All Indian Railways & PUs.**

Sub: Appointment on compassionate grounds – Relaxation in upper age limit regarding.

Attention is invited to para IX (Authority competent to make appointments on compassionate grounds) and para VI(a) (Qualification and conditions to be fulfilled) Board's letter dated 12.12.1990 which lays down that normally the persons seeking appointment on compassionate grounds should fulfil the conditions of eligibility regarding age and educational qualifications prescribed for appointment to the posts or grade concerned. However, the upper age limit may be freely relaxed on merits of the cases. The lower age limit of 18 years normally required for appointment in Government may also be relaxed upto one year with the personal approval of the General Manager. Relaxation of the lower age limit beyond one year will require the approval of the Ministry of Railways. In making appointments on compassionate grounds, Divisional Railway Managers may relax age limit in the case of appointment to Group 'D' posts.

The issue of delegation of power to DRM/CWM regarding relaxation of upper age limit in making compassionate grounds appointment was under consideration in this office. It has now been decided by the Board that wherever DRM/CWM is competent to make the appointment on compassionate grounds, they may grant relaxation in upper age limit also.


(Neeraj Kumar)
Director Estt. (N)II,
Railway Board.

No. E(NG)II/2018/RC-1/32

New Delhi, dated 20 .09.2018

Copy to:

- i. The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
- ii. The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
- iii. All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
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- v. The Secretary, RBSS, Group 'A' Officers' Association.
- vi. The President, Railway Board Class II Officers' Association.

- vii. The Secretary General, IRPOF.
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- x. The President, Railway Board Class IV Officers' Association.
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- xii. The General Secretary, All India SC& ST Railway Employees Association, Room No-7, Rail Bhawan, New Delhi.
- xiii. Chief Commissioner for Railway Safety, Lucknow.
- xiv. Chief Administrative Officer, RCF/Raebareli Project, Kishanganj, Delhi-7


For Secretary/Railway Board

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

RBE No. 134 /2018.

No. E(NG)II/2018/RC-1/30

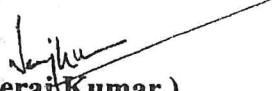
New Delhi, dated 06.09.2018

**The General Manager(P)
All Indian Railways & PUs.**

**Sub: Appointment on compassionate grounds – transfer of cases
from one Division/Workshops to other Division/Workshop.**

It has come to the notice of this office that where the candidate requests for appointment on compassionate grounds from parent Division/ Workshop of ex. Railway servant to other Division/Workshop, the proposal is routed through the Headquarters of the Zonal Railways to which the case belongs, to the Headquarters of the other Zonal Railway where the candidate desires to be posted, for seeking acceptance and vice-versa.

The matter has been examined and it has been decided by the Board, for smooth finalization of the compassionate grounds appointments, that DRM/CWM may transfer such cases complete in all respect to the Division/Workshop from their Division/Workshop directly without routing them through Headquarters of Zonal Railways, where the candidate desires to be appointed. It is also advised that admissibility of the compassionate grounds appointment may be examined at parent Division/Workshop of the ex. Railway servant. All other appointment process to be duly completed at the accepting unit.


(Neeraj Kumar)
Director Estt. (N)II,
Railway Board.

No. E(NG)II/2018/RC-1/30

New Delhi, dated 06.09.2018

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- i. The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
- ii. The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).

- iii. All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
- iv. The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
- v. The Secretary, RBSS, Group 'A' Officers' Association.
- vi. The President, Railway Board Class II Officers' Association.
- vii. The Secretary General, IRPOF.
- viii. The Secretary, Indian Railways Class II Officers' Association.
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- xii. The General Secretary, All India SC& ST Railway Employees Association, Room No-7, Rail Bhawan, New Delhi.
- xiii. Chief Commissioner for Railway Safety, Lucknow.
- xiv. Chief Administrative Officer, RCF/Raebareli Project, Kishanganj, Delhi-7


For Secretary/Railway Board

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**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

RBE No. 81 /2018

No. E(NG)II/2018/RC-1/Genl/17

New Delhi, dated 07 .06.2018

**The General Manager(P)
All Indian Railways & PUs.**

Sub: Appointment on compassionate grounds – Suitability Test – regarding.

Attention is invited to this Ministry's letter No.E(NG)II/84/RC-1/174 dated 25.06.1985, No. E(NG)II/88/RC-1/1/Policy dated 02.11.1989 read with para 2(i) of letter No. E(NG)II/88/RC-1/1/Policy dated 16.05.1991, stipulating inter-alia, that suitability of a person to be considered for appointment on compassionate grounds should be assessed by an appropriate suitability test, keeping the compassion in view. Board's letter dated 25.06.1985 has laid down that such appointment be considered as per the educational qualification possessed by the candidate.

2. As regards number of chances, this Ministry's letter dated 28.04.1999 (RBE No. 84/1999), 21.09.2001(RBE No. 192/2001) and dated 02.03.2012 (RBE No. 28/2012), specify the number of chances to be given to a candidate (wards as well as widow/wife), for appearing in the suitability test for appointment on compassionate grounds to Non-Gazetted posts on the Railways. Accordingly, at present, there are three (03) and four (04) chances available for wards and widow/wife respectively.

3. It has come to the notice that not only the procedure adopted for conducting suitability test and additional chances to be given to candidates for appointment on compassionate grounds by the Zonal Railways vary from the instructions issued at paras 1 and 2 above, but the directives/intent of stipulation made in the instruction ibid are also not being followed in true spirit.

4. Accordingly, the matter has been looked into. It has now been decided by the Board that in compliance of letters mentioned at para 2 above, maximum of three such chances to the wards and four chances may be given to widow/wife commensurate with their educational qualification to the post and suitability may be adjudged accordingly. Second chance should be given as a rule and uniformly followed.

5. It is also reiterated that 2nd chance to wards and widow should be given with the approval of competent authority (DRMs/HODs/CWMs as the case may be). However, 3rd chance to ward/widow/wife and 4th chance to widow/wife will require personal approval of the General Manager.


6. In case a request has been received from the candidate for appointment on other Railway, his/her case may be transferred alongwith all relevant papers to that Railway. Assessment of suitability may be done by the Railway where the candidate is to be appointed.

Please acknowledge receipt.


(Neeraj Kumar)
Director Estt. (N)II,
Railway Board.

Copy to:

- i. The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
- ii. The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
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- xiii. Chief Commissioner for Railway Safety, Lucknow.
- xiv. Chief Administrative Officer, RCF/Raebareli Project, Kishanganj, Delhi-7



For Secretary/Railway Board

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

RBE No. 51/2018

No. E(NG)II/2017/RC-1/23

New Delhi, dated 06 .04.2018

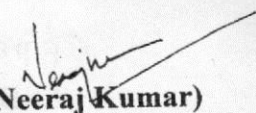
**The General Manager(P)
All Indian Railways & PUs.**

**Sub: Appointment on compassionate grounds – widows/wives not
having minimum educational qualification for the posts of
Level – 1.**

Pursuant to the issuance of 7th CPC recommendation, as there was no mention about the appointment of compassionate grounds for those who do not fulfil the requisite educational qualification for the posts of Level – 1, Zonal Railways have sought clarification as to what action is to be taken with regard to appointment on compassionate grounds to the widows/wives of Railway Servants who die in harness or retire on medical unfitness and do not have minimum educational qualification for the posts in Level – 1.

2. The matter was under consideration of this Ministry for quite some time. It has now been decided that in case of appointment of a widow/wife not having requisite minimum educational qualification, she will be placed in the Level – 1 of the Pay Matrix introduced on implementation of 7th CPC report, without insisting on fulfillment of educational qualification norms, provided the appointing authority is satisfied that the duties of the post against which she is being appointed can be performed with the help of some on job training.

Please acknowledge receipt.


(Neeraj Kumar)
Director Estt. (N)II,
Railway Board.

No. E (NG)-II/2017/RC-1/23

New Delhi, dated: 06 .04.2018


Copy to:

- (ii) The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
- (ii) The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35spares).
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(xxvi) Room No-7, Rail Bhawan, New Delhi.

(xxvii) Chief Commissioner for Railway Safety, DRM Office, North Eastern Railway Complex, Ashok Marg, Lucknow (U.P).

(xxviii) Chief Administrative Officer, RCF/Raebareli Project, Kishanganj, Delhi-110007.


For Secretary/Railway Board

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DF(E), DE(G), DE(GP), DE(IR), DE(W), DE(Res), DE(LL), DE(GR), DE (P&A), JDF(E), JDE(N)III, JDE(GC), JDE(Rep)-II, JDE(RRB), DDF(E) I, DDF(E)-III, DDE (R)-II, DDE (LR)-I & DDE (LR)-II.

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

RBE No. 42/2018

No. E(NG)II/2018/RC-1/5

New Delhi, dated 21.03.2018

**The General Manager(P)
All Indian Railways & PUs.**

Sub: Appointment on compassionate grounds.

The issue of considering appointment on compassionate grounds(CG) to sons/daughters, born through other than first legally married wife has been engaging the attention of this Ministry for quite some time, in the backdrop of partial quashing of CG related instructions contained in this Ministry's letter dated 02.01.1992 regarding such appointments, by the Hon'ble High Court/Calcutta in the case(WPCT 20 of 2009) Namita Goldar & Ors. Vs UOI & Others.

2. In this regard, Railway Board has taken into account following observations of the Hon'ble Supreme Court, on the subject of CG appointment, in the case of State Bank of India & another Vs Rajkumar, (Civil appeal No. 1641 of 2010):

"it is now well settled that appointment on compassionate grounds is not a source of recruitment. On the other hand it is an exception to the general rule that recruitment to public services should be on the basis of merit, by an open invitation providing equal opportunity to all eligible persons to participate in the selection process. The dependants of employees, who die in harness, do not have any special claim or right to employment, except by way of the concession that may be extended by the employer under the Rules or by a separate scheme, to enable the family of the deceased to get over the sudden financial crisis. The claim for compassionate appointment is, therefore, traceable only to the scheme framed by the employer for such employment and there is no right whatsoever out side such scheme....."

3. Railway Board has also taken into account following observation of Hon'ble High Court of Jharkhand (Ranchi) in writ petition No. WP(S) 16 of 2014 (pronounced on 24.07.2014) "Compassionate appointment is a matter of policy of the employer and the employer cannot be compelled to provide compassionate appointment contrary to its policy/scheme. When there is specific circular which clearly provides that the children of second marriage of the employee shall not be eligible for compassionate appointment, no direction can be issued to the respondents to consider the case of the petitioner."

4. The matter has been examined and in supersession of this Ministry's letter dated 02.01.1992 issued under RBE No. 01/1992 and No. E(NG)II/2012/RC-1/21 dated 03.04.2013, it has been decided that the first right of being considered for compassionate grounds appointment is vested, in cases of death of Railway servants while in service, with the legally wedded surviving widow provided she has not remarried at the time of making request for appointments on compassionate grounds. It is clarified that in cases of those Railway Servants who are governed by the Hindu Marriage Act, 1955, there can only be one legally wedded wife/widow, as second marriage, while spouse is living, is void/voidable in view of the Section 5(1) read with Section 11 of the Act. In this respect, Railway Board's letter No. E(D&A)92 GS 1-1 dated 10.04.1992 connects.

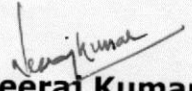
5. If aforementioned legally wedded surviving widow does not want herself to be considered for compassionate grounds appointment, she can nominate, for CG appointment, a "bread winner" for the family from amongst the following:

(a) **In cases of those Railway Servants who are governed by the Hindu Marriage Act, 1955 :** Son(including adopted son); or daughter(including widowed/ adopted/married/divorced daughter). However, if such Railway Servant has left sons/daughters, who have been treated as legitimate or deemed to be legitimate, under Section 16 of Hindu Marriage Act, 1955, neither widow can nominate them as bread winner for CG appointment nor such sons/daughters can claim CG appointment.

(b) **In cases of those Railway Servants who are governed by their respective Personal Laws:** Son(including adopted son); or daughter(including widowed/ adopted/married/divorced daughter). However, if such Railway Servant has left sons/daughters through second/subsequent legally valid marriages, i.e. other than through first wife and deceased Railway Servant have failed to obtain requisite permission for such second/subsequent marriage as required under section 21 (relating to restrictions regarding marriage) of the Railway Services (Conduct) Rules, 1966, neither first widow/second/subsequent widow can nominate such sons/daughters as bread winner for CG appointment nor such sons/daughters can claim CG appointment. Moreover, such second/subsequent widow also would not have any right to seek compassionate grounds appointment.

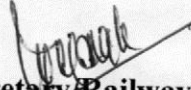
6. All Zonal Railway/PUs/Units are directed to decide cases accordingly.

Please acknowledge receipt.


(Neeraj Kumar)
Director Estt. (N)II,
Railway Board.

Copy to:

- (i) The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
- (ii) The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35spares).
- (iii) All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
- (iv) The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
- (v) The Secretary, RBSS, Group 'A' Officers' Association.
- (vi) The President, Railway Board Class II Officers' Association.
- (vii) The Secretary General, IRPOF.
- (viii) The Secretary, Indian Railways Class II Officers' Association.
- (ix) The Secretary, Railways Board Ministerial Staff Association.
- (x) The President, Railway Board Class IV Officers' Association.
- (xi) The General Secretary, AIRPF Association.
- (xii) The General Secretary, All India SC & ST Railway Employees Association, Room No-7, Rail Bhawan, New Delhi.
- (xiv) Chief Commissioner for Railway Safety, DRM Office, North Eastern Railway Complex, Ashok Marg, Lucknow (U.P).
- (xv) Chief Administrative Officer, RCF/Raebareli Project, Kishanganj, Delhi-110007.


For Secretary/Railway Board

Copy to: PSs to MR, MOS (S) & MOS (G).

Copy to: PSO/Sr.PPS/PPSs/PSs/PA to:

CRB, FC, MS, MS(RS), ME, M(Tr), MT, Secretary/Rly.Bd., DG(Pers.), DG(S&T), DG/RS, DG/RHS, DG/RPF, DG/PR..

AM(Comml), AM(CE), AM(C&IS), AM(Elect), AM(Budget), AM(Mech), AM(Plg), AM(PU), AM(Sig), AM(Store), AM(Traffic), AM(Works), AM(T&C), AM(Staff), AM(F), Adv(Vig.), Adv(Infra), Adv(C), Adv.(Project).

EDE(N), EDCE(G), EDF(E), ED(Safety), EDV(A), EDE(RRB), EDE(Sports), ED(E&R), EDE(GC), EDE(Res), EDH(P), ED(T&MPP), EDE, EDPC-I, EDPC-II, EDF(BC), ED (ERP), Chairman/HRRC, JS, JS(G), JS(E), JS(C), JS(D), DE(N)-II, Dir. (MPP), DS(G),

DF(E), DE(G), DE(GP), DE(IR), DE(W), DE(Res), DE(LL), DE(GR), DE (P&A), JDF(E), JDE(N)III, JDE(GC), JDE(Rep)-II, JDE(RRB), DDF(E) I, DDF(E)-III, DDE (R)-II, DDE (LR)-I & DDE (LR)-II.

E(P&A)I, E(P&A)-II, E(G), E(NG)I, E(Trg), E(MPP), F(E)I, F(E)-II, A/C-III, ERB-I, ERB-II, ERB-III, ERB-IV, ERB-V & ERB-VI, E(Rep)-I, E(Rep)-II & E(Rep)-III, E(Sports), E(W) Sec(E), FE(Spl), E(RRB), PC-III, PC-IV, PC-V & PC-VI, E(SCT)I, E(SCT)-II, E(GR) I & E(GR)-II, E(GC), E(GP), PR, E(D&A), E(Co-op), Code Revision Cell/ Branches of Railway Board

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

RBE No. 195/2017

No. E(NG)II/2016/RR-1/12 (3192238)

New Delhi, dated 18.12.2017

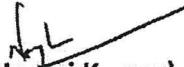
The General Manager (P),
All Zonal Railways/Production Units,
(As per standard mailing list).

Sub: Minimum educational qualification for appointment in Level-1 of the pay matrix of 7th CPC on compassionate grounds.-

Attention is invited to instructions issued vide this Ministry's letter under RBE No.73/2017 dated 27.07.2017 and RBE No. 192/2017 dated 11.12.2017, laying down minimum educational qualification for recruitment of staff from open market to posts in Level-1 of the pay matrix of 7th CPC (earlier Grade Pay ` 1800/-), through all modes, against direct recruitment quota in various departments. Since, appointment on compassionate grounds are made against direct recruitment quota vacancies, the qualification prescribed for posts against direct recruitment quota are equally applicable for considering appointment on compassionate grounds.

The matter has been reviewed, owing to difficulty being faced, in appointment of candidates on compassionate grounds, it has been decided that such candidates who have passed 10th standard but is not in possession of technical qualification i.e. National apprenticeship Certificate(NAC) granted by NCVT or ITI or courses/ Trade Diploma, the prescribed qualification for technical and commercial (catering) departments, viz., Civil Engineering, Mechanical, Electrical, S&T Departments and Commercial Catering Level-I, may also be considered for appointment, providing them on job training for a period of six months.

Please acknowledge receipt.


(Neeraj Kumar)
Director Estt.(N)-II
Railway Board

....2/-

No. E(NG)II/2016/RR-1/12 (3192238)

New Delhi, dated 18.12.2017

Copy to:

- i. The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
- ii. The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
- iii. All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
- iv. The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
- v. The Secretary, RBSS, Group 'A' Officers' Association.
- vi. The President, Railway Board Class II Officers' Association.
- vii. The Secretary General, IRPOF.
- viii. The Secretary, Indian Railways Class II Officers' Association.
- ix. The Secretary, Railways Board Ministerial Staff Association.
- x. The President, Railway Board Class IV Officers' Association.
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- xiii. Chief Commissioner for Railway Safety, Lucknow.
- xiv. Chief Administrative Officer, RCF/Raebareli Project, Kishanganj, Delhi-7


For Secretary/Railway Board

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EDE(N), EDCE(G), EDF(E), ED(Safety), EDV(A), EDE(RRB), EDE(Sports), ED(E&R), EDE(GC), ED(IR), EDE(Res), EDH(G), EDE, EDPC-I, EDPC-II, EDF(BC), ED (ERP), Chairman/HRRC, JS, JS(G), JS(E), JS(C), DE(W), DE(Res.), Dir. (MPP), DE(G), DE(GP), DE(LL), JDF(E), JDE(RRB), JDE(N), JDE(Rep), DDF(E)-I, DDF(E)-III, DDE (R)-II, DDE (LR)-I&II, E(P&A)I&II, E(G), E(NG)I, E(Trg), E(MPP), F(E)-I, F(E)-II, A/C-III, ERB-I, ERB-II, ERB-III, ERB-IV, ERB-V & ERB-VI, E(Rep)I, E(Rep)-II & E(Rep)-III, E(Sports), Security(E), FE(Spl), E(RRB), PC-III, PC-IV, PC-V & PC-VI, E(SCT)I & E(SCT)-II, E(GR) I & E(GR)-II, E(GC), E(GP), E(Welfare)-I, II & III, E(D&A), E(Co-op), Code Revision Cell/ Branches of Railway Board.

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

आरबीई सं. 195/2017

सं. ई(एनजी)-11/2016/आरआर-1/12 (3192238)

नई दिल्ली, दिनांक 18.12.2017

महाप्रबंधक (कार्मिक)

सभी क्षेत्रीय रेलें/उत्पादन इकाइयां
(मानक डाक सूची के अनुसार).

विषय: अनुकम्पा के आधार पर 7वें केन्द्रीय वेतन आयोग की पे मैट्रिक्स के लेवल-1 में नियुक्ति के लिए न्यूनतम शैक्षणिक अर्हता।

आपका ध्यान इस मंत्रालय के दिनांक 27.07.2017 के आरबीई सं. 73/2017 और दिनांक 11.12.2017 के आरबीई सं. 192/2017 के तहत जारी अनुदेशों की ओर आकृष्ट किया जाता है, जिनमें विभिन्न विभागों में सीधी भर्ती कोटा के तहत सभी विकल्पों के माध्यम से 7वें केन्द्रीय वेतन आयोग (पूर्ववर्ती ग्रेड पे ₹ 1800/-) के पे मैट्रिक्स के लेवल-1 में पदों पर खुली मार्केट से कर्मचारियों की नियुक्ति के लिए न्यूनतम शैक्षणिक अर्हता निर्धारित की गई है। चूंकि, अनुकम्पा के आधार पर नियुक्ति सीधी भर्ती कोटा के तहत की जाती है, अतः सीधी भर्ती कोटा के तहत पदों के लिए निर्धारित अर्हता अनुकम्पा के आधार पर नियुक्ति के लिए भी समान रूप से लागू होती है।

इस मामले की समीक्षा की गई है और अनुकम्पा के आधार पर उम्मीदवारों की नियुक्ति में आ रही कठिनाइयों के कारण, यह विनिश्चय किया गया है कि ऐसे उम्मीदवार, जिन्होंने 10वीं की परीक्षा पास कर ली है परंतु उन्होंने तकनीकी अर्हता अर्थात् एनसीवीटी अथवा आईटीआई द्वारा प्रदत्त नेशनल अप्रेंटिसशिप प्रमाणपत्र (एनएसी) अथवा पाठ्यक्रम/ट्रेड डिप्लोमा, तकनीकी और वाणिज्यिक (खानपान) विभागों के लिए निर्धारित अर्हता अर्थात् सिविल इंजीनियरी, यांत्रिकी, बिजली, एस एंड टी विभागों और वाणिज्यिक खानपान लेवल-1 प्राप्त नहीं किया है, उन्हें भी छह माह की अवधि के लिए कार्य पर प्रशिक्षण देकर नियुक्त करने के लिए विचार किया जा सकता है।

कृपया पावती दें।

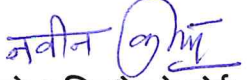
(नीरज कुमार)

निदेशक स्थापना (एन)-11

रेलवे बोर्ड

प्रतिलिपि प्रेषित:

- (i) जनरल सेक्रेटरी, एआईआरएफ, कमरा नं. 253, रेल भवन, नई दिल्ली (35 अतिरिक्त प्रतियों सहित)।
- (ii) जनरल सेक्रेटरी, एनएफआईआर, कमरा नं. 256-ई, रेल भवन, नई दिल्ली (35 अतिरिक्त प्रतियों सहित)।
- (iii) विभागीय परिषद तथा राष्ट्रीय परिषद के सभी सदस्य तथा सचिव, कर्मचारी पक्ष, राष्ट्रीय परिषद, 13-सी, फिरोजशाह रोड, नई दिल्ली (60 अतिरिक्त प्रतियों सहित)।
- (iv) सेक्रेटरी जनरल, फोआ, कमरा नं. 256-ए, रेलवे बोर्ड (5 अतिरिक्त प्रतियों सहित)।
- (v) सेक्रेटरी, आरबीएसएस, ग्रुप 'ए' ऑफिसर्स एसोसिएशन।
- (vi) अध्यक्ष, रेलवे बोर्ड क्लास II ऑफिसर्स एसोसिएशन।
- (vii) सेक्रेटरी जनरल, आईआरपीओएफ।
- (viii) सेक्रेटरी, इंडियन रेलवे क्लास II ऑफिसर्स एसोसिएशन।
- (ix) सेक्रेटरी, रेलवे बोर्ड मिनिस्ट्रीयल स्टाफ एसोसिएशन।
- (x) अध्यक्ष, रेलवे बोर्ड क्लास IV ऑफिसर्स एसोसिएशन।
- (xi) जनरल सेक्रेटरी, एआईआरपीएफ एसोसिएशन।
- (xii) जनरल सेक्रेटरी, ऑल इंडिया एससी एंड एसटी रेलवे इम्पलाइज़ एसोसिएशन, कमरा नं.7, रेल भवन, नई दिल्ली।
- (xiii) मुख्य रेल संरक्षा आयुक्त, लखनऊ।
- (xiv) मुख्य प्रशासनिक अधिकारी, आरसीएफ/रायबरेली परियोजना, किशनगंज, दिल्ली-7.


कृते सचिव/रेलवे बोर्ड

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

RBE No. 73/2017

No. E(NG)II/2017/RR-1/12 (3192238)

New Delhi, dated 27.07.2017

The General Manager (P),
All Zonal Railways/Production Units,
(As per standard mailing list).

Sub: Minimum educational qualification for recruitment of staff from open market in Level-1 of the pay matrix of 7th CPC.

Attention is invited to instructions issued, vide this Ministry's letter under RBE No. 129/2013 dated 09.12.2013, laying down qualification for recruitment of staff from open market to posts in Pay Band-1 of ₹ 5200-20200 having Grade Pay ₹ 1800/- (now Level-1 of the pay matrix of 7th CPC), through all modes, against direct recruitment quota as 10th pass or ITI or equivalent or National Apprenticeship Certificate (NAC) granted by NCVT.

2. The qualifications have further been reviewed and it has been decided by Board that the minimum educational qualification for recruitment of staff in Level-1 of the pay matrix of 7th CPC (earlier Grade Pay ₹ 1800/-) in Civil Engineering, Mechanical, Electrical and S&T departments from open market, through all modes, will henceforth be as under:-

10th pass plus National Apprenticeship Certificate (NAC) granted by NCVT

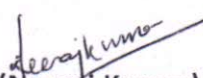
OR

10th pass plus ITI.

3. For all other departments of the Railways, the minimum educational qualification will continue to be the same as mentioned in para-1 above.

4. Cases already under process will continue to be dealt in terms of earlier instructions.

Please acknowledge receipt.


(Neeraj Kumar)
Director Estt.(N)-II
Railway Board

....2/-

No. E(NG)II/2017/RR-1/12 (3192238)

New Delhi, dated 27.07.2017

Copy to:

- i. The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
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- v. The Secretary, RBSS, Group 'A' Officers' Association.
- vi. The President, Railway Board Class II Officers' Association.
- vii. The Secretary General, IRPOF.
- viii. The Secretary, Indian Railways Class II Officers' Association.
- ix. The Secretary, Railways Board Ministerial Staff Association.
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- xii. The General Secretary, All India SC& ST Railway Employees Association, Room No-7, Rail Bhawan, New Delhi.
- xiii. Chief Commissioner for Railway Safety, Lucknow.
- xiv. Chief Administrative Officer, RCF/Raebareli Project, Kishanganj, Delhi-7


For Secretary/Railway Board

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AM(Comml), AM(CE), AM(C&IS), AM(Elect), AM(Budget), AM(E), AM(Plg), AM(PU), AM(Tele), AM(Sig), AM(Store), AM(T), AM(Works), AM(F), Adv(Vig.), AM(Staff), Adv(Infra), Adv(C), Adv(Project), Adv. (T&MPP), Adv. (Health), Adv. (Safety), Adv. (Transformation).

EDE(N), EDCE(G), EDF(E), ED(Safety), EDV(A), EDE(RRB), EDE(Sports), ED(E&R), EDE(GC), ED(IR), EDE(Res), EDH(G), EDE, EDPC-I, EDPC-II, EDF(BC), ED (ERP), Chairman/HRRRC, JS, JS(G), JS(E), JS(C), DE(W), DE(Res.), Dir. (MPP), DE(G), DE(GP), DE(LL), JDF(E), JDE(N), JDE(Rep), DDF(E)-I, DDF(E)-III, DDE (R)-II, DDE (LR)-I&II, E(P&A)I&II, E(G), E(NG)I, E(Trg), E(MPP), F(E)-I, F(E)-II, A/C-III, ERB-I, ERB-II, ERB-III, ERB-IV, ERB-V & ERB-VI, E(Rep)I, E(Rep)-II & E(Rep)-III, E(Sports), Security(E), FE(Spl), E(RRB), PC-III, PC-IV, PC-V & PC-VI, E(SCT)I & E(SCT)-II, E(GR) I & E(GR)-II, E(GC), E(GP), E(Welfare)-I, II & III, E(D&A), E(Co-op), Code Revision Cell/ Branches of Railway Board.

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. E(NG)I-2016/IC-2/1

New Delhi, dated 21.04.2017

The General Manager(P)s,
All Zonal Railways & Production Units.
(As per standard list).

Sub : Recording of educational qualification acquired during intervening period
by compassionate ground appointees.

As the Railways are aware, wards/dependents of railway employees who die in harness/retire on medical grounds are given appointment according to their educational qualification on compassionate grounds against vacancies available in various Group "C" categories. However, in certain cases, such appointments are delayed owing to various reasons. During this waiting period, the candidate may acquire higher educational qualification(s) which were not mentioned at the time of application. AIRF have raised the issue in PNM with Board (Item No. 28/2016) that such educational qualifications as are acquired by compassionate ground candidates during such intervening period should be recorded in their Service Book.

2. The matter has been considered and accordingly it has been decided that at the time of actual appointment, if a compassionate ground appointee claims to have acquired educational qualification not mentioned by him/her earlier when applying for Compassionate Ground appointment, his/her request for relevant entries in his/her Service Book may be examined on merit, on case to case basis and if considered feasible, such entries in the Service Book may be made after due verifications. Railways may please ensure that the process of appointing on compassionate ground may not be halted because of the above dispensation.

Hindi version will follow.

Please acknowledge receipt.


(M.K. Meena)
Deputy Director Estt (N)
Railway Board

Copy forwarded to:-

1. The General Secretary, All Indian Railwaymen's Federation, Room No.253, Rail Bhavan, New Delhi (35 copies).
2. The General Secretary, National Federation of Indian Railwaymen, Room No.256-E, Rail Bhavan, New Delhi (35 copies).
3. All Members, Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
4. The Secretary General, Federation of Railway Officers Association, Room No.256-A, Rail Bhavan, New Delhi (5 spares).
5. The Secretary General, Indian Railway Promotee Officers Association, Room No.268, Rail Bhavan, New Delhi (5 spares).
6. The General Secretary, All India RPF Association, Room No.256-D, Rail Bhavan, New Delhi-110001.
7. The Secretary, RBSS Group 'A' Officers Association, Rail Bhavan, New Delhi.
8. The Secretary, RBSS Group 'B' Officers Association, Rail Bhavan, New Delhi.
9. The Secretary, Railway Board Ministerial Staff Association, Rail Bhavan, New Delhi.
10. The Secretary, Railway Board Group 'D' Employees Association, Rail Bhavan, New Delhi.
11. The Secretary Railway Board Promotee Officers Association, Room No.341-C, Rail Bhawan, New Delhi.
12. Chief Commissioner of Railway Safety, Lucknow.
13. Adviser(Safety), Railway Board, New Delhi.
14. The Director General & Ex Officio General Manager, RDSO, Lucknow
15. The Manager/HRD, Rail Land Development Authority, Near Safdarjung Railway station, Motibagh-1, New Delhi-110021
16. DFCCIL, 5th Floor, Pragati Maidan, Metro Station Complex, New Delhi-110001.
17. Office of Chief Administrative Officer, Indian Railways(Workshop Projects), Chamber Bhawan, Judge's Court Road, Anta Ghat, Patna-800001, Bihar.

18. The Chief Mechanical Engineer, Indian Railways Organisation For Alternate Fuels, 12th Floor, Core-1, Scope Minar, District Centre, Laxmi Nagar, Delhi-92.
19. General Secretary, All India SCs&STs Railway Employees Association, Room No.7(Ground Floor), Rail Bhawan, New Delhi
20. Chief Administrative Officer, Rail Coach Factory/Raebareli Project, Kishanganj, Delhi-7.
21. Adviser(Projects), Room No.548, M/O Railways, Rail Bhawan, New Delhi.
22. President, RBSS Group 'A' Officer Association, Room No.370, Rail Bhawan, New Delhi.
23. General Secretary, Railway Board Non-Ministerial Staff Association, Room No.42, Rail Bhawan, New Delhi.
24. Chief Admn Officer, Indian Railways Organisation for Alternative Fuels, 12th floor, Core-I, SCOPE Minar, District Centre, Laxmi Nagar, New Delhi - 110092

[Signature]
for Secretary/Railway Board

PSs to MR, MoS(G), MoS(S),

PPSs to CRB, FC, MS, MRS, MT, MTR, ME, Secretary, DG(P), DG(S&T), DG(RS), DG/RHS and DG/RPF.

PPSs to AM(Comml.), AM(CE), AM(C&IS), AM(Elec.), AM(Budget), AM(F), AM(Mech.), AM(Plg.), AM(Project), AM(PU), AM(Sig.), AM(Stores), AM(Tele), AM(Traffic), AM(Works), AM(T&C), AM(Staff), Adv.(IR) and Adv.(Vig.)

PSs to ED Fin(BC), ED(Safety), EDCE(G), ED(E&R), EDE, EDE(N), EDME(W), ED(Projects), EDERS(G), EDE(Res.), EDE(RRB), EDE(Fin), EDF(B), ED(Planning), ED(RE), ED(Sig), ED/Track(M), EDF(X)I, EDF(X)II, ED(H), EDLM, EDE(GC), EDRE(S&T), ED(Stat), EDRS(S), ED(Track/MC), ED(T&MPP), EDME(Chg.), EDME(Traction), ED(Works), EDME(DAv.), EDRE(S), EDRS(C), EDRS(W), EDPC, EDF(E), EDA, EDV(A), JS(G), JS(E&P) and JS and IG/RPF.

JD(OL), DPC-I, DPC- II, DE(G), D(IH), D(H&FW), D(MPP), Dir.(Safety)I, Dir.(Safety)II, Dir.(Safety)III, DE(N)II, DE(R), DE(D&A), DE(LL), JDE(Rep), JDE(GP), JDE(RRB), DD(Code Revision), DD(Health), DDE(N), DDE(LR)I, DDE(LR)II, DDE(LR)III, US(A), DDE(D&A), DDV(A&P), DDE(Rep) I, DDE(Rep)II, DD(OL)I, DD(OL)II, E(D&A), E(GP), E(NG)II, E(Rep)I, E(Rep)II, E(Rep)III, E(SCT)I, E(SCT) II, E(RRB), ERB-II, ERB-V, PC-III, PC-IV, PC- V, E(P&A)I, E(P&A) II, CE-I, CE-II, CE-III, Sec.(E), Sec.(ABE), E(MPP), E(G), Health Branch, Safety Branch, A/C-III & Code Revision Cell.

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No. E(NG)II/2016/RC1/CR/28

New Delhi, dated: 20.03.2017

**The General Manager (P),
All Zonal Railways/Production Units etc.**

Sub: Compassionate grounds appointment as ASM in Traffic Department.

Clarification is being sought by various Zonal Railways, regarding procedure for appointment on compassionate ground to the post of ASM which has been upgraded to Level-6 (GP 4200/-) and merged with the post of Station Master. Accordingly, it is clarified that same criteria/procedure of selection be adopted in the case of appointment of ASM as done for similarly placed categories of Grade Pay 4200/-.


**(Neeraj Kumar)
Director Estt. (N)-II
Railway Board.**

SER

RB-1125
2/6

23/6/16

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

RB-10A

No. E(NG)II/2016/RC-1/NCR/14

59

New Delhi, dated 17.06.2016

The General Manager (P)
All Zonal Railways/Production Units.

Sub: Compassionate grounds appointment - clarification regarding
Suicide case.

A reference has been received from one of the Zonal Railways seeking clarification whether compassionate appointment in favour of a dependent family member can be considered in case of a Railway employee committing suicide. Accordingly, it is clarified that death by suicide of a Railway employee may be treated at par with Railway servant dying in harness for the purpose of such appointment.

(This disposes of NCR's letter No. 797-E/NCR/CG/Misc/11/01 dated 08.04.2016).

A/c of ruling
22/6

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40

[Handwritten signature]
(Neeraj Kumar)
Director Estt. (N)II
Railway Board.

22/6



Pls. circulate
22

28/06/16

CR

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

No. E(NG)II/2007/RC-1/Genl./2

New Delhi, dated 27.05.2016

**The General Manager(P),
All Indian Railways &
Production Units.**


Sub: Compassionate grounds appointment to the dependent of medically de-categorised/incapacitated staff – instructions thereon.

The matter of consolidation of existing instructions on the above subject has been raised by the staff side in DC/JCM meeting vide item No. 06/2007.

In view of the above, all out efforts have been made and a compendium of instructions issued from 1979 onwards on compassionate grounds appointment to the dependent of a Medically de-categorised/invalidated Railway employee has been prepared for ready reference. A copy of the same is attached herewith.

While referring to this compendium, the circulars referred should be read for proper appreciation. The circulars mentioned are only consolidation of the instructions issued so far and should not be treated as substitution to the originals, unless specially indicated.

Further, if any circular/instruction on the subject which has not been superseded, has not been taken into consideration while preparing this compendium, the said circular/instruction missed through oversight should be treated as valid and operative.


(Neeraj Kumar)
Director Estt. (N)II,
Railway Board.

2/.

LIST OF LETTERS ENCLOSED

S.No.	LETTER NUMBER	DATE
1	E(NG)III/78/RC-1/1	30.04.1979
2	E(NG)III/78/RC-1/1	03.02.1981
3	E(NG)III/78/RC-1/1	03.09.1983
4	E(NG)II/84/RC-1/105	16.11.1984
5	E(NG)II/95/RC-1/94 (RBE No. 107/1995)	22.09.1995
6	E(NG)I/96/RE-3/9(2)(RBE No. 89/99)	29.04.1999
7	E(NG)II/95/RC-1/94 (RBE No. 8/2000)	18.01.2000
8	E(NG)II/95/RC-1/94 (RBE No. 193/2000)	10.11.2000
9	E(NG)II/95/RC-1/94 (RBE No. 72/2001)	11.04.2001
10	E(NG)II/2000/RC-1/Genl./17(RBE No. 31/2002)	06.03.2002
11	E(NG)I/2001/RE-3/8(113/2003)	01.07.2003
12	E(NG)II/2000/RC-1/Genl./17(RBE No. 106/2004)	26.05.2004
13	E(NG)II/95/RC-1/94(RBE No. 78/2006)	14.06.2006
14	E(NG)II/95/RC-1/94(RBE No. 165/2006)	02.11.2006
15	E(NG)II/99/RC-1/SR/12(RBE No.	15.06.2007
16	E(NG)II/2009/RC-1/CR/2	03.03.2009
17	E(NG)I/2011/RE-3/12(RBE No. 14/2012)	03.02.2012
18	E(NG)II/2012/RC-1/Genl./15(RBE No. 22/2014)	04.03.2014

Please issue
9/2/16

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. E(NG)II/2013/RC-1/SR/15

New Delhi, Dated: 9.02.2016.

The General Manager's (P),
All Zonal Railways/PUs.

Sub: Compassionate grounds appointment to the candidates having been declared medically unfit due to diabetes.

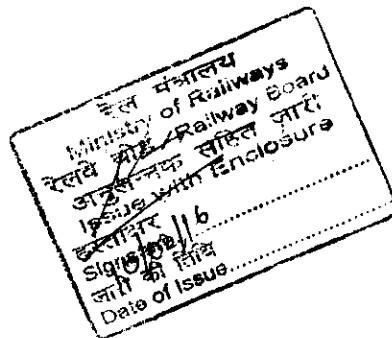
The matter of appointment of candidates suffering from diabetes on the Railways, through various modes including compassionate grounds has been under review of this Ministry, owing to various court cases related with the issue.

Accordingly, the matter has been considered and it has been decided that such cases may be dealt in term of Board letter No. 2008/H/5/18 dated 08.01.2016 (Copy enclosed).

(This disposes off Southern Railway's letter No. PB/CS/30/Court Case/Vol.III dated 04.05.2015 & 03.08.2015, P(R)563/P/DRQ/Genl. Dated 06.02.2015 and R.D.S.O. letter No.E-4/comp./Gr.'C'/248(AJ) dated 03.09.2013 & LC/525/2014/AJ dated 19.12.2015).

o/c

(Neeraj Kumar)
Director Estt. (N)II,
Railway Board.



5/11

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. 2008/H/5/18

New Delhi, dated: 08.01.2016

General Manager
All Indian Railways (Including PUs & RDSO)

Sub: Fitness of candidates including cases of compassionate ground appointments, PwD (non-gazetted) & land losers etc. found diabetic in first medical examination.

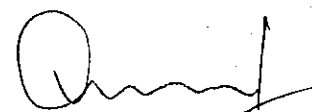
In the recent past, it was observed that in a number of cases, especially in cases of compassionate ground appointment, Hon'ble Courts have ordered that the candidates suffering from Diabetes Mellitus are to be taken in Railway Service even though they were declared unfit for Railway services by the Competent Medical Authorities. The Hon'ble Courts in their various judgments have held that Diabetic Mellitus is not a disease. Keeping in view the persistent observations coming from Hon'ble Courts, a three member committee was constituted to examine the issue.

The Committee has recommended the following parameter for diagnosing Diabetes Mellitus and deciding of fitness candidates:-

1	Fasting Plasma Glucose level	More than or equal to 126mg/dl.
2	Two-Hours Post-Prandial Plasma Glucose level	More than or equal to 200mg/dl.
3	Hb A1 C	More than or equal to 6.5%

In view of the above established facts the following procedure for deciding medical fitness of candidates suffering from diabetic conditions (diagnosed as per above parameters) is laid down:-

1. For different types of appointments including compassionate, PwD (Non-gazetted) etc., candidate if found diabetic in first examination (as per above parameters) should be re-examined.
2. Re-examination would be done by a "THREE MEMBER MEDICAL COMMITTEE" comprising of one physician of P.G. Qualification/Endocrinologist if available; one ophthalmologist & headed by a SAG medical officer of the divisional/zonal hospital. Recommendation of the Committee will be accepted by CMS/MD/CMO/ACMS in-charge as the case may be.
3. Purpose of re-examination will be the thorough clinical evaluation and investigation to rule out any complication of Diabetes or involvement of any End Organ.



4. If some investigations are to be performed for which the facility is not available in-house, the same should be arranged from recognized private labs/clinic & the charges for the same are to be paid by the candidate only.
5. If there is no complication or involvement of End organ, the candidate will be declared "FIT IN CEY ONE OR BELOW".
6. Establishment Directorate has to readjust those candidates as per available vacancy.

This has the approval of Board (MS).



(R.S. Shukla)
Joint Director (Health)
Railway Board

please issue
2/19/15

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No. E(NG)II/2015/RC-1/21

New Delhi, Dated: 18.09.2015.

The General Manager (P),
All Zonal Railways/PUs.


Sub: Appointment on compassionate grounds - regarding.

Vigilance Directorate of this Ministry has pointed out that while making appointment on compassionate grounds, proper procedures are not being followed. In order to expedite the process, shortcuts are adopted in disregard to procedure laid down for the purpose. They have observed the following deficiencies:-

- (i) The appointment orders were not sent through dak procedure but handed over to the candidates. Also, the said orders were not marked to the concerned appointing authorities.
- (ii) It was found that attestation/check list was not issued which is helpful in containing forged appointment cases.
- (iii) Offers of appointment issued to the candidates were (a) These were not typed but handwritten. (b) They were not in proper format. (c) They did not mention the medical category of the candidates. (d) Corrections were found in the offers of appointment, some of which were even not signed by the appropriate authority.
- (iv) Service sheet was not made at the time of appointment.
- (v) In the cases of all the candidates who were issued offers of appointment verification of character and antecedents was pending but the offers of appointment did not mention that the appointment was provisional subject to verification of their character and antecedents.

The matter has been viewed seriously by this Ministry and it is accordingly, directed that CPOs at the Headquarter level/Heads of the Personnel Branch in other units, Sr. DPO/DPO at Divisional level should ensure that procedure laid down to deal cases of compassionate appointment are strictly adhered to.

22/09


(Neeraj Kumar)
Director Estt.(N)-II
Railway Board.

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

No. E(NG)II/2015/RC-1/Genl./2

New Delhi, dt. 23.04.2015

The General Manager(P),
All Indian Railways &
Production Units.

Sub: Appointment on compassionate grounds – Clarifications –
regarding.

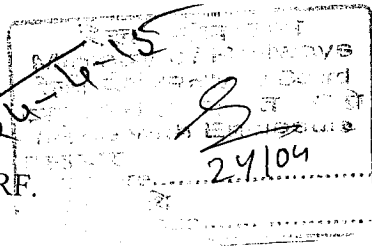
Attention is invited to this Ministry's letter of even number dated 14.09.2012 issued under RBE No. 102/2012. Some of the Zonal Railways have sought clarification as regards to the allowances and benefits allowed to a trainee under Board's letter dated 14.09.2012(RBE No. 102/2012) should be given to a trainee appointed against a working post where it is mandatory for persons being appointed to clear the entire training period before joining a working post.

The matter has been examined in Board's office and it is clarified that in terms of one of the recommendations of the 6th Central Pay Commission, as accepted by the Government of India, candidates not possessing the minimum qualifications of Matric could not be recruited in the Government service. At the same time, Commission also recommended that in exceptional circumstances like appointment on compassionate grounds, Government might need to provide employment opportunities to certain classes of persons not immediately meeting the minimum educational standards and Government could recruit them as "trainees" who would be given a regular pay band and Grade Pay only on acquiring the minimum qualification prescribed under the Recruitment rules.

Thus, it is amply clear that Board's instructions dated 14.09.2012 applies exclusively in cases, where candidate being considered for appointment on compassionate grounds are not meeting the minimum qualification for entry into the Government service that is, in Grade Pay ₹ 1800/- and the word 'trainees' have been coined only for this limited purpose. It has nothing to do with trainees (who get stipend and not salary) in various posts of Grade Pay ₹ 1900 & above, where it is mandatory for persons to complete the training successfully, before joining a working post.

—Please acknowledge receipt.

Copy to: GS/NFIR & GS/AIRF.



(Lily Pandeya)
Director Estt. (N)II,
Railway Board.

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

RBE No. 122/2014.

No. E (NG)-II/2013/SB/3.

New Delhi, dated: 29 /10/2014

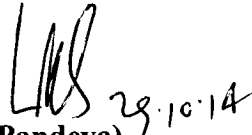
The General Manager (P),
All Zonal Railways/Production Units

Sub: Clarification regarding educational qualification for
engagement/appointment/recruitment on the railways.

For appointment/engagement and recruitment to posts in Pay Band-1 of ₹5200-20200 (Grade Pay: ₹1800), possession of qualification as prescribed in terms of Board's letter No. E(NG)II/2009/RR-1/10/Pt. dated 09/12/2013 is mandatory.

2. Persons already engaged/appointed/recruited against erstwhile Group 'D' posts, prior to implementation of 6th CPC pay structure, may be extended benefit of revised pay structure of Pay Band-1 (Grade Pay: ₹1800) provided they are in possession of prescribed qualifications. In case of non-possession, benefit would be subject to imparting of requisite training as per instructions contained in Board's letter No. E(MPP)2008/3/17 dated 24/9/2008.
3. Further, persons engaged with relaxed qualification in terms of Board's letter No. E(NG)II/2009/RR-1/10/Pt. dated 05/01/2011 and 27/04/2011 may be kept in -1S Pay Band of ₹4440-7440 (Grade Pay: ₹1300) till they also are imparted requisite training as per instructions contained in Board's letter No. E(MPP)2008/3/17 dated 24/9/2008.
4. Widows, even if not possessing the prescribed qualification but being considered for appointment on compassionate grounds, have to be placed in Pay Band-1 of ₹5200-20200 having Grade Pay: ₹1800 directly, without insisting on fulfillment of educational qualification norms provided the appointing authority is satisfied that the duties of the post against which she is being appointed can be preformed with help of some on job training (RBE No. 102/2012).
5. Persons engaged with relaxed qualification in terms of stipulation made in Board's letter No. E(NG)II/2011/RR-1/11 dated 9/12/2011 will remain in -1S Pay Band of ₹4440-7440 (Grade Pay: ₹1300) and continue to be governed under the provision contained in para 2 of letter issued under RBE No.166/2011 dated 09/12/2011 till they acquire the prescribed qualification.
6. All those not covered under the above paras will have to possess the prescribed qualification for appointment to a post on the Railways.
7. All these are equally applicable to persons appointed as substitutes.

Please acknowledge receipt.


(Lily Pandeya)
Director Estt. (N)-II
Railway Board.

2/-

भारत सरकार
रेल मंत्रालय
(रेलवे बोर्ड)

आरबीई सं. 122/2014

सं. ई(एनजी)-II/2013/एसबी/3

नई दिल्ली, दिनांक 29/10/2014

महाप्रबंधक (कार्मिक),
सभी क्षेत्रीय रेलें/उत्पादन इकाइयां

विषय: रेलों में नौकरी/नियुक्ति/भर्ती के लिए शैक्षणिक अर्हता के संबंध में स्पष्टीकरण।

₹ 5200-20200/- (ग्रेड पे: ₹ 1800/-) के पे बैंड-1 में पदों पर नौकरी/नियुक्ति और भर्ती के लिए बोर्ड के दिनांक 09.12.2013 के पत्र सं. ई(एनजी)II/2009/आरआर-1/10/पार्ट के अनुसार यथा निर्धारित अर्हता का होना अनिवार्य है।

2. छोटे केन्द्रीय वेतन आयोग की वेतन संरचना के लागू होने से पहले पूर्ववर्ती ग्रुप 'डी' पदों के तहत पहले से काम में लगे हुए/नियुक्त/भर्ती व्यक्तियों को पे बैंड-1 (ग्रेड पे: ₹ 1800) की संशोधित वेतन संरचना का लाभ दिया जा सकता है बशर्ते कि उनके पास निर्धारित अर्हता हो। यदि उनके पास निर्धारित अर्हता नहीं है तो बोर्ड के दिनांक 24/9/2008 के पत्र सं. ई(एमपीपी)2008/3/17 में निहित अनुदेशों के अनुसार, अपेक्षित प्रशिक्षण देकर इसका लाभ दिया जाएगा।

3. इसके अलावा, जिन व्यक्तियों को बोर्ड के दिनांक 05/01/2011 और 27/04/2011 के पत्र सं. ई(एनजी)II/2009/आरआर-1/10/पार्ट के अनुसार अर्हता में छूट देकर नियुक्त किया गया है, उन्हें तब तक ₹ 4440-7440/- (ग्रेड पे : ₹ 1300/-) के 1एस पे बैंड में रखा जा सकता है जब तक उन्हें भी बोर्ड के दिनांक 24/9/2008 के पत्र सं. ई(एमपीपी)2008/3/17 के अनुसार अपेक्षित प्रशिक्षण नहीं दे दिया जाता है।

4. विधवा महिलाओं, जिनके पास निर्धारित अर्हता नहीं है परन्तु अनुकम्पा के आधार पर नियुक्ति देने पर विचार किया गया है, उन्हें शैक्षणिक अर्हता मानदण्ड को पूरा करने पर जोर दिए बिना सीधे ग्रेड पे 1800/- वाले ₹ 5200-20200 के पे बैंड 1 में रखा जाएगा बशर्ते कि नियुक्त करने वाला प्राधिकारी इस बात से संतुष्ट हो कि जिस पद पर उसे नियुक्त किया जा रहा है उसे वह काम करते हुए प्रशिक्षण प्राप्त करके पूरा कर सकती है (आरबीई सं. 102/2012)।

5. जिन व्यक्तियों को बोर्ड के दिनांक 9/12/2011 के पत्र सं. ई(एनजी)II/2011/आरआर-1/11 में निर्धारित अर्हता में छूट देकर नियुक्त किया गया है, उन्हें ₹ 4440-7440/- (ग्रेड पे: ₹1300/-) के 1एस पे बैंड में रखा जाएगा और उनका दिनांक 09/12/2011 के

No. E (NG)-II/2013/SB/3.

New Delhi, Dated: 29/10/2014.

Copy to:

- (i) The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
- (ii) The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
- (iii) All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
- (iv) The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
- (v) The Secretary, RBSS, Group 'A' Officers' Association.
- (vi) The President, Railway Board Class II Officers' Association.
- (vii) The Secretary General, IRPOF.
- (viii) The Secretary, Indian Railways Class II Officers' Association.
- (ix) The Secretary, Railways Board Ministerial Staff Association.
- (x) The President, Railway Board Class IV Officers' Association.
- (xi) The General Secretary, AIRPF Association.
- (xii) The General Secretary, All India SC& ST Railway Employees Association, Room No-7, Rail Bhawan, New Delhi.
- (xiii) Chief Commissioner for Railway Safety, Lucknow.
- (xiv) Chief Administrative Officer, RCF/Raebareli Project, Kishanganj, Delhi-7



For Secretary/Railway Board

Copy to: PSs to MR & MSR.**Copy to: PSO/Sr.PPS/PPSs/PSs/PA to:**

CRB, FC, MS, ML, ME, MT, MM, DG/RPF, Secretary, DG/RHS.

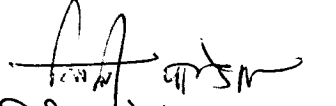
AM(Comml), AM(CE), AM(C&IS), AM(Elect), AM(Budget), AM(Mech), AM(Plg), AM(PU), AM(Sig), AM(Store), AM(Traffic), AM(Works), AM(T&C), AM(F), Adv(Vig.), Adv.(Staff), Adv.(IR), Adv(Infra), Adv(C), Adv(Project).

EDE(N), EDCE(G), EDF(E), ED(Safety), EDV(A), EDE(RRB), EDE(Sports), ED(E&R), EDE(GC), EDE(Res), EDH(P), ED(T&MPP), EDE, EDPC-I, EDPC-II, EDF(BC), ED(ERP), Chairman/HRRRC, JS, JS(G), JS(E), JS(C), DE(N)-II, DE(W), DE(P&A), DE(Res.), Dir. (MPP), DS(G), DF(E), DE(G), DE(GP), DE(LL), JDF(E), JDE(N)III, JDE(Rep), DDF(E) I, DDF(E)-III, DDE(R)-I, DDE(LR)-II, E(P&A)I & E(P&A)II, E(G), E(NG)I, E(Trg), E(MPP), F(E)I, F(E)-II, A/C-III, ERB-I, ERB-II, ERB-III, ERB-IV, ERB-V & ERB-VI, E(Rep)I, E(Rep)-II & E(Rep)-III, E(Sports), E(W) Sec(E), FE(Spl), E(RRB), PC-III, PC-IV, PC-V & PC-VI, E(SCT)I & E(SCT)II, E(GR) I & E(GR)-II, E(GC), E(GP), PR, E(D&A), E(Co-op), Code Revision Cell/ Branches of Railway Board

आरबीई सं. 166/2011 के अंतर्गत जारी पत्र के पैरा 2 में निहित प्रावधानों के तहत तब तक शासित किया जाएगा जब तक वे निर्धारित अर्हता प्राप्त नहीं कर लेते हैं।

6. वे सभी व्यक्ति जो उपर्युक्त पैराओं के अंतर्गत नहीं आते हैं, उनके पास रेलों में किसी पद पर नियुक्ति के लिए निर्धारित अर्हता होनी चाहिए।

7. ये सभी नियम एवजी के रूप में नियुक्त व्यक्तियों के लिए समान रूप से लागू होंगे।
कृपया पावती दें।


(लिली पाण्डेय) 24.10.14

निदेशक स्था. (एन.)-॥

रेलवे बोर्ड

सं. ई(एनजी)-॥/2013/एसबी/3

नई दिल्ली, दिनांक 24/10/2014

प्रतिलिपि प्रेषित: -

- (i) जनरल सेक्रेटरी, एआईआरएफ, कमरा नं0 253, रेल भवन, नई दिल्ली (35 अतिरिक्त प्रतियों सहित) ।
- (ii) जनरल सेक्रेटरी, एनएफआईआर, कमरा नं0 256ई, रेल भवन, नई दिल्ली (35 अतिरिक्त प्रतियों सहित) ।
- (iii) विभागीय परिषद एवं राष्ट्रीय परिषद के सभी सदस्य एवं सचिव, कर्मचारी पक्ष, राष्ट्रीय परिषद, 13-सी, फिरोजशाह रोड, नई दिल्ली (60 अतिरिक्त प्रतियों सहित)
- (iv) सेक्रेटरी जनरल, फ्रोआ, कमरा नं 256-ए, रेलवे बोर्ड (05 अतिरिक्त प्रतियों सहित)
- (v) सचिव, आरबीएसएस, 'ग्रुप ए ऑफिसर्स एसोसिएशन'।
- (vi) अध्यक्ष, रेलवे बोर्ड क्लास-॥, ऑफिसर्स एसोसिएशन।
- (vii) सेक्रेटरी जनरल, इरपोफ।
- (viii) सचिव, भारतीय रेलवे क्लास-॥, ऑफिसर्स एसोसिएशन।
- (ix) सचिव, रेलवे बोर्ड मिनिस्ट्रीयल स्टाफ एसोसिएशन ।
- (x) अध्यक्ष, रेलवे बोर्ड ग्रुप IV कर्मचारी एसोसिएशन ।
- (xi) जनरल सेक्रेटरी, एआईआरपीएफ एसोसिएशन।
- (xii) जनरल सेक्रेटरी, ऑल इंडिया एससी/एसटी रेलवे कर्मचारी एसोसिएशन, कमरा नं 7, रेल भवन, नई दिल्ली ।
- (xiii) मुख्य रेल संरक्षा आयुक्त, लखनऊ ।
- (xiv) मुख्य प्रशासनिक अधिकारी, रेल कोच फैक्टरी/रायबरेली प्रोजेक्ट, किशनगंज, दिल्ली-7.


कृते सचिव/रेलवे बोर्ड

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

RBE No. 70/2014.

No. E (NG)-II/2014/RC-1/SCR/5

New Delhi, dated: 08/07/2014

The General Manager (P),
All Zonal Railways/Production Units

Sub: Appointment on compassionate grounds of family member of an ex- Railway servant.

As the field units are aware, dependant family members for the purpose of appointment on compassionate grounds means spouse or son (including adopted son) or daughter (including adopted daughter) or brother/sister in the case of unmarried Government servant, who is wholly dependent on the Government servant at the time of death in harness or retirement on medical grounds, as the case may be.

Further, in terms of para 2 of letter No. E(NG)III-78/RC1/1 dated 3.2.81, General Managers can consider for employment of married daughters, if they satisfy themselves that the married daughter will be the bread-winner of the family of the Railway servant concerned. It has also been stipulated vide instructions issued under RBE No. 224/2001 dated 21.11.2001 that the cases of dependant divorced/widowed daughters should also be considered for such appointment as in the case of married daughters subject to the condition that former should have been wholly dependent on the ex-employee at the time of the death/medical invalidation of the latter.

Existence of a number of instructions as well as the issue of specific clause of 'dependency on the ex-Railway employee' have been engaging the attention of this office for sometime. Accordingly, the matter has been reviewed by the Board and it has been decided that it should be left to the discretion of the family concerned in case of death of ex-employee to request for a job to either spouse or any child {whether son or daughter (unmarried/married/divorced/widowed)} subject to the condition that the concerned child will be the bread-winner of the family concerned. Further, for this purpose instructions issued by this Ministry vide letter issued under RBE No. 22/2014 dated 4.3.14 be read in the same spirit.

However, the dependent of an unmarried male/unmarried female Railway employee dying in harness/retiring on medical grounds, may be considered for compassionate appointment by the Railway at its own level, subject to the condition that the candidate proposed for appointment is shown as dependent on the ex-employee on the basis of documents such as inclusion/declaration of names in the pass or in Ration cards etc.. The condition of inclusion in the pass declaration or Ration cards etc. is only a facilitating factor, and not intended to be a restrictive one. In the absence of any such documentary proof, the factual position regarding the extent of the dependency may be got verified by deputing a Welfare Inspector to inquire into the circumstances. The relaxation of time limit permissible in the case of minor children of those employees who die in harness would also apply in the case of dependents of those who die as bachelor/spinster.

Accordingly, para 2 of Board's instructions E(NG)III-78/RC1/1 dated 3.2.1981, letter No. E(NG)II/88/ RC-1 / Policy dated 4.9.96, No. E (NG)II/88 /RC-1/1 Policy dated 2.5.97,

--- 2/-

No. E(NG)II/99/RC-1/SE-19 dated 5.8.99, and E(NG)II/2001/RC-1/ER/5 dated 21.11.2001 stand superseded.

Past cases, already decided need not be reopened.

Please acknowledge receipt.

17/11/14
(Harsha Dass)
Director Estt.(N)II
Railway Board

No.E(NG)II/2014/RC-1/SCR/5

New Delhi, dated 08.07.2014

Copy to:

- (i) The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
- (ii) The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
- (iii) All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (90 spares).
- (iv) The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
- (v) The Secretary, RBSS, Group 'A' Officers' Association (5 spares).
- (vi) The President, Railway Board Class II Officers' Association.
- (vii) The Secretary General, IRPOF Room No.341-C, Railway Board.
- (viii) The Secretary, Indian Railways Class II Officers' Association.
- (ix) The Secretary, Railways Board Ministerial Staff Association.
- (x) The President, Railway Board Class IV Officers' Association.
- (xi) The General Secretary, AIRPF Association.
- (xii) The General Secretary, All India SC& ST Railway Employees Association, Room No- 8, Rail Bhawan, New Delhi.
- (xiii) The General Secretary, Retired Railway Employees Welfare Association (Regd.), 490A/16, Gurudwara Road, Gurgaon.
- (xiv) Chief Commissioner of Railway Safety, 16, Ashok Road, Lucknow.


for Secretary/Railway Board

Copy to: Sr.PPS/PPSs/PSs/PAs to: MR, MSR (M) & MSR (B).

PSO/ Sr.PPS/PPSs/PSs/PAs to CRB, FC, MS, ML, ME, MT, MM, AM(B),DG/RPF, Secretary, DG/RHS.

AM(Comml), AM(CE), AM(C&IS), AM(Elect), AM(Budget), AM(Mech), AM(Plg), AM(PU), AM(Sig), AM(Store), AM(Traffic), AM(Works), AM(T&C), AM(Staff), AM(F), Adv(Vig.),

Adv.(IR), Adv(Infra), Adv(C), ADV(Safety), EDE, EDE(N), EDCE(G), EDF(E), ED(Safety), EDV(A), ED(A/Cs), (EDE(RRB), EDE(Sports), ED(E&R), EDE(GC), EDE(Res), EDH(P), ED(T&MPP), EDPC-I & II, EDF(B), EDF(X), IG/RPF(HQs.), IG/RPSF, DPC-I, DPC-II, JDF(E), JD(Crime), JDPC-I & II, JDPC_VI, JDE(L), JS, JS(G), JS(E), JS(C), Dir. (MPP), DS(G), DF(E), DE(G), DE(GP), DE(LL), DIG(Rectt.& TRG), JDF(E), JD(RRB), JDE(N)I,II, JDE(P&A), JDE(GC), JDE(W), JDF(X), JDE(Res)I, JDE(Rep), JDE(RRB), DDF(E) I & III, DDE (MPP), DDE (R)-II, DDE (LR)-I,II & III.

E(P&A)I&II, E(G), E(NG)I, E(Trg), E(MPP), F(E)I&II, A/C-III, ERB-I, II, III, IV, V & VI, E(Rep)I, II & III, E(Sports), E(W) Sec(E), FE(Spl), E(RRB), PC-III, IV, V & VI, E(SCT)I&II, E(GR) I & II, E(GC), E(GP), PR, E(D&A), E(Co-op), Vig.I,II,III,IV & V, Code Revision Cell/ Branches of Railway Board.

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

No. E(NG)II/1998/RC-1/64

New Delhi, dt. 24 .06.2014

**The General Manager(P),
All Zonal Railways & Pus.**


Sub: Appointment on compassionate grounds – delegation of powers.

Please refer to this office letter of even number dated 28.01.2014 wherein it was clarified that the extant policy of not making appointment on compassionate grounds in intermediate grades in GP ₹ 4600/-, except in favour of first class engineering graduates, calls for no relaxation. In other words, in GP ₹ 4600/-, such appointments can be made only in posts, where the laid down qualification is degree in Engineering and there is sufficient element of direct recruitment quota.

The issue has been reviewed by the Board and it has been decided to withdraw the letter ibid.

Cases in Grade Pay ₹ 4600/- will continue to be dealt in terms of stipulation contained in Board's letter of even number dated 31.05.2011 and No. E(NG)II/2011/RC-1/SR/20 dated 14.09.2011.

(This disposes of Dy.CPO/SR's letter No. PB/CS/30/Policy/Vol.XIII(pt)
Dated 13.02.2014.)


(Ravi Shekhar)
Dy. Director Estt. (N)II,
Railway Board.

Please issue
Rawat
24/4/14

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

RBE No. 41 /2014

No. E(NG)II/94/RC-1/35

New Delhi, dt. 29.04.2014

The General Manager(P),
All Zonal Railways/ Production Units.

Sub: Appointment on compassionate grounds – Typing skills for
Persons appointed in the Ministerial Cadre.

Attention is invited to this Ministry's letter No. E(NG)II/94/RC-1/35 dated 12.05.97(RBE No. 69/97), wherein, it has been stipulated that person appointed on compassionate grounds to Ministerial Cadre (as Jr. Clerk or Senior Clerk) are required to acquire type writing proficiency of 30 w.p.m. in English or 25 w.p.m. in Hindi within a period of two years from the date of appointment, and their appointment will be provisional subject to acquiring the prescribed typing qualification within stipulated period. However, these instructions do not specifically state about the further course of action to be taken in cases of such appointment, where the candidate fails to acquire the requisite type writing proficiency in the stipulated period.

Pursuant to references received from field units as well as NFIR, the matter has been examined and it has been decided by the Board that candidates appointed on compassionate grounds, who fail to acquire type writing proficiency in the stipulated period, may be shifted to Non-Ministerial and Non-Commercial Cadre. These conditions should be mentioned in the letter of appointment.

d/ 29/4/14
(Harsha Dass)
Director Estt. (N)II,
Railway Board.

- CR
- ER
- NR
- NER
- NFR
- SR
- SCR
- SER
- WR
- ECR
- ECOR
- NCR
- MWR
- SECR
- SWR
- WCR
- CLW
- DMW
- DLW
- ICF
- RCF
- RWF

metro) kolkata.

Handwritten stamp: 24/05/14

No. E (NG)-II/94/RC-1/35

New Delhi, dated: 29.04.2014

Copy to:

- 4/5/14 (i) The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
- Non 5/5/14 (ii) The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
- (iii) All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
- (iv) The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
- (v) The Secretary, RBSS, Group 'A' Officers' Association.
- (vi) The President, Railway Board Class II Officers' Association.
- (vii) The Secretary General, IRPOF.
- (viii) The Secretary, Indian Railways Class II Officers' Association.
- (ix) The Secretary, Railways Board Ministerial Staff Association.
- (x) The President, Railway Board Class IV Officers' Association.
- (xi) The General Secretary, AIRPF Association.
- (xii) The General Secretary, All India SC & ST Railway Employees Association, Room No-7, Rail Bhawan, New Delhi.
- (xiii) Chief Commissioner for Railway Safety, DRM Office, North Eastern Railway Complex, Ashok Marg, Lucknow (U.P).
- (xiv) Chief Administrative Officer, RCF/Raebareli Project, Kishanganj, Delhi-110007.

[Signature]
For Secretary/Railway Board

Copy to: PSs to MR, MSR (A) & MSR (K).

Copy to: PSO/Sr.PPS/PPSs/PSs/PA to:

CRB, FC, MS, ML, ME, MT, MM, DG/RPF, Secretary, DG/RHS.

AM(Comml), AM(CE), AM(C&IS), AM(Elect), AM(Budget), AM(Mech), AM(Plg), AM(PU), AM(Sig), AM(Store), AM(Traffic), AM(Works), AM(T&C), AM(Staff), AM(F), Adv(Vig.), Adv(Infra), Adv(C), Adv(Project).

EDE(N), EDCE(G), EDF(E), ED(Safety), EDV(A), EDE(RRB), EDE(Sports), ED(E&R), EDE(GC), EDE(Res), EDH(P), ED(T&MPP), EDE, EDPC-I, EDPC-II, EDF(BC), ED(ERP), Chairman/HRRC, JS, JS(G), JS(E), JS(C), JS(D), DE(N)-II, Dir. (MPP), DS(G), DF(E), DE(G), DE(GP), DE(IR), DE(W), DE(Res), DE(LL), DE(GR), DE(P&A), JDF(E), JDE(N)III, JDE(GC), JDE(Rep)-II, JDE(RRB), DDF(E) I, DDF(E)-III, DDE(R)-II, DDE(LR)-I & DDE(LR)-II.

E(P&A)I, E(P&A)-II, E(G), E(NG)I, E(Trg), E(MPP), F(E)I, F(E)-II, A/C-III, ERB-I, ERB-II, ERB-III, ERB-IV, ERB-V & ERB-VI, E(Rep)-I, E(Rep)-II & E(Rep)-III, E(Sports), E(W) Sec(E), FE(Spl), E(RRB), PC-III, PC-IV, PC-V & PC-VI, E(SCT)I, E(SCT)-II, E(GR) I & E(GR)-II, E(GC), E(GP), PR, E(D&A), E(Co-op), Code Revision Cell/ Branches of Railway Board

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No. E(NG)II/2012/RC-1/21

New Delhi, Dated: 2.04.2013

**The General Manager (P),
All Zonal Railway's/PUs.**

Sub: Appointment on compassionate grounds – case of second widow and her children.

A number of references have been received from Zonal Railways on the above subject. The matter has been examined by the Board and it has been decided that such cases may be dealt strictly in terms of Board's letter No. E(NG)II/91/RC-1/136 dated 02.01.1992. Further, whenever the judgement of the Hon'ble Courts are contradictory to Board's instructions, Railways may contest/file review petition in light of favorable judgement in such cases (copy enclosed).

Please acknowledge receipt.

(This also disposes of

- (i) East Central Railway's letter No. ECR/HRD/Court Cell/CG Apptt dated 22.08.11.
- (ii) South East Central Railway's letter No. P-HQ/RCT/208/4/1002 dated 28.06.11.
- (iii) Eastern Railway's letter No. CPO/SC/SA/Comp/CI.IV/3037 dated 20.09.11.
- (iv) Northeast Frontier Railway's letter No. E/208/2/QA/44/11 dated 16.12.11.)

43/4/13
(Harsha Dass)
Director Estt.(N)
Railway Board.

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

RBE NO. 22 / 2014

No. E(NG)II/2012/RC-1/Genl./15

New Delhi, dated 04.03.2014

**The General Manager (P)
All Zonal Railways/Production Units etc.**

Sub: Appointment on Compassionate grounds of dependant of medically unfit staff on the Railways.

* * * * *

Attention is invited to this Ministry letter No. E(NG)II-84/RC1/105 dated 16.11.1984, stipulating therein, that in cases of medically decategorised/incapacitated Railway employees, a wife is eligible for compassionate ground appointment subject to certain conditions.

Pursuant to the issue raised in PNM/AIRF meeting (Item No. 53/2012), the matter has been reviewed and in supersession of Board's letter ibid, it has been decided by the Board that in case of medically decategorised/incapacitated employees where compassionate appointment is otherwise permissible, it will be the discretion of the concerned medically decategorised/incapacitated Railway employee to request for a job to either spouse or ward as per his/her choice. Further, in the event of death of the medically unfit employee without making clear his wishes, the first preference for appointment on compassionate ground appointment should be that of spouse as done in case of death.

Please acknowledge receipt.

4/3/14
(Harsha Dass)
Director Estt. (N)II
Railway Board.

---2/-

No.E(NG)II/2012/RC-1/Genl./15

New Delhi, dated 04/03/2014

Copy to:

- (i) The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
- (ii) The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
- (iii) All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (90 spares).
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- (v) The Secretary, RBSS, Group 'A' Officers' Association (5 spares).
- (vi) The President, Railway Board Class II Officers' Association.
- (vii) The Secretary General, IRPOF Room No.341-C, Railway Board.
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- (xi) The General Secretary, AIRPF Association.
- (xii) The General Secretary, All India SC& ST Railway Employees Association, Room No- 8, Rail Bhawan, New Delhi.
- (xiii) The General Secretary, Retired Railway Employees Welfare Association (Regd.), 490A/16, Gurudwara Road, Gurgaon.
- (xiv) Chief Commissioner of Railway Safety, 16, Ashok Road, Lucknow.


04/3/14
for Secretary/Railway Board

Copy to: Sr.PPS/PPSs/PSs/PAs to: MR, MSR (M) & MSR (B).

PSO/ Sr.PPS/PPSs/PSs/PAs to CRB, FC, MS, ML, ME, MT, MM, AM(B),DG/RPF, Secretary, DG/RHS.

AM(Comml), AM(CE), AM(C&IS), AM(Elect), AM(Budget), AM(Mech), AM(Plg), AM(PU), AM(Sig), AM(Store), AM(Traffic), AM(Works), AM(T&C), AM(Staff), AM(F), Adv(Vig.),

Adv.(IR), Adv(Infra), Adv(C), ADV(Safety), EDE, EDE(N), EDCE(G), EDF(E), ED(Safety), EDV(A), ED(A/Cs),(EDE(RRB),EDE(Sports), ED(E&R), EDE(GC), EDE(Res), EDH(P), ED(T&MPP), EDPC-I & II, EDF(B), EDF(X), IG/RPF(HQs.), IG/RPSF, DPC-I, DPC-II, JDF(E), JD(Crime),JDPC-I & II, JDPC_VI,JDE(L), JS, JS(G), JS(E), JS(C), Dir. (MPP), DS(G), DF(E), DE(G), DE(GP), DE(LL), DIG(Rectt.& TRG),JDF(E), JD(RRB, JDE(N)I,II, JDE(P&A), JDE(GC), JDE(W), JDF(X), JDE(Res)I, JDE(Rep), JDE(RRB), DDF(E) I & III, DDE (MPP), DDE (R)-II, DDE (LR)-I,II & III.

E(P&A)I&II, E(G), E(NG)I, E(Trg), E(MPP), F(E)I&II, A/C-III, ERB-I, II, III, IV, V & VI, E(Rep)I, II & III, E(Sports), E(W) Sec(E), FE(Spl), E(RRB), PC-III, IV, V & VI, E(SCT)I&II, E(GR) I & II, E(GC), E(GP), PR, E(D&A),E(Co-op), Vig.I,II,III,IV &V, Code Revision Cell/ Branches of Railway Board.

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

RBE NO. 102/2012

No. E(NG)II/1998/RC-1/64

New Delhi, dated 14.09.2012

**The General Manager (P)
All Zonal Railways/Production Units etc.**

Sub: Appointment of Compassionate grounds - clarifications - regarding.

Attention is invited to this Ministry's letters No. E(NG)II/2009/RR-1/10/Pt dated 09.12.2010 and No. E(NG)II/2011/RR-1/11/ dated 09.12.2011 (RBE No.166/2011) regarding educational qualification for recruitment in Pay Band-1 of Rs. 5,200-20,200 having Grade Pay of ₹ 1800/- and No. E(NG)II/2011/RC-1/NE/21 dated 06.02.2012 extending the applicability of (RBE No.166/2011) to widows.

2. In partial supersession of Board's letter dated 06.02.2012 quoted in para 1 above, it has now been decided that in case of appointment of a widow/wife not fulfilling the requirement of prescribed educational qualification, she will be placed in Pay Band-1 (Rs. 5200-20200)+ Grade Pay ₹ 1800/- directly without insisting on fulfillment of educational qualification norms, provided the appointing authority is satisfied that the duties of the post against which she is being appointed can be performed with help of some on job training.

3. In continuation with the above, following points are also clarified:-

- (i) A person appointed as 'Trainee' enjoys the status of a Government servant from initial day and will be allowed all the allowances and benefits allowed to a government servant.
- (ii) A person appointed as a 'Trainee' on compassionate grounds has to acquire minimum educational qualifications in 5 years.
- (iii) The probation period of a person appointed as 'Trainee' on compassionate ground will begin only from the date he/she acquires minimum educational qualification and such person will be on probation for a period specified in the Recruitment Rules of the post/grade against which he/she is being appointed.
- (iv) A 'Trainee' appointed on compassionate ground is entitled to all kinds of leave applicable to a regular Railway servant.
- (v) A person appointed as 'Trainee' shall be allowed Children Education Allowance as per the admissible rates.
- (vi) A person appointed as 'Trainee' on compassionate ground would not be entitled for Overtime Allowance during the period he/she continues as 'Trainee'.
- (vii) A 'Trainee' has the status of Government/Railway Servant from initial day, as such, dependent of a person appointed on compassionate ground as 'Trainee' would be eligible for compassionate appointment in the event of his/her death in harness/medical unfitness.
- (viii) A 'Trainee' appointed on compassionate ground, till he/she acquires minimum educational qualification, would be allowed increment at normal rates in the pay scale of -1S.

- (ix) A person appointed as Trainee on compassionate ground, is eligible to Medical benefits as available to holder of the post in pre-revised Scale of Rs. 4440-7440 without any Grade Pay.

This Issues with the concurrence of Finance Directorate.

Please acknowledge receipt.

14/09/12
(Harsha Dass)

Joint Director Estt. (N)II
Railway Board.

No.E(NG)II/1998/RC-1/64

New Delhi, dated 14.09.2012

Copy to:

- (i) The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
- (ii) The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
- (iii) All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (90 spares).
- (iv) The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
- (v) The Secretary, RBSS, Group 'A' Officers' Association (5 spares).
- (vi) The President, Railway Board Class II Officers' Association.
- (vii) The Secretary General, IRPOF Room No.341-C, Railway Board.
- (viii) The Secretary, Indian Railways Class II Officers' Association.
- (ix) The Secretary, Railways Board Ministerial Staff Association.
- (x) The President, Railway Board Class IV Officers' Association.
- (xi) The General Secretary, AIRPF Association.
- (xii) The General Secretary, All India SC& ST Railway Employees Association, Room No-8, Rail Bhawan, New Delhi.
- (xiii) The General Secretary, Retired Railway Employees Welfare Association (Regd.), 490A/16, Gurudwara Road, Gurgaon.
- (xiv) Chief Commissioner of Railway Safety, 16, Ashok Road, Lucknow.


for Secretary, Railway Board

Copy to: Sr.PPS/PPSs/PSs/PAs to: MR, MSR (M) & MSR (B).

PSO/ Sr.PPS/PPSs/PSs/PAs to CRB, FC, MS, ML, ME, MT, MM, AM(B),DG/RPF, Secretary, DG/RHS.

AM(Comml), AM(CE), AM(C&IS), AM(Elect), AM(Budget), AM(Mech), AM(Plg), AM(PU), AM(Sig), AM(Store), AM(Traffic), AM(Works), AM(T&C), AM(Staff), AM(F), Adv(Vig.),

Adv.(IR), Adv(Infra), Adv(C), ADV(Safety), EDE, EDE(N), EDCE(G), EDF(E), ED(Safety), EDV(A), ED(A/Cs), (EDE(RRB), EDE(Sports), ED(E&R), EDE(GC), EDE(Res), EDH(P), ED(T&MPP), EDPC-I & II, EDF(B), EDF(X), IG/RPF(HQs.), IG/RPSF, DPC-I, DPC-II, JDF(E), JD(Crime), JDPC-I & II, JDPC_VI, JDE(L), JS, JS(G), JS(E), JS(C), Dir. (MPP), DS(G), DF(E), DE(G), DE(GP), DE(LL), DIG(Rectt.& TRG), JDF(E), JD(RRB), JDE(N)I,II, JDE(P&A), JDE(GC), JDE(W), JDF(X), JDE(Res)I, JDE(Rep), JDE(RRB), DDF(E) I & III, DDE (MPP), DDE (R)-II, DDE (LR)-I,II & III.

E(P&A)I&II, E(G), E(NG)I, E(Trg), E(MPP), F(E)I&II, A/C-III, ERB-I, II, III, IV, V & VI, E(Rep)I, II & III, E(Sports), E(W) Sec(E), FE(Spl), E(RRB), PC-III, IV, V & VI, E(SCT)I&II, E(GR) I & II, E(GC), E(GP), PR, E(D&A), E(Co-op), Vig.I,II,III,IV & V, Code Revision Cell/ Branches of Railway Board.

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

NO.E(NG)II/98/RC-1/139

New Delhi, Dated 24.02.2012

**The General Manager (P),
All Zonal Railways/ Production Units.**

**Sub: Appointment on compassionate grounds in Grade Pay of Rs. 1800/-
regarding.**

**Ref: Board's letter (i) No. E(NG)II/2009/RR-1/10 Pt. dated 09/12/2010,
(ii) No. E(NG)II/2011/RR-1/11 dated 09/12/2011.**

All India Railwaymen's Federation in the PNM meeting with Railway Board held on 23/02/2012, have raised the issue of review of decision taken by the field units concerning compassionate appointment cases, which have been rejected on the basis of issuance of Board's instructions vide the letter under reference (i).

Accordingly, the matter has been considered and it has now been decided by the Ministry of Railways (Railway Board) that all those cases which have been rejected strictly in light of Board's letter under reference (i), may be reconsidered by the field units in light of stipulation made vide letter issued under reference (ii).

Please acknowledge receipt.

24/2/12
(Harsha Dass)
Joint Director Estt.(N)II
Railway Board

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No. E(NG)II/2011/RC-1/NE/21

New Delhi, Dated: 6.02.2012.

The General Manager (P),
All Zonal Railways/Pus.

Sub: Appointment on Compassionate Grounds - Minimum Educational qualification - regarding

References are being received from zonal Railways/PUs seeking clarification whether exemption from possession of minimum educational qualification for compassionate ground appointment for widows are still applicable after the issue of Board's instructions issued under RBE No. 166/2011.

The matter has been examined and it is hereby advised that widows of ex-Railway employees will be covered in instructions issued under RBE No.166/2011 for the purpose of appointment on compassionate grounds.

46/2/12
(Harsha Dass)
**Joint Director Estt. (N)-II
Railway Board.**

a/c

GOVERNEMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

RBE No. 166 /2011

No. E(NG)II/2011/RR-1/11

New Delhi, Dated 09.12.2011

The General Manager (P)
All Zonal Railways/ Production Units etc.
(As per standard mailing list)

Sub: Recruitment/engagement of persons in Pay Band of ₹5200-20200 (Grade Pay of ₹1800/-) - Minimum educational qualification- regarding.

Ref: Board's letter No. E(NG)II/2009/RR-1/10Pt. dated 09/12/2010, E(NG)II/2008/SB/SR/15 dated 17/09/2010 and E(NG)II/2010/RC-5/1 dated 16/07/2010.

The issue of minimum educational qualification of candidates belonging to the categories of compassionate appointment, land loser, accident victims, LARSGESS and substitutes in line with recommendations of the sixth Pay Commission as accepted by the Government of India has been under consideration for some time.

2. Accordingly, it has now been decided by the Ministry of Railways (Railway Board) that in exceptional circumstances, wherever grant of appointment is considered to any of those persons in categories mentioned above, not in possession of prescribed educational qualifications for the post, such persons will be recruited/engaged as trainees who will be given the regular pay bands and grade pay only on acquiring the minimum educational qualification prescribed under the recruitment rules. The emoluments of these trainees, during the period of their training and before they are absorbed in the Government as employees, will be governed by the minimum of the -1S pay band without any grade pay. The period spent in the -1S pay band by the future recruits will not be counted as service for any purpose as their regular service will start only after they are placed in the pay band PB-1 of ₹ 5200-20200 along with grade pay of ₹1800.

3. This should be included in the appointment letter being given to the candidate, in case such appointments are made.

4. With the issue of these instructions, letters mentioned in reference above stand suitably modified.

Please acknowledge receipt.
(Hindi version will follow)

09/12/11
(Harsha Dass)
Joint Director Estt.(N)II
Railway Board
....2/-

No. E(NG)II/2011/RR-1/11

New Delhi, Dated 9 .12.2011

Copy to:

- (i) The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
- (ii) The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
- (iii) All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
- (iv) The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
- (v) The Secretary, RBSS, Group 'A' Officers' Association.
- (vi) The President, Railway Board Class II Officers' Association.
- (vii) The Secretary General, IRPOF.
- (viii) The Secretary, Indian Railways Class II Officers' Association.
- (ix) The Secretary, Railways Board Ministerial Staff Association.
- (x) The President, Railway Board Class IV Officers' Association.
- (xi) The General Secretary, AIRPF Association.
- (xii) The General Secretary, All India SC & ST Railway Employees Association, Room No-7, Rail Bhawan, New Delhi.
- (xiii) Chief Commissioner for Railway Safety, Lucknow.
- (xiv) Chief Administrative Officer, RCF/Raebareli Project, Kishanganj, Delhi-7


for Secretary/Railway Board

Copy to: PSs to MR, MSR (B) & MSR (M).

Copy to Sr.PPS/PPSs/PSs/PA to:

CRB, FC, MS, ML, ME, MT, MM, DG/RPF, Secretary, DG/RHS.

AM(Comml), AM(CE), AM(C&IS), AM(Elect), AM(Budget), AM(Mech), AM(Plg), AM(PU), AM(Sig), AM(Store), AM(Traffic), AM(Works), AM(T&C), AM(Staff), AM(F), Adv(Vig.), Adv(IR), Adv(Infra), Adv(C), Adv(project).

EDE(N), EDCE(G), EDF(E), ED(Safety), EDV(A), EDE(RRB), EDE(Sports), ED(E&R), EDE(GC), EDE(Res), EDH(P), ED(T&MPP), EDE, EDPC-I & II, EDF(BC), JS, JS(G), JS(E), JS(C), Dir. (MPP), DS(G), DF(E), DE(G), DE(GP), DE(LL), JDF(E), JDE(N)I,II, JDE(P&A), JDE(GC), JDE(W), JDE(Res)I, JDE(Rep), JDE(RRB), DDF(E) I & III, DDE (MPP), DDE (R)-II, DDE (LR)-I,II & III.

E(P&A)I&II, E(G), E(NG)I, E(Trg), E(MPP), F(E)I&II, A/C-III, ERB-I, II, III, IV, V & VI, E(Rep)I, II & III, E(Sports), E(W) Sec(E), FE(Spl), E(RRB), PC-III, IV, V & VI, E(SCT)I&II, E(GR) I & II, E(GC), E(GP), PR, E(D&A), E(Co-op), Code Revision Cell/ Branches of Railway Board

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No. E (NG)-II/2011/RC-1/SR/20.

New Delhi, dated: 14.09.2011

**The General Manager (P),
All Zonal Railways/PU,**

Sub: Appointment on compassionate grounds- delegation of power.

References are being received seeking clarification whether General Manager can consider candidates for appointment in compassionate ground to the post of Staff Nurse with Grade Pay of Rs 4600/-, in light of the stipulation made vide para 2 of this Ministry's letter dated 31.05.2011 (RBE No. 77/2011). It is clarified that power delegated vide para 2 of Board's letter ibid is applicable in all cases of compassionate ground appointments where Grade Pay is Rs. 4600/- and below and that includes the category of Staff Nurse. Further, First class in Engineering has to be ascertained only where requisite qualification for a post is Degree in Engineering or equivalent.

(This disposes of Southern Railway's letter No. PB/CS/30/SA/2009/14 dated 25.7.11.)

14/9/11
(Harsha Dass)
Joint Director Estt. (N)-II
Railway Board.

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

RBE NO. 77 /2011
New Delhi, Dated 31.05.2011

NO.E(NG)II/98/RC-1/64

The General Manager (P)
All Zonal Railways/ Production Units etc.
(As per standard mailing list)

**Sub: Appointment on compassionate grounds- Delegation of power-
regarding.**

In order to process and finalize the cases for appointment on compassionate grounds in shortest possible time to meet the very objective of such appointment, the matter of delegation of power to Railway Administration has been under consideration of this Ministry for quite some time. Accordingly, Board have decided that in supercession of the stipulation made vide Board's letter No. E(NG)II/96/RC-1/116 JCM/DC dated 06/01/97, para (1) & (2) of letter No. E(NG)II/98/RC-1/64 dated 28/07/2000 and para (1) of letter No. E(NG)II/98/RC-1/64 dated 06/01/2009, General Managers may consider and decide the time barred cases of compassionate appointment which are upto twenty five (25) years old from the date of death/medical unfitness of the employee. Such cases are to be decided by the General Managers at their personal level only and are not to be delegated further.

2. It has further been decided to delegate the powers to General Managers which has hitherto been vested with Board, in terms of stipulation made in letter No. E(NG)II/2009/RC-1/SCR/39 dated 04/06/2010. Also, while considering cases of appointment, in Grade Pay of Rs.4600/-, in terms of Board's letter dated 04/06/10, it must be ensured that candidates are first class Engineering Graduates and are in possession of prescribed qualification for the posts.

3. It has further been decided that cases which are covered in terms of stipulation made vide letter No. E(NG)II/83/RC-1/68 dated 07/12/1983, may now be decided by the General Managers at their personal level only with the prior personal concurrence of the FA & CAO (not to be delegated further) concerned. In rare and exceptional cases, while agreeing to fixation of initial pay at a higher stage than that normally admissible, it must be ensured that valid and strong justification exist for such an action.

4. All those cases which have already been decided need not be re-opened. Further, all references (cases) made to Board as on the date of issue of this letter and not yet decided may be treated as withdrawn and be dealt at the General Manager's level.

5. As regards power to relax minimum educational qualification in Grade Pay of Rs. 1800/-, the same will continue to be vested with Railway Board.

Please acknowledge receipt.

43/15/11
(Harsha Dass)
Joint Director Estt.(N)II
Railway Board

No. E (NG)-II/98/RC-1/64.

New Delhi, dated: 31.05.2011

Copy to:

1. The General Secretary, AIRF, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
2. The General Secretary, NFIR, Room No. 253, Rail Bhawan, New Delhi (35 spares).
3. The President, All India SC/ST Railway Employees Association, 7-GF, Rail Bhawan, New Delhi.
4. The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
5. The Secretary General, IRPOF, Room No. 268, Rail Bhawan, New Delhi (5 spares).
6. The General Secretary, All India RPF Association, Room No. 256-D, Rail Bhawan, New Delhi.
7. The Secretary, RBSS Group 'A' Officers Association, Rail Bhawan, New Delhi.
8. The Secretary, RBSS Group 'B' Officers Association, Rail Bhawan, New Delhi.
9. The Secretary, RBMSA, Railway Bhawan, New Delhi.
10. The Secretary, Railway Board Group 'D' Employees Association, Rail Bhawan, New Delhi.
11. The Secretary, Railway Board Promotee Officers Association, Room No. 341-C, Rail Bhawan, New Delhi.
12. Chief Commissioner of Railway Safety, Lucknow.


for Secretary, Railway Board

Copy to:

PSOs, Sr.PPSs/PPSs/PSs/PAs to : MR, MSR (B) & MSR (M), CRB, FC, MS, ML, ME, MT & MM, Secretary, DG/RHS, DG/RPF, AM (Staff), AM(Comml.), AM(CE), AM(C&IS), AM(Elect.), AM(Budget), AM(F), AM(Mech.), AM(Plg.), AM(Project), AM(PU), AM(Sig.), AM(Store), AM(Tele), AM(Traffic), AM(Works), AM(T&C), Adv.(IR), Adv. (Safety), Adv.(Vig.), ED(EEM), EDF(BC), ED(Safety), EDCE(G), ED(E&R), EDE(Res), EDF(E), EDE(RRB), EDPC-I, EDPC-II, EDF(B), EDH(Plg.), EDH(G), ED(T&MPP), EDV(E), EDV(A), EDV(T), EDV(S), DirV(P), DirV(E)/I&II, DirV(M), EDV(E), EDV(E), EDV(E), JS(G), IG(RPF), DPC-II, DIR(Safety)I, DIR(Safety)II, DIR(Safety)III, DE(D&A), DE(LL), D(MPP), DS(ABE), JDE(N), JDE(N)II, JDPC-I, JDE (W), JDE (Rep.), JDE(Res), JDE(RRB), JDE (IR), DDE(N), DD(Trg.), DDV/Int., DDE(LR)I, II & III, DD(Sec), DDE (Rep)I, II&III, US(A), DDPR.

Branches: E(Rep)I, II, III, E(G), E(SCT)I, II, Sec. (E)/Spl./Crime/ABE, E (NG)I, PC-III, IV, V, VI, E(RRB), ERB-II, ERB-V, E(P&A)I & II, Vig.I, II, III, IV; A/C-III, Code Revision Cell, F(X)I&II, F(E), I, II, II&Special, E(Coop) Branches of Railway Board.

भारत सरकार
रेल मंत्रालय (रेलवे बोर्ड)

आरबीई सं. 77/2011

नई दिल्ली, दिनांक: 31.05.2011

सं. ई (एनजी)-II/98/आरसी-1/64

महाप्रबंधक (कार्मिक),
सभी क्षेत्रीय रेलें/उत्पादन इकाइयां आदि।
(मानक डाक सूची के अनुसार)

विषय: अनुकंपा के आधार पर नियुक्ति - शक्तियों के प्रत्यायोजन के संबंध में।

अनुकंपा के आधार पर नियुक्ति के उद्देश्य को पूरा करने के लिए अनुकंपा के आधार पर नियुक्ति के मामले पर कम से कम समय में कार्यवाही करने और इसे अंतिम रूप देने के लिए रेल प्रशासन को शक्ति प्रत्यायोजित करने का मामला इस मंत्रालय में कुछ समय से विचाराधीन रहा है। तदनुसार, बोर्ड ने विनिश्चय किया है कि बोर्ड के दिनांक 06.01.97 के पत्र सं. ई(एनजी)II/96/आरसी-1/116 जेसीएम/डीसी, दिनांक 28.07.2000 के पत्र सं. ई(एनजी)II/98/आरसी-1/64 के पैरा (1) एवं (2) और 06.01.09 के पत्र सं. ई(एनजी)II/98/आरसी-1/64 के पैरा (1) द्वारा किए गए अनुबंध के अधिक्रमण में, महाप्रबंधकों द्वारा अनुकंपा के आधार पर नियुक्ति के उन कालातीत मामलों पर विचार करके निर्णय लिया जा सकता है जो पूर्व कर्मचारी की मृत्यु/चिकित्सा की दृष्टि से अनफिट होने की तारीख से पच्चीस (25) वर्ष पुराने हैं, ऐसे मामलों पर महाप्रबंधकों द्वारा अपने स्तर पर ही निर्णय लिया जाना होता है और आगे प्रत्यायोजित नहीं किए जाने होते हैं।

2. यह भी विनिश्चय किया गया है कि महाप्रबंधकों को वे शक्तियां प्रत्यायोजित की जाएं जो दिनांक 04.06.2010 के पत्र सं. ई(एनजी)II/2009/आरसी-1/एससीआर/39 में किए गए अनुबंध के अनुसार अब तक बोर्ड के पास निहित हैं। बोर्ड के 04.06.2010 के पत्र के अनुसार ₹ 4600/- के ग्रेड पे में नियुक्ति के मामलों पर विचार करते समय भी यह अवश्य सुनिश्चित किया जाए कि उम्मीदवार प्रथम श्रेणी में इंजीनियरिंग स्नातक हों और पदों के लिए निर्धारित अर्हता रखते हों।

3. यह भी विनिश्चय किया गया है कि उन मामलों जो दिनांक 07.12.1983 के पत्र सं. ई(एनजी)II/83/आरसी-1/68 द्वारा किए गए अनुबंध के अंतर्गत आते हैं, पर संबंधित वित्त सलाहकार एवं मुख्य लेखा अधिकारी की पूर्व निजी सहमति से (आगे प्रत्यायोजित नहीं किया जाना है) अब महाप्रबंधकों द्वारा अपने स्तर पर ही निर्णय लिया जा सकता है। विरल एवं आपवादिक मामलों में, सामान्य रूप से स्वीकार्य स्तर से उच्च स्तर पर प्रारंभिक वेतन के निर्धारण की सहमति देते समय, यह अवश्य सुनिश्चित किया जाए कि ऐसी कार्रवाई करने के लिए मान्य एवं जोरदार औचित्य मौजूद है।

4. उन सभी मामलों जिन पर पहले ही निर्णय ले लिया गया है, को फिर से खोलने की आवश्यकता नहीं है। इसके अलावा, इस पत्र के जारी होने की तारीख को बोर्ड को भेजे गए सभी संदर्भों (मामले) जिन पर अभी निर्णय नहीं लिया गया है, को वापस लिया गया माना जाए और इनका महाप्रबंधक के स्तर पर निपटान किया जाए।

5. जहां तक ₹ 1800/- के ग्रेड पे में न्यूनतम शैक्षिक अर्हता में छूट देने की शक्ति का संबंध है, इसे रेलवे के पास ही रखा जाएगा।

कृपया पावती दें।

31/5/11
(हर्षा दास)


संयुक्त निदेशक, स्थापना (अराज.)II
रेलवे बोर्ड

सं. ई (एनजी)-II/98/आरसी-1/64

नई दिल्ली, दिनांक: 31.05.2011

प्रतिलिपि प्रेषित:

1. महासचिव, एआईआरएफ, कमरा नं. 253, रेल भवन, नई दिल्ली (35 अतिरिक्त प्रतियां)।
2. महासचिव, एनएफआईआर, कमरा नं. 256-ई, रेल भवन, नई दिल्ली (35 अतिरिक्त प्रतियां)।
3. अध्यक्ष, ऑल इंडिया एससी एंड एसटी रेलवे इम्प्लॉयज एसोसिएशन, 7-भूतल, रेलवे भवन, नई दिल्ली।
4. महासचिव, फ़ोआ, कमरा नं. 256-ए, रेलवे बोर्ड (5 अतिरिक्त प्रतियां)।
5. महासचिव, इरपोफ, कमरा नं. 268, रेल भवन, नई दिल्ली (5 अतिरिक्त प्रतियां)।
6. महासचिव, ऑल इंडिया आरपीएफ एसोसिएशन, कमरा नं. 256-डी, रेल भवन, नई दिल्ली।
7. सचिव, आरबीएसएस, ग्रुप "ए" ऑफिसर्स एसोसिएशन, रेल भवन, नई दिल्ली।
8. सचिव, आरबीएसएस, ग्रुप "बी" ऑफिसर्स एसोसिएशन, रेल भवन, नई दिल्ली।
9. सचिव, आरबीएमएसए, रेल भवन, नई दिल्ली।
10. सचिव, रेलवे बोर्ड ग्रुप "डी" इम्प्लॉयज एसोसिएशन, रेल भवन, नई दिल्ली।
11. सचिव, रेलवे बोर्ड प्रमोटी ऑफिसर्स एसोसिएशन, कमरा नं. 341-सी, रेल भवन, नई दिल्ली।
12. मुख्य रेल संरक्षा आयुक्त, लखनऊ।


कृते सचिव, रेलवे बोर्ड

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No. E (NG)-II/2009/RR-1/10/Pt.

New Delhi, Dated: 09.12.2010.

The General Manager (P),
All Zonal Railways/Production Units.

Sub: Recruitment of staff from open market in Pay Band-1 of Rs.5200-20200 having Grade Pay of Rs.1800/-.

Attention is invited to instructions contained in para 3(vi) of Board's letter No. PC-VI/2008/I/3/1, dated 29.10.2008 (RBE No.160/2008), interalia stating that the instructions regarding minimum educational qualification for fresh recruitment to Railway services in PB-1 Grade Pay Rs.1800 (erstwhile Group 'D' posts) would be issued separately by the Establishment Directorate.

2. The Ministry of Railways have decided that henceforth **minimum educational qualification for recruitment in Pay Band-1 of Rs. 5,200-20,200 having Grade Pay of Rs. 1800/- will be 10th pass or ITI or equivalent.** These instructions will be applicable for all future recruitment henceforth against direct recruitment quota through all modes.

3. As regards the ongoing recruitment exercises presently under way on Central Railway, Eastern Railway, East Coast Railway, East Central Railway, Northeast Frontier Railway, North Eastern Railway, North Central Railway, Southern Railway, South Western Railway and West Central Railway, the same will adhere to the prescribed minimum qualification of 8th pass as laid down vide letter No. E (NG)II/98/RR-1/107 dated 4.12.1998 (RBE No. 277/98).

4. All Railways are directed to initiate the recruitment process immediately to fill up current vacancies including anticipated vacancies for the next two years as well as resultant vacancies owing to promotion of staff to higher grades etc., excluding the vacancies worked out on the basis of prescribed percentage against ex-servicemen quota for which separate recruitment is in progress, with the revised minimum qualification of 10th pass or ITI or equivalent. Railways may also ensure filling up of Physically Handicapped quota including backlog vacancies in this recruitment exercise.

5. The Railways mentioned in Para 3 above should also initiate recruitment to fill up the vacancies accrued beyond the vacancies already notified for which recruitment is in progress.

6. All Railways should initiate the process by way of issue of notification in the national and local dailies, etc. by 15th December, 2010, positively. Candidates may be given two months time to submit their applications and candidates from Andaman & Nicobar, Lakshadweep Islands etc. will be given 15 days extra as per extant rules in response to the above notification.

...2/-



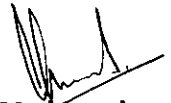
7. It has further been decided that written examination will be held on the same day simultaneously by all the railways. Similarly Physically Efficiency Test (PET) will also be held during the same period simultaneously by all the Railways. These instructions should be prominently mentioned in the notification.

8. The format of application should be limited to a single page only. A draft format of application form is enclosed herewith for necessary action which may be modified suitably depending on the local requirements.

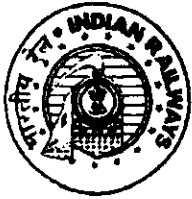
9. Instructions contained in letter No. E (NG)II/96/RR-1/62/Vol.II dated 08.12.2010 regarding waiver of fee for women, minority communities and economically weaker sections will apply.

10. All General Managers are to ensure that Railway Recruitment Cells (RRCs) are strengthened sufficiently by providing accommodation, equipment, vehicles, security, manpower, etc., so that the recruitment process is completed smoothly without any problem.

Encls.: As stated.



(R. Mukundan)
Executive Director Estt.(N)
Railway Board.



Railway Recruitment Cell,

For Office use

Application Form

Read the guidelines carefully, before you start filling up the Application Form

Employment Notice No.02/2007

1.Name of the Candidate	<input type="text"/>																					
2.Father's/Husband's Name	<input type="text"/>																					
3.Nearest Railway Station	<input type="text"/>																					
4.Address for Correspondence	<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>5.Sex <input type="text"/></p> <p>6.Nationality <input type="text"/></p> <p>7.Religion <input type="text"/></p> <p>8.Marital status <input type="text"/></p> </div> <div style="width: 45%; text-align: center;"> <p>Please paste (not older than one month) recent Passport size Photograph</p> </div> </div>																					
State													PIN <input type="text"/>									
Contact Phone-Number with STD Code													<input type="text"/>									
9.Date of Birth													Date <input type="text"/>	Month <input type="text"/>	Year <input type="text"/>	10.Persons with Disabilities	<input type="text"/>					
11.Community	<input type="text"/>	12.Age Relaxation	<input type="text"/>	13. Order of preferences	1 st	2 nd	3 rd	4 th	5 th													
14.Educational Qualification TICK (✓) the appropriate column					15.Serving Employee	<input type="text"/>							16.if yes, indicate the organisation	<input type="text"/>								
	SSLC/ Matric	HSC/ SSC	ITI	Diploma	Non Technical		Technical						17. Ex-Service man	<input type="text"/>	18.Fee Exemption	<input type="text"/>						
					Graduate	Post Graduate	Graduate	Post Graduate					19.Choice of language for examination	<input type="text"/>								
20.Personal marks of Identification	1: <input type="text"/>																					
	2: <input type="text"/>																					
21.Details of IPO/DD No:	<input type="text"/>											Dt:	<input type="text"/>									
	Name of the Post Office / Bank & Place <input type="text"/>																					
1 Specimen Signature			2 Specimen Signature			3 Specimen Signature			Left Thumb Impression													
<input type="text"/>			<input type="text"/>			<input type="text"/>			<input type="text"/>													

DECLARATION BY THE CANDIDATE

I hereby declare that all the particulars given above by me are true, complete and correct to the best of my knowledge and belief. I am aware that in the event of any information furnished by me is found false/ incorrect at any stage, my candidature will be rejected summarily and I am also liable for criminal action. I will abide by the instructions given in the notification.

Place:

Date:

(Please write the above paragraph in the space given above in your own running handwriting)

Signature of the Candidate

भारत सरकार Government of India
रेल मंत्रालय Ministry of Railways
रेलवे बोर्ड Railway Board

RBE No. 137/2010.

No. E (NG)-II/2008/SB/SR/15.

New Delhi, Dated: 17.09.2010.

The General Manager (P),
All Zonal Railways/Production Units, CORE/Allahabad,
MTP/Kolkata, Chennai, Mumbai,
CAO (R), DMW/Patiala, COFMOW/New Delhi,
Director General, RDSO/Lucknow, RSC/Vadodra,
Director, IRISE/Secundrabad, IRICEN/Pune, IRIEEN/Nasik & IRIM&EE/Jamalpur,
DFCCII/New Delhi and Managing Director/Konkan Railway Corporation Limited.

Sub: Appointment of Substitutes on the railways.

The issue regarding revision of provisions contained in Master Circular No. 20/1991 issued vide this Ministry's letter No. E(NG)-II/90/SB/10/Master Circular dated 29.1.1991 has been under consideration of this Ministry. After detailed examination by the Board, it has been decided that in supercession of the following mentioned provisions/instructions:

- (i) Para 1512 to 1515 of Indian Railway Establishment Manual, Volume-I (1989 edition);
- (ii) Master circular No. 20/91 issued vide RBE No. 12/91 dated 29.01.91 including all the circulars numbering 54 quoted in Master Circular pages 8 to 10;
- (iii) Letter No. E(NG)II/90/SB/10/MC dated 4.11.1992;
- (iv) Letter No. E(NG)II-2001/SB/2 dated 4.1.2001;
- (v) Letter No. E(NG)II/2005/SB/6 dated 12.9.2005; and
- (vi) Letter No. E(NG)II/2008/SB/8 dated 24.6.2009.

The following instructions on the subject of engagement of Substitutes in erstwhile Group 'D' categories will be applicable:-

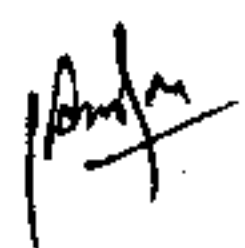
2. Definition:

"Substitutes" refer to persons engaged in Indian Railway Establishments on regular scales of pay and allowances applicable to posts falling vacant and the process of filling up is delayed and the post cannot be kept vacant due to exigencies of work otherwise railway service may be adversely affected.

3. Circumstance for engagement of "Substitutes":

3.1 Substitutes in erstwhile Group 'D' should be engaged with the prior personal approval of the General Manager, while those in Group 'C' shall require prior approval of the Railway Board. They should be engaged only in the following circumstances:-

- (i) The process of filing up of vacancies is delayed; and

 --- 2/-

(ii) The posts cannot be kept vacant without adversely affecting the railway services;

3.2 Maximum number of Substitute that can be engaged in a year in erstwhile Group 'D' posts

(i) Maximum number of substitutes which can be engaged in a financial year in the following categories would be 10% of the vacancies calculated as on 1st April of the year to be filled up during the financial year;

(a) Safety;

(b) Train operations (openline staff of Operating, Mechanical, Civil, Electrical, S&T and Electrical).

(ii) For other categories, the maximum number of substitutes that can be engaged is 2% of the vacancies in these categories.

Chief Personnel Officer (CPO) will calculate these 10% and 2% vacancies at the beginning of each financial year.

3.3 Substitutes in erstwhile Group 'D' should be engaged as per following practice/procedure:-

- (i) Applications addressed to General Manager will be received in General Manager's office from various sources;
- (ii) Committee of three Senior Administrative Grade (SAG) officers to be nominated by General Manager will scrutinize applications and make recommendations which will be put up for approval of General Manager through Chief Personnel Officer (CPO);
- (iii) The recommended applications by the Committee will be forwarded to the Personnel Department for verification of certificates, etc.
- (iv) After due verification of educational qualifications, certificates etc., the eligible applications along with the requirement of substitutes received from DRMs/Heads of Units, through the Chief Personnel Officer, will be put up for General Manager's approval, by the Personnel Department;
- (v) Keeping the exigencies of service and suitability of the candidate, General Manager will decide the Department and Division/Unit where the candidate is to be engaged as per para 3.2.
- (vi) Formal letter of engagement will be sent to the Division/Unit by the Personnel Department;
- (vii) To avoid any fraud/impersonation etc., the Division/Unit will get the letter verified/authenticated from CPO's office and then issue Engagement Letter to the candidate;
- (viii) Proper records should be maintained with reference to the number of applications received, number of applications rejected etc. Records of the applications which are no longer required to be retained should be shredded/weeded out.

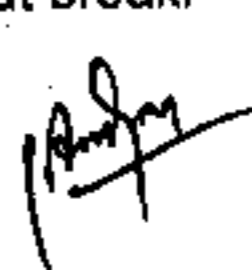
4. Benefits:

4.1 Substitutes engaged should be paid regular scales of pay and allowances admissible to the post against which they have been appointed irrespective of the nature or duration of the vacancy.

4.2 They should be allowed all the rights and privileges as are admissible to temporary Railway employees on attainment of temporary status on completion of four months of continuous service.

4.3 The conferment of temporary status after completion of four months continuous service does not entitle them to automatic absorption/appointment to railway service unless they are selected in the approved manner for appointment or absorption to regular posts.

4.4 The period service of substitutes will be counted for full pensionary benefits from the date of completion of four months continuous service provided it is followed by absorption in regular service, without break.



-----3/-

4.5 While regularizing the services of substitutes, age limit for recruitment to erstwhile Group 'D' posts may be relaxed to the extent to their total service rendered as substitute which may be either continuous or in broken periods subject to maximum of 40 years not exceeded in case of General candidates, 43 in case of OBC and 45 in case of SC/ST.

4.6 Substitutes who wish to apply for the posts advertised by the Railway Recruitment Boards may be given relaxation in age to the extent of service put in by them, continuous or in broken spells subject to maximum of 40 years not exceeded in case of General candidates, 43 in case of OBC and 45 in case of SC/ST.

4.7 Festival/Flood advances: The substitutes who have attained temporary status and have put in one and half years of continuous service should be granted these advances provided they furnish two sureties from permanent railway servants.

4.8 Substitutes are eligible for medical facilities for self only in the out-patient department. The service cards etc. of the employee may be utilized as identification cards for this purpose.

4.9 When substitutes selected for absorption in regular service and sent for medical examinations, the standard of medical examination should be relaxed standard as prescribed for re-employment during service.

5. **Screening of the Substitutes for their absorption in regular service:**

5.1 A person who is continued to work as a Substitute for prolonged period shall be considered for regularization of his/her services provided he/she has put in a minimum of 05 (five) years of service.

5.2 A screening Committee should be constituted to screen the substitutes with temporary status for their absorption in regular posts. Such screening Committee should consist of at least three Railway Officers of appropriate rank, one belonging to SC/ST communities and another to minority community.

5.3 Screening/Empanelment of substitute for purpose of absorption in regular employment be restricted to only those who are in the current substitute registers.

5.4 Though no roster is required to be maintained, still the intake of SC/ST/OBC while engaging substitutes against each individual category in the various departments should not be below the prescribed percentage of reservation in favour of the these communities.

5.5 The Screening Committee should make good shortfall, if any, by resorting to direct recruitment from open market in each erstwhile Group 'D' category.

5.6 Screening of substitutes for absorption in regular employment may be made by the Screening Committee with reference to the vacancies available at the material time.

5.7 As long as it is established from records that the substitutes have been enrolled within the age limit, relaxation at the time of actual absorption should be automatic.

5.8 In old cases, where the age limit was not observed, relaxation of age at the time of regular absorption should be considered sympathetically. CPOs/DRMs are empowered to grant such relaxations.

5.9 Substitutes will be eligible for absorption in regular employment only if they fulfill the requisite eligibility criteria for the post in question. Relaxation in educational qualification may be granted by retraining such persons as followed in case of Group 'D' staff implementation of 6th Pay Commission.



---4/-

- 5.10 When called for screening, substitutes will be issued passes for their journeys and the period treated as on duty.
- 5.11 Gaps which may occur in service of Substitutes between two engagements should be ignored for the purpose of temporary status on completion of four months service.

6. Date of Appointment

The date of appointment of a substitute to be recorded in the service book against the column "Date of Appointment" should be the date on which he/she attains temporary status after a continuous service of four months, if the same is followed by his/her regular absorption. Otherwise, it should be the date on which he/she is regularly appointed/absorbed.

7. Break In service

The following cases of absence will not be considered as "break in service" for determining the four months continuous service for the purpose of absorption in regular employment:

- (a) the periods of absence of a substitute who is under medical treatment with injury sustained on duty covered by the provision of Workman Compensation Act;
- (b) authorized absence not exceeding 20 days during the preceding six months.

NOTE

- (i) The term "authorized absence" for this purpose covers permission granted by the Supervisory official in-charge to be away from the work for the period specified.
- (ii) Unauthorized absence or stoppage of work will be treated as a break in continuity of employment.
- (c) Days of rest even under HOER or under the statutory enactments and the days on which the establishment employing the substitutes remains closed will not be counted against the limit of 20 days authorized absence; and

8. Service Register:

8.1 A register should be maintained recording the names of all "Substitutes" whenever employed according to the Unit of recruitment, e.g. Divisions, Workshops, etc. strictly in the order of their employment, at the time of their initial engagement.

9. General:

- 9.1 These instructions will be in force from the date of issue of this circular.
- 9.2 Existing instructions regarding Bungalow Peon/TADK, will continue to remain in force.
10. Advance Correction Slip (ACS) to Indian Railway Establishment Manual, Volume-I (1989 edition) will follow.

Please acknowledge receipt.
(Hindi version will follow).


(Ravi Shekhar)
Deputy Director Estt. (N)-II
Railway Board

New Delhi, Dated: 17.09.2010.

No. E (NG)-II/2008/SB/SR/15.

Copy to:

1. The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
2. The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
3. All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
4. The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
5. The Secretary General, IRPOA Association, Room No. 268, Rail Bhawan, New Delhi (5 spares).
6. The General Secretary, All India RPF Association, Room No. 256-D, Rail Bhawan, New Delhi.
7. The Secretary, RBSS Group 'A' Officers Association, Railway Bhawan, New Delhi.
8. The Secretary, RBSS Group 'B' Officers Association, Railway Bhawan, New Delhi.
9. The Secretary, RBMSA, Railway Bhawan, New Delhi.
10. The Secretary, Railway Board Group 'D' Employees Association, Railway Bhawan, New Delhi.
11. The Secretary, Railway Board Promotee Officers Association, Room No. 341-C, Railway Bhawan, New Delhi.
12. Chief Commissioner of Railway Safety, Lucknow.
13. Adviser(Safety), Railway Board, Rail Bhawan, New Delhi.



for Secretary/Railway Board

Copy to:

PSs to MR, MSR (A) & MSR (M).

PPS to CRB, FC, MS, ML, ME, MT & MM, Secretary, DG/RHS and DG/RPF.

PPS to AM (Staff), AM(Comml.), AM(CE), AM(C&IS), AM(Elect.), AM(Budget), AM(F), AM(Mech.), AM(Plg.), AM(Project), AM(PU), AM(Sig.), AM(Store), AM(Tele), AM(Traffic), AM(Works), AM(T&C), Adv.(IR) and Adv.(Vig.)

PSs to ED(EEM), EDF(BC), ED(Safety), EDCE(G), ED(E&R), EDE(Res), EDF(E), EDE(RRB), EDPC-, EDPC-II, EDF(B), ED(H), ED(T&MPP), JS(G), IG(RPF).

PSs to DPC, DIR(Safety)I, DIR(Safety)II, DIR(Safety)III, DE(N)II, DE(D&A), DE(LL), D(MPP), DV (A), DE(LL), JDPC-I, JDE (Rep) I & III, JDE (Rep.), JDE(RRB), JDE (L), JDE (LR), DDE(N), DD(Trg.), DDE(LR)I, II & III, DD(Sec), DDE(Rep)I&II, US(A) DDP, E(Rep)I, II, III, E(G), E(SCT)I, II, Sec. (E), E (NG)I, PC-III, IV, V, VI, E(RRB), ERB-II, ERB-V, E(P&A)I & II, A/C-III, Code Revision Cell, E(Co-op) Branches of Railway Board.

भारत सरकार Government of India
रेल मंत्रालय Ministry of Railways
(रेलवे बोर्ड Railway Board)

RBE. No. 39/2010

No. E (NG)II/2010/RC-5/1.

New Delhi, Dated:16.07.2010.

The General Manager (P),
All Zonal Railways/Production Units
(As per standard mailing list)

Sub: Appointment of land losers affected by land acquisition for railway projects.

In supersession of all previous instructions on the subject, it has been decided that Railways may call and consider applications for employment to PB-1 Pay Band of Rs 5,200-20,200 with grade pay of Rs 1,800/- only, from land losers on account of acquisition of land for the projects on the Railways (excluding those for Deposit works). Applications shall be invited, by Personnel Branch of Zonal Railways, from the land losers fulfilling the screening criteria as enumerated in para 2 below.

1. Screening Criteria:

(i) The applicant shall be a person (sole owner of land or son/daughter/ husband/wife of the sole owner) whose land or a portion thereof has been acquired for the project. In case the land is owned by more than one person, the Competent Authority, as defined in the Railway (Amendment) Act 2008 / Land Acquisition Officer, will decide who shall be considered as applicant. Only one job shall be offered to an applicant from the land loser family.

(ii) It must be ensured that the displaced person has not received any land from the State Government in lieu of his/her land acquired/ being acquired for the project.

3. Railway administration should request the concerned Competent Authority/ Land Acquisition Officer to issue certificate/s to those persons whose land has been acquired to facilitate proper verification of the claims.

4. An applicant claiming appointment shall be required to submit the application with his/her signatures and photos duly certified by local MP, MLA or any Gazetted Officer. Candidates shall also submit affidavits fulfilling eligibility criteria stipulated in para 2 above, duly certified by the Competent Authority/ Land Acquisition Officer. This shall be co-ordinated by respective Divisional Railway Managers.

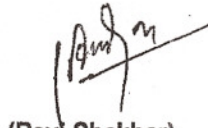
5. The applicant should normally fulfill the eligibility and other conditions prescribed for the post against direct recruitment quota from open market. In special cases, General Manager of the Railway can relax these conditions, and in respect of educational qualifications, applicant with read/write only capability shall also be considered.

6. General Manager of the Railway in whose jurisdiction the land acquisition is to be undertaken, shall be responsible for ensuring a fair and transparent selection of candidates.

7. Once an offer of appointment has been made, no further application claiming appointment on ground of acquisition of the same piece of land shall be entertained.

8. These instructions normally will not be applicable in those cases where land acquisition process has been concluded by way of possession of land by Railway.

Please acknowledge receipt.



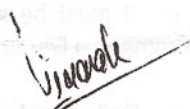
(Rav) Shekhar
Deputy Director Estt. (N) II
Railway Board

No. E (NG)-II/2010/RC-5/1.

New Delhi, Dated: 16.07.2010.

Copy to:

1. The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
2. The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
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6. The General Secretary, All India RPF Association, Room No. 256-D, Rail Bhawan, New Delhi.
7. The Secretary, RBSS Group 'A' Officers Association, Railway Bhawan, New Delhi.
8. The Secretary, RBSS Group 'B' Officers Association, Railway Bhawan, New Delhi.
9. The Secretary, RBMSA, Railway Bhawan, New Delhi.
10. The Secretary, Railway Board Group 'D' Employees Association, Railway Bhawan, New Delhi.
11. The Secretary, Railway Board Promotee Officers Association, Room No. 341-C, Railway Bhawan, New Delhi.
12. Chief Commissioner of Railway Safety, Lucknow.
13. Adviser (Safety), Railway Board, Rail Bhawan, New Delhi.



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PPS to AM (Staff), AM(Comml.), AM(CE), AM(C&IS), AM(Elect.), AM(Budget), AM(F), AM(Mech.), AM(Plg.), AM(Project), AM(PU), AM(Sig.), AM(Store), AM(Tele), AM(Traffic), AM(Works), AM(T&C), Adv.(IR), Adv.(L&A) and Adv.(Vig.).

PSs to EDV(A), EDF(BC), ED(Safety), EDCE(G), ED(E&R), EDE(Res), EDF(E), EDE(RRB), EDPC-I, EDPC-II, EDF(B), ED(H), ED(T&MPP), ED(Works), JS(G), IG(RPF), DIR(Safety)I, DIR(Safety)II, DIR(Safety)III, DE(D&A), D(MPP), DV (A), DE(LL), JDPC-I, JDE (Rep) I & III, JDE (Rep.), JDE(RRB), JDE(N)II, JDE (L), JDE (LR), DDE(N), DD(Trg.), DDE(LR)I, II & III, DD(Sec), DDE (Rep)I&II, US(A) DDPR, E(Rep)I, II, III, E(G), E(SCT)I, II, Sec. (E), E (NG)I, PC-III, IV, V, VI, E(RRB), ERB-II, ERB-V, E(P&A)I & II, A/C-III, Code Revision Cell, E(Coop) Branches of Railway Board.

भारत सरकार

रेल मंत्रालय

(रेलवे बोर्ड)

आर बी ई संख्या ९५/2010

संख्या ई (एन.जी.) 1/2010/आर.सी.5/1

नई दिल्ली, दि. 16.07.2010

महाप्रबंधक (कार्मिक)

सभी क्षेत्रीय रेलें/उत्पादन इकाईयां

(मानक डाक सूची के अनुसार)

विषय: रेलवे परियोजनाओं के लिए भूमि अधिग्रहण से प्रभावित भूमिहीनों की नियुक्ति।

इस विषय पर पूर्ववर्ती सभी अनुदेशों का अधिक्रमण करते हुए यह निर्णय लिया गया है कि रेलें, रेलवे परियोजनाओं (निक्षेप कार्यों को छोड़कर) के लिए भूमि अधिग्रहण के कारण हुए भूमिहीनों से केवल 1800 रू. ग्रेड पे के साथ 5200-20,200रू. के पी.बी.-1 पे बैंड में नियुक्ति के लिए आवेदन पत्र आमंत्रित करें तथा उन पर विचार करें। क्षेत्रीय रेलों की कार्मिक शाखा द्वारा उन भूमिहीनों से आवेदन पत्र आमंत्रित किए जाए जो नीचे पैरा 2 में दिए गए स्क्रीनिंग मानदंडों को पूरा करते हैं।

1. स्क्रीनिंग मानदंड:

(i) आवेदक (भूमि का एकमात्र मालिक अथवा उसका पुत्र/पुत्री/पति/पत्नी) ऐसा व्यक्ति होगा जिसकी भूमि अथवा भूमि का एक भाग परियोजना के लिए अधिग्रहीत किया गया हो। यदि भूमि का मालिक एक व्यक्ति से अधिक हो, तो सक्षम प्राधिकारी/भूमि अधिग्रहण अधिकारी यह निर्णय लेगा कि आवेदक किसे माना जाए जैसा कि रेलवे (संशोधन) अधिनियम 2008 में परिभाषित है। भूमिहीन परिवार से केवल एक ही आवेदक को नौकरी की पेशकश की जाएगी।

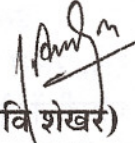
(ii) यह सुनिश्चित किया जाए कि विस्थापित व्यक्ति को परियोजना के लिए अधिग्रहीत की गई उसकी भूमि के बदले राज्य सरकार से कोई भूमि नहीं मिली हो।

3. रेलवे प्रशासन संबंधित सक्षम प्राधिकारी/भूमि अधिग्रहण अधिकारी से अनुरोध करेगा कि वह उन व्यक्तियों को प्रमाणपत्र जारी करे जिनकी भूमि अधिग्रहीत की गई हो ताकि दावों का उचित सत्यापन हो सके।

4. नियुक्ति के लिए दावा करने वाले आवेदक को आवेदन पत्र अपने हस्ताक्षर करके तथा फोटो स्थानीय संसद सदस्य, विधायक अथवा किसी राजपत्रित अधिकारी द्वारा विधिवत प्रमाणित कराकर प्रस्तुत करना होगा। उम्मीदवारों को उपर्युक्त पैरा 2 में नियत पात्रता मानदंडों को पूरा करते

हुए सक्षम प्राधिकारी/भूमि अधिकरण अधिकारी द्वारा विधिवत प्रमाणित शपथ पत्र भी प्रस्तुत करना होगा। इसे संबंधित मंडल रेल प्रबंधकों द्वारा समन्वित किया जाएगा।

5. आवेदक सामान्यतः खुले बाजार से सीधी भर्ती कोटे के पद के लिए निर्धारित पात्रता तथा अन्य शर्तों को पूरा करेगा। विशेष मामलों में रेलवे के महाप्रबंधक इन शर्तों में छूट दे सकते हैं तथा शैक्षिक अर्हता के संबंध में केवल पढ़ने/लिखने की क्षमता रखने वाले आवेदक पर भी विचार किया जाएगा।
6. रेलवे के महाप्रबंधक जिनके क्षेत्राधिकार में भूमि अधिग्रहण किया जाना है, उम्मीदवारों के उचित तथा पारदर्शी चयन सुनिश्चित करने के लिए जिम्मेदार होंगे।
7. एक बार नियुक्ति की पेशकश कर दिए जाने पर, भूमि के उसी भाग के अधिग्रहण के आधार पर नियुक्ति के लिए कोई आवेदन स्वीकार नहीं किया जाएगा।
8. ये अनुदेश सामान्यतः उन मामलों में लागू नहीं होंगे जिनमें रेलवे द्वारा भूमि का कब्जा लेकर भूमि अधिग्रहण की प्रक्रिया पूरी की गई है।


(रवि शेखर)

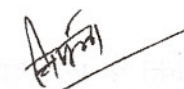
उप निदेशक स्था. (अराज.)।।
रेलवे बोर्ड

संख्या ई (एन.जी.)।।/2010/आर.सी.5/1

नई दिल्ली, दि. 16.07.2010

प्रतिलिपि प्रेषित:

1. महासचिव, एआईआरएफ, 4 स्टेट एंट्री रोड, नई दिल्ली (35 अतिरिक्त प्रतियों सहित)
2. महासचिव, एएफआईआर, 3, चेम्सफोर्ड, रोड, नई दिल्ली (35 अतिरिक्त प्रतियों सहित)
3. राष्ट्रीय परिषद/विभागीय परिषद के सदस्य तथा कर्मचारी पक्ष के सचिव, 13-सी, फिरोजशाह रोड, नई दिल्ली (90 अतिरिक्त प्रतियों सहित)
4. महासचिव, फ़ोआ एवं इरपोफ, कमरा नं. 256-ए एवं 268, रेलवे बोर्ड, नई दिल्ली (35 अतिरिक्त प्रतियों सहित)
5. महासचिव, एआईआरपीएफ एसोसिएशन कमरा संख्या 256-डी, रेल भवन, नई दिल्ली (5 प्रतियां)
6. सचिव, आ.बी.एस.एस. ग्रुप ए आफिसर्स एसोसिएशन, कमरा नं. 462, रेल भवन, नई दिल्ली।
7. महासचिव, आर.बी.पी.ओ.ए, कमरा नं. 341-सी, रेल भवन, नई दिल्ली।
8. सचिव, आर.बी.एस.एस ग्रुप बी एसोसिएशन, रेल भवन, नई दिल्ली।
9. सचिव, आर.बी.एम.एस.ए, रेल भवन, नई दिल्ली।
10. सचिव, रेलवे बोर्ड ग्रुप 'डी' कर्मचारी एसोसिएशन, रेल भवन, नई दिल्ली।
11. रेल संरक्षा, मुख्य आयुक्त, लखाऊ।
12. अवर (संरक्षा), रेलवे बोर्ड, रेल भवन, नई दिल्ली।


कृते सचिव/रेलवे बोर्ड



भारत सरकार
रेल मंत्रालय (रेलवे बोर्ड)

आरबीई सं. ४०/२०१०

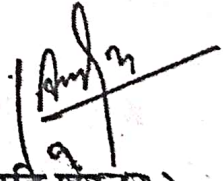
सं. ई (एनजी)II/२००९/आरसी-१/एससीआर/३९ नई दिल्ली, दिनांक: ४.०६.२०१०

महाप्रबंधक (कार्मिक),
सभी क्षेत्रीय रेलों/उत्पादन इकाइयां आदि
(मानक डाक सूची के अनुसार)

विषय: अनुकंपा के आधार पर नियुक्ति - शक्तियों के प्रत्यायोजन के संबंध में।

छठे केन्द्रीय वेतन आयोग की सिफारिश स्वीकार होने से काफी संख्या में ग्रेडों/पदों की कोटियों के विलय होने तथा विभिन्न पदों वेतनमानों के अपग्रेडेशन के परिणामस्वरूप, रेलों से संदर्भ प्राप्त हुए हैं जिनमें अनुकंपा के आधार पर नियुक्तियों के बारे में विचार करने के लिए रेलवे प्रशासन की शक्तियों के संबंध में स्पष्टीकरण मांगा गया है। तदनुसार, बोर्ड द्वारा मामले की जांच की गई है तथा यह निर्णय लिया गया है कि महाप्रबंधक उन पदों के संबंध में अनुकंपा के आधार पर नियुक्ति के अनुरोधों पर विचार करें जिनमें ग्रेड पे ४२००/- रुपए तक है तथा सीधी भर्ती कोटा २५% से अधिक है। इसके अलावा, मैरिट वाले ऐसे मामले जिनमें उन पदों पर नियुक्ति के बारे में विचार करने के लिए अनुरोध किया गया है जिनमें ग्रेड पे ४२००/- रुपए से अधिक अथवा ४२००/- रुपए है, लेकिन सीधी भर्ती कोटा २५% से कम है, यथोचित औचित्य तथा महाप्रबंधक की निजी सिफारिश से निर्धारित प्रोफार्मा में बोर्ड के विचारार्थ भेजे जाएं।

कृपया पावती दें।


(रवि शंकर)
उप निदेशक, स्थापना (अराज.)II
रेलवे बोर्ड



**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

RBE No. 74/2010

NO. E(NG)II/2006/RC-1/GenI/9

New Delhi, dated 14.5.2010

The General Manager(P),
All Zonal Railways/PUs.
(As per standard mailing list).

Sub: Compassionate ground appointment - extending
second chance for Aptitude Test.

Attention is invited to this Ministry's letter of even number
dated 4.4.2007 (RBE No.53/2007) on the above subject.

Pursuant to a demand raised by the staff side, Ministry of
Railways (Railway Board), have reconsidered the matter and have
decided to allow additional (second) chance for passing aptitude
test to compassionate ground appointees for post of Assistant
Station Master and Assistant Loco Pilot, after a gap of three months
instead of the present policy of six months, in exceptional cases,
based on merits of each case.

Please acknowledge receipt.

(Hindi version will follow)


(Ravi Shekhar)
Dy. Director Estt.(N)II,
Railway Board.



भारत सरकार / GOVERNMENT OF INDIA
 रेल मंत्रालय / MINISTRY OF RAILWAYS
 (रेलवे बोर्ड / RAILWAY BOARD)
 दिनांक 06/04/10

31/3
 RB/Estt. No.41 /2010 DA-III

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 18/4/10
 A.P.P.

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

No.E(NG)I-2003/PM1/37

New Delhi, dated 18 .03.2010

**The General Managers (P)
 All Indian Railways & PUs.**

Sub:- Retention period of evaluated Answer Sheets of examination conducted for Departmental Promotions – Promotions within and to Group 'C' posts & Suitability Test for C.G. appointments.

The issue of laying down guidelines for retention period for evaluated answer sheets of written examinations conducted as a part of Selection/Suitability Test etc. for making promotions within & to group 'C' Posts, as well as Suitability Tests for compassionate ground appointments, has been engaging Board's attention for quite some time. The matter has accordingly been considered and it has been decided that retention period for evaluated answer sheets in above mentioned cases shall be :-

(i) One year from the date of publication of panel;

OR

(ii) till panel exhausts;

OR

(iii) till finalization of complaints/investigation/court cases against the Selection/Suitability Test, if any;

whichever of the above three is later,

1.1 It may, however, please be ensured that vigilance clearance is obtained before the evaluated answer sheets are weeded out.

Please acknowledge receipt.

(D. V. Rao)

Joint Director Estt.(N)
 Railway Board.

...2/-



भारत सरकार
रेल मंत्रालय (रेलवे बोर्ड)

सं. ई (एनजी)I-2003/पीएम1/37

नई दिल्ली, दिनांक: 18.03.2010

महाप्रबंधक (कार्मिक),
सभी भारतीय रेलें एवं
उत्पादन ईकाईयां।

विषय: विभागीय पदोन्नतियों के लिए आयोजित परीक्षा की मूल्यांकित उत्तर पुस्तिकाओं की रिटेंशन अवधि - समूह 'ग' पदों के भीतर और समूह 'ग' के लिए पदोन्नतियों और अनुकंपा के आधार पर नियुक्तियों के लिए उपयुक्तता परीक्षा।

समूह 'ग' पदों के भीतर और समूह 'ग' के लिए पदोन्नतियों के लिए चयन/उपयुक्तता परीक्षा, इत्यादि के भाग के रूप में और अनुकंपा के आधार पर नियुक्तियों के लिए उपयुक्तता परीक्षाओं के लिए आयोजित लिखित परीक्षाओं की मूल्यांकित उत्तर पुस्तिकाओं को सुरक्षित रखने की अवधि हेतु मार्गनिर्देश निर्धारित करने संबंधी मुद्दा पिछले कुछ समय से बोर्ड का ध्यान आकर्षित करता रहा है। तदनुसार, मामले पर विचार किया गया और यह विनिश्चय किया गया है कि उपर्युक्त मामलों में उत्तर पुस्तिकाओं की रिटेंशन अवधि निम्नानुसार होगी:-

- (i) पैनल के प्रकाशन की तारीख से एक वर्ष;
अथवा
- (ii) पैनल के समाप्त होने तक;
अथवा
- (iii) चयन/उपयुक्तता परीक्षा के संबंध में शिकायतों/अन्वेषण/न्यायालय संबंधी मामलों, यदि कोई हो, को अंतिम रूप दिए जाने तक;

उपरोक्त तीनों में से जो भी बाद में हो।

1.1 बहरहाल, कृपया यह सुनिश्चित किया जाए कि जांची गई उत्तर पुस्तिकाओं को नष्ट करने से पहले सतर्कता क्लीयरेंस प्राप्त की जाए।

कृपया पावती दें।


(डी.वी. राव)

संयुक्त निदेशक, स्था. (अराज)

रेलवे बोर्ड

.... 2/-



संख्या 08/08/10

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09/03

26/2 ✓
नृसिंह-1 मन्त्र-महानिर्देश
का. नि. 1 निदेश

कोषो पत्र डा. 0 सं. SAJ
दिनांक 03/03/10

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

CPD S/R
JD/BGH
DOE II
A/04 ✓
9/3/10

No. E(NG)II/2009/RC-1/Gen./2

New Delhi, dated 23.02.2010

The General Manager (P),
All Indian Railways/PUs.

Sub: Appointment on compassionate grounds in cases of medically incapacitated staff on the Railways.

Pursuant to the discussions with respect to Item No. 22/2009 of DC/JCM meeting held in August, 2009, para (3) of Board's letter No. E(NG)II/95/RC-1/94 dated 18.01.2000 is reiterated, which stipulates that in cases where an employee is totally incapacitated and is not in a position to continue in any post, because of his medical condition, he may be allowed to opt for retirement. In such cases request for appointment on compassionate ground to an eligible ward may be considered.

Such incapacitated employees, if governed by the Railway Services (Pension) Rules, 1993 will be eligible for pensionary benefits as admissible under the said rules.

This issues with the concurrence of the Finance Directorate.

Please acknowledge receipt.

23/2/10
(Harsha Dass)
Joint Director Estt. (N)-II
Railway Board.



Government of India
Ministry of Railways
(Railway Board)

No. E (NG)II/2007/RC-1/GenI/13.

New Delhi, dated 7.8.2009

12 AUG 2009

The General Managers (P)
All Indian Railways/PUS.

Sub: Appointment on Compassionate Ground -Change of allotted category.

Attention is invited to para IX of Board's letter No. E(NG)III/78/RC-I/I dated 7.4.83 and para XII (b) of letter No. E(NG)II/90/RC-I/117 dated 12.12.1990 enumerating the provision with regard to change of category of a person, for appointment on compassionate ground.

On a reference from East Central Railway seeking clarification whether DRM could change the allotted category for compassionate appointment before the candidate undergoes the stages of acceptance of offer of appointment, medical test and training etc., it was conveyed to them that it is well within the competence of the DRM/CWM in their respective domains to make changes in the allotted category for compassionate appointment before the candidate undergoes preceding appointment formalities subject to candidate's suitability to the posts.

The matter has been further examined in the Board's office and it is clarified that in case of Compassionate Ground appointment, category allotted to a candidate could be considered for change only before a candidate accepts the offer of appointment and goes for medical examination. Once the candidate accepts the offer of appointment and goes for medical examination then change of category should be done either on account of medical unfitness or by an authority higher than the one who has decided the category of allotment.

Please acknowledge receipt.


(Ravi Shekhar)
Deputy Director Estt.(N)-II
Railway Board.





GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

दिनांक.....27/11/2009

RBE No. 3 /2009

No.E (NG) II /98/RC-1/64

New Delhi, Dated: 6 /01/2009

The General Manager (P)
All Zonal Railways/Pus.
(As per standard mailing list)

Sub: Appointment on Compassionate Grounds – Delegation of Powers.

Ref: (i) Board's letter No. E(NG)-III/78/RC-1/1 dated 07/04/1983
[para III]

(ii) Board's letter No. E(NG)-II/84/RC-1/26 dated 22/12/1994,

(iii) Board's letter No. E(NG)-II/84/RC-1/26 dated 6/10/1995,

(iv) Board's letter No. E(NG)-II/99/RC-1/Genl./23 dated
30/11/1999, and

(v) Board's letter No. E(NG)-II/98/RC-1/64 dated 28.7.2000
[para 2 (ii)]

Attention is invited to Board's letters referred to above in order to simplify procedure of appointments on compassionate grounds. Board have decided that in supersession of provisions contained in letters cited, powers are delegated to DRMs/CWMs/HODs to consider compassionate appointment in favour of widow/widower or any ward of her/his choice in respect of cases up to 20 years old from the date of death of the Railway employee. Further, wherever in individual cases of merit, it is considered that justification exists for extending consideration to cases where death of the ex-employee took place over 20 years ago, prior approval of the Ministry of Railways should be obtained by forwarding a detailed proposal with specific justification and personal recommendation of the General Manager in the prescribed proforma as circulated vide Board's letter No. E(NG)II/87/RC-1/143 dated 19.4.88.


2. Board have further decided to delegate powers to DRMs/CWMs/HODs for considering cases of appointment on compassionate grounds of wards/widows of missing railway employees which hitherto rest with General Managers [para 3 (v) of Board's letter No. E(NG)II/97/RC-1/210 dated 26.7.98 refers].



3. It is reiterated that at the time of considering such requests for compassionate appointments, the Competent Authority should satisfy himself/herself on the basis of a balanced and objective assessment of the financial condition of the family that the grounds for compassionate appointment in each such case is justified, having regard to the number of dependants, assets and liabilities left by the Railway employee, income of any member of the family, as also his liability, including the aspect of whether the earning member is residing with the family of the deceased employee and whether he provides any support to other members of the family. Other provisions contained in Board's letter No. E (NG)-II/98/RC-1/64 dated 28.7.2000 may continue to be followed.

4. Such cases which have already been finalised in terms of letters under reference need not be reopened.

Please acknowledge receipt.


(Mahavir Singh)

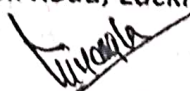
Director Establishment (N) II
Railway Board.

No.E (NG) II /98/RC-1/64

New Delhi, Dated: 6 /01/2009

Copy forwarded to :-

1. The General Secretary, NFIR (with 35 spares)
2. The General Secretary, AIRF (with 35 spares)
3. The Members of the National Council Departmental Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (with 90 spares)
4. The Secretary General FROA & IRPOA, R.No.256A & 268, Rail Bhawan.
5. The Secretary, RBSS, Group 'A' Officers Association, R. No. 402, Rail Bhawan (with 5 spares)
6. The President, Railway Board Class II Officers' Association.
7. The Secretary General IRPOF, Room No.341-C, Railway Board.
8. The President, Indian Railway Class II Officer Association.
9. The Secretary, Railway Board Ministerial Staff Association.
10. The Secretary, Railway Board, Class IV Staff Association.
11. The Secretary General, AIRPF Association, R.No.549, Rail Bhawan.
12. The General Secretary, All India SC/ST Railway Employees Association, R. No.8 Ground Floor, Rail Bhawan, New Delhi - 110 001.
13. The General Secretary, Retired Railway Employees Welfare Association (Regd.), 490A/16, Gurudwara Road, Gurgaon.
14. The Chief Commissioner of Railway Safety, 16, Ashok Road, Lucknow.


for Secretary, Railway Board.

Copy to: All Officers & Branches of Railway Board.



बोडोमोमोमो मलमल
पावती एव प्रपण अनुमाय

पुनो. प्रपण नु. १०९-११६

गो.क. २१/१२
GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. E (NG) II /1999/RC-1/SC/8/Pt.

New Delhi, Dated: 18/12/2008

The General Manager (P) AD50
All Indian Railway/Pus.

Sub: Appointment on Compassionate Grounds – Minimum Educational
Qualification regarding.

References have been received from a number of Zonal Railways/Production Units seeking clarification regarding minimum educational qualification for recruitment on Compassionate Grounds in Group 'D' posts in light of acceptance of recommendations of 6th Central Pay Commission (6th CPC) inter-alia prescribing that the minimum grade in which all future recruitment will take place will be PB-1 Pay Band of Rs.5200-20200 with grade pay of Rs.1800/- and the minimum educational qualification for this band would be class 10th pass or ITI or equivalent.

The matter has been considered by the Board and it has been decided that till instructions regarding revised qualification for recruitment to PB-1 Pay Band of Rs.5200-20200 with grade pay of Rs.1800/- are notified/issued by this ministry, the existing practice may be continued.

Mahavir Singh
(Mahavir Singh)

Director Establishment (N) II
Railway Board.

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD

RBE No. 87/2007

NO. E(NG)II/99/RC-1/SR/12

New Delhi, dt. 15.06.2007

The General Manager (P).
All Zonal Railways/PUs,
(As per standard mailing list)

Sub: Grant of compassionate appointment to wards/ dependents of deceased/medically unfit apprentices.

Some of the Zonal Railways have been seeking clarification from the Board regarding the admissibility of compassionate appointment to one of the dependent family members of the ex-employee due to death or medical decategorisation/incapacitation of an Apprentice (who has been appointed on compassionate ground) during the course of training wherever it is a pre-requisite for appointment to a working post in the Railways.

2. It is worth considering that in the event of death or medical decategorisation/incapacitation of a candidate, appointed on compassionate ground, during the course of training, the purpose and real spirit of compassion is defeated as the family has lost two bread winners. As a result, the family of the ex-employee is left in same adverse financial position after the death of trainee that prevailed at the time of consideration of offer of a job to this ward of deceased/decategorised/incapacitated employee and the purpose of compassionate appointment was not fulfilled.

3. The matter has been considered by the Board and it has been decided that in case a candidate appointed on compassionate ground dies/becomes medically incapacitated during the course of training before he/she is regularly appointed in the Railways, another opportunity may be granted to the original ex-employee /ex-employee's widow, on whose request the dead/incapacitated trainee ward was offered appointment on compassionate ground by the administration, to apply for another wards' appointment.

Please acknowledge receipt.

(This also disposes of Northern Railways letter No. E-33/790/840/Delhi/CG dated 07.03.2007).


(MAHAVIR SINGH)
Director Establishment(N)II
Railway Board

GOVERNEMENT OF INDIA भारत सरकार
MINISTRY OF RAIWAYS रेल मंत्रालय
RAILWAY BOARD रेलवे बोर्ड

संख्या ई (एन.जी.) 11/2009/आर.सी.1/म.रे./2 नई दिल्ली, दि. 02.02.2009^{3.3-}

महाप्रबंधक (कार्मिक)
मध्य रेलवे,
मुंबई।

विषय: भूतपूर्व मेडिकल अनफिट कर्मचारियों के आश्रितों की अनुकम्पा
के आधार पर नियुक्ति के संबंध में स्पष्टीकरण।
सन्दर्भ: मध्य रेलवे का दिनांक 22.07.2008 का पत्र संख्या Con/
883/COMP/Medical de-categ./clari.

उपरोक्त सन्दर्भ में यह स्पष्ट किया जाता है कि केवल उसी रेल कर्मचारी
को मेडिकल विकोटिकृत (Medical De-categorised) की श्रेणी में विचार किया
जा सकता है जो अपने (original Post & original category) मूल पद एवं मूल
श्रेणी में अनफिट हो किन्तु Lower Medical categories निम्न मेडिकल
श्रेणी/पदों के लिए फिट हो।

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seale

(महावीर सिंह)

निदेशक स्थापना (अराज.) 11
रेलवे बोर्ड

o/c

3/3

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

RBE No. 88/2007

No. E(NG)II/2003/RC-1/Genl./4

New Delhi, dt. 15.06.2007

The General Manager (P)s,
All Zonal Railways/PUs etc.
(As per standard mailing list)

Sub: Appointment on compassionate grounds- Acquisition of higher qualification.

Attention is invited to Board's letter of even number dated 2.4.2004 wherein it was decided that:-

- (i) If the candidate is major at the time of death/medical invalidation of the ex-employee and is already admitted to a course then he/she shall be allowed to complete that course provided he/she takes due permission of the Railway Administration. His/Her candidature for appointment would be considered according to the qualification so acquired.
- (ii) If the candidate is minor at the time of death/medical invalidation of the ex-employee, but at the time of his/her attaining majority, he/she is already pursuing/admitted to a course, he/she be allowed to complete that course provided he/she takes due permission from the administration. His/her candidature for appointment on compassionate grounds would be considered in light of the qualification he/she acquires.
- (iii) If the candidate is minor at the time of death/medical invalidation of the ex-employee and when he/she becomes major but is not pursuing/admitted to a course then his/her candidature for appointment for compassionate grounds would be considered in light of the qualification he/she possessed at the time of attaining majority.

...2/-

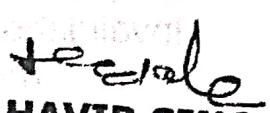


instructions on the above subject (except Board's letter No. E(NG)II/98/RC-1/139 dated 4.3.99 & No. E(NG)-II/99/RC-1/Genl.8/JCM-DC dated 29.7.99) it has now been decided by the Board that the educational qualification possessed by the ward/spouse of the ex-employee at the time of submission of application for compassionate ground appointment may be considered. However, the application for compassionate ground appointment should be submitted within the prescribed period as laid down in extant instructions.

3. Past cases decided otherwise need not be reopened but cases which are under process may be decided in the light of these instructions.

Please acknowledge receipt.

(This also disposes of Northern Railways letter No. E-33/Policy/CG dated 28.03.2007).


(**MAHAVIR SINGH**)
Director Estt.(N)II
Railway Board

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

No. E(NG)II/2006/RC-1/Genl./11

New Delhi, dt: 25.5.2007

General Manager(P),
All Indian Railways/PUs.
General Secretary,
AIRF/NFIR.

भारत सरकार
प. नो. एन प्रेषण अनुभाग
रेलवे बोर्ड
दिनांक.....

Sub: Appointment on compassionate grounds of wards/spouses of medically incapacitated employees on the Railways.

Attention is invited to Ministry of Railways(Railway Board)'s letter of even number dated 15.1.2007 stipulating that a railway employee if he/she is, totally incapacitated and is not in a position to continue in any post because of his medical condition, may be allowed to opt for retirement, if he/she desires.

It has come to the notice of this Ministry that there have been instances on the Railways/PUs where employees who have been totally medically incapacitated and have opted for retirement, the provision of consideration for appointment on compassionate ground to ward/spouse of such employees are not being extended.

With regard to above, it is clarified that spouse/ward of such employees may continue to be considered for appointment on compassionate ground subject to their eligibility to the post in terms of Railway Board letter No. E(NG)II/95/RC-1/94 dated 18.1.2000 (Para-3).

(Mahavir Singh)
Director Establishment(N)II
Railway Board

188
6/6/07

RDSO

Circulated by
vide nos. 192

5/10/11

12/11

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

प्रमाणित: 1 अपर महाविधि
का निवे: 1 विवेक

CPD

Plc-see
SN 221

RBE No. 53/2007

No. E(NG)II/2006/RC-1/Genl./9

New Delhi, dated: 4.4.2007

The General Manager(P),
All Zonal Railways/PUs
(As per standard list).

ब०अ०मा०ब० नखमठ
पावती एवं प्रथम अनुभाग
500
दिनांक..... 13/4/07

13/4
JDM
SOFES
SOFED

Sub: Compassionate ground appointment - extending
second chance for Aptitude Test.

The matter regarding extending second chance for appearing in Aptitude Test to those candidates who have secured qualifying marks in the written test for the post of Assistant Station Masters and Assistant Loco Pilots came up for discussion in the PNM/AIRF meeting held with Railway Board on 18th & 19th January, 2007.

After due consideration, the Ministry of Railways (Railway Board) have decided that all candidates being considered for appointment on compassionate grounds for the post of Asstt. Station Masters and Asstt. Loco Pilots may be called a day prior to the test for a hands-on practice session while conducting Aptitude Test so that they are familiar with the nature of the test batteries and in exceptional cases where circumstances warrant additional (second) chance being given, the competent authority in the Railway may consider the same only after a gap of six months duly taking into account the merit of each case.

Please acknowledge receipt.

Mahavir Singh

(Mahavir Singh)
Director Establishment(N)II
Railway Board

07-09-2006
26/2.2.

क०अ०मा०स० मन्त्रालय
पावती एवं प्रथम अनुपाय
तोषो पत्र हा० मा०
३११

05/02
24/1
24/1

प्राप्तिये । मपद महानिये
मा० निदे । निदेवक

S No. 197
31/11/07

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

[JDA-III]

DDP-F

SO/AT
6/5.2

SO/ET
for n.a. please.
21/11/07

No. E(NG)II/2006/RC-1/Genl./11

New Delhi, dt: 15 .1.2007

The General Manager(P),
All Indian Railways/PUs,
General Secretary,
AIRF/NFIR.

Sub: Appointment on compassionate grounds of wards/spouses
of medically incapacitated employees on the Railways.

Ref: Railway Board's letters

- (i) No. E(NG)II/95/RC-1/94 dated 18.1.2000
- (ii) No. E(NG)II/95/RC-1/94 dated 14.6.2006;
- (iii) No. E(NG)I-2004/RE-3/9 dated 7.12.2005.

A/R/CS/EM
369

Attention is invited to Ministry of Railways(Railway Board)'s letter under reference (i) stipulating that in cases where an employee is totally incapacitated and is not in a position to continue in any post because of his medical condition, he/she may be allowed to opt for retirement. In such cases, request for appointment on compassionate ground to an eligible ward may be considered. The same was reiterated vide para(3) of Board's letter under reference (ii).


2. Further, vide letter under reference(iii), it has been stipulated that provision of Section 47(i) of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 will apply to medically decategorised Railway servants who are declared totally incapacitated for further service even in the lowest medical category. As these provided for continuation in service of a medically incapacitated employee on a supernumerary post, there would be no occasion for such an employee to be retired from service by the administration on medical grounds.

3. Instructions issued vide E(NG)I-2004/RE-3/9 dated 7.12.2005 and directions contained in letters Nos. E(NG)II/95/RC-1/94 dated 18.1.2000 & 14.6.2006 are not contradictory. It means that Administration cannot retire a medically totally incapacitated employee automatically. However, if the employee himself/herself opts for retirement, he/she may be allowed to do so.

4. It is clarified that stipulation made vide Board's letter under reference(i) and reiterated vide para(3) of Board's letter under reference(ii) has not been withdrawn and if a Railway employee who is totally incapacitated and is not in a position to continue in any post because of his medical condition may be allowed to opt for retirement, if he so desires.

Please acknowledge receipt

(This disposes South Western Railway's letter No. SWR/P.268/269/UBL/UBLS/Pilot dated 8.1.2007)



(Mahavir Singh)
Director Establishment(N)II
Railway Board



RDSO (14)

*circulated 11/07
S.No. 192*

S.No. 1

गणराज्यभारतके लिये
एक ही नाम के अन्तर्गत
कोडों का ही ही सं...
दिनांक... 11/7

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

15/7

A. Kumar

RBE No. 91/06

No. E(NG)II/2006/RC-1/Genl./4

New Delhi, dt: 11.07.2006

The General Manager(P),
All Indian Railways/PUs,
(As per standard mailing list).

**Sub: Appointment of adopted sons/daughters on
compassionate grounds.**

Attention is invited to Ministry of Railways (Railway Board's) letter
No. E(NG)II/86/RC-1/1/Policy dated 20.5.88 regarding appointment of
adopted sons/daughters on compassionate grounds.

2. A demand has been tabled by the staffside in the PNM/AIRF (Item No. 15/06) regarding the anomaly created due to stipulation made in para 3 of Board's letter *ibid*.
3. The matter has been considered and it has been decided that para 3 of Board's letter *ibid* be substituted by Section 11 of the Hindu Adoption and Maintenance Act, 1956. Further, while examining the question regarding validity of adoption, Railways/PUs are to take into consideration the other related provisions of the Act such as those contained in section 10 imposing certain restrictions on the adoption.
4. Please acknowledge receipt.

(Hindi version will follow).

Ashok Kumar
(Ashok Kumar)
Director Establishment(N)II
Railway Board

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

RBE NO. 78/2006

No. E(NG)II/95/RC-1/94

New Delhi, dt: 14.06.2006

The General Manager(P),
All Indian Railways/Pus.

**Sub: Appointment on compassionate grounds of
ward/spouse of medically de-categorised staff on
the Railways.**

Pursuant to the notification of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 instructions were issued by Ministry of Railways (Railway Board) laying down that in case where an employee has been medically invalidated/decategorised where the administration cannot find alternative posts for such an employee, he may be kept on a supernumerary post in the grade in which he was working on regular basis, till such time suitable post can be identified or till his retirement, whichever is earlier. As these instructions provided for continuation of service of a medically invalidated/decategorised employee, there would be no occasion to the employee to be retired from service on medical grounds. Therefore, according to the instructions, in such cases the occasion to consider a request for appointment on compassionate ground of an eligible ward would not arise (Board's letter No.E(NG)I/96/RE-3/9(2) dated 29.04.1999 refers).

2. Even if the employee chooses to retire voluntarily on his being declared medically decategorised, if he so desires he may be permitted but without extending the benefit of appointment on compassionate ground to a ward (para 4 of Board's letter of even number dated 18.01.2000 refers).

3. Board had earlier decided that in cases where an employee is totally incapacitated and is not in a position to continue in any post because of his medical condition, he may be allowed to opt for retirement. In such cases, request for appointment on compassionate ground to an eligible ward may be considered if the said employee chooses to retire voluntarily (para 3 of Board's letter of even number dated 18.01.2000).

4. Pursuant to the demand raised by staff side the issue has been deliberated upon at length in the full Board Meeting and it has been decided that compassionate ground appointment to the wife/wards/ dependants of partially medically de-categorised staff who seeks voluntary retirement may be given subject to the following provisions:-


- (a) The appointment will be given only in the eligible Group 'D' categories. 'Eligible' would mean that in case Group 'D' recruitment is banned for any particular category, the same would also apply for the compassionate ground appointments.
- (b) Such an appointment should only be given in case of employees who are declared partially decategorised at a time when they have atleast 5 years or more service left.
- (c) CMD of the Railways should keep a watch over the trend of de-categorisation so that the present figure do not get inflated. CMD should also get 10% partially de-categorised cases re-examined by another medical Board not belonging to Divisional Hospital which initially declared them unfit.

5. All those employees medically decategorised after issuance of Board's letter No. E(NG)II/95/RC-1/94 dated 18.1.2000 will also be covered under these instructions. However, such cases which have already been finalised in terms of Board's letters No. E(NG)II/95/RC-1/94 dated 18.1.2000; 10.11.2000 and No. E(NG)II/2000/RC-1/Genl./17 dated 6.3.2002 & 26.5.2004 need not be re-opened.

6. While considering such requests for compassionate ground appointment the General Manager should satisfy himself on the basis of a balanced and objective assessment of the financial & other conditions of the family, that the grounds for compassionate ground appointment in each such case, is justified (Board's letter No. E(NG)II/98/RC-1/64 dated 28.7.2000 refers).

Please acknowledge receipt.

(Hindi version will follow)


(Ashok Kumar)
Director Establishment(N)II
Railway Board

MASTER CIRCULAR

Master Circular No. 16

Appointment on compassionate grounds - Master Circular

II.

III. Persons eligible to be appointed on compassionate grounds

IV.

V. Time limit for making compassionate appointments

VI. Qualification and conditions to be fulfilled.

VII. Grades in which appointments can be made on compassionate grounds

VIII. Procedure to be followed before making compassionate appointments

IX. Authority competent to make appointments on compassionate grounds

X. Priorities to be observed in making appointments on compassionate grounds

XI. Compassionate appointments of the ward/widow of casual labour

XII.

XIII. Relaxation:

XIV. General

LIST OF CIRCULARS FROM WHICH CONSOLIDATION HAS BEEN MADE

At present, the orders relating to appointment on compassionate grounds are scattered in a number of office circulars/orders issued from time to time. The question of consolidation of these existing Orders/Circulars into one Master Circular has been under the consideration of the Ministry of Railways, Railway Board. They have now decided to issue a consolidated order on the subject of appointments on compassionate grounds as below for the information and guidance of all concerned.

I. CIRCUMSTANCES IN WHICH COMPASSIONATE APPOINTMENTS MAY BE MADE:

Appointments on compassionate grounds relate to the appointments made of dependents of Railway servants who lose their lives in the course of duty or die in harness otherwise while in service or are medically incapacitated/decategorised. The circumstances in which appointments on compassionate grounds may be made are as below:

- i. When Railway servants lose their lives in the course of duty or get so crippled that they cannot do any work (this also in the course of duty, for example, loco and traffic running staff in charge of trains involved in accidents),
- ii. When Railway employees die in harness while in service, before retirement.
- iii. When an employee's whereabouts are not known for a period of seven years and the settlement dues of the employees are or are not paid to the family on this account. This limit of seven years may be relaxed to three years on the merits of each case with the approval of the General Manager, subject to the condition that the services of the person appointed on compassionate grounds would be terminated in case the missing employee is traced subsequently.

Compassionate appointments in such cases may be delinked from the payment of settlement dues. In other words, compassionate appointments in such cases may not be denied or deferred only on the ground that settlement dues of missing employees are still to be paid to the person entitled to receive them.

[No. E(NG)II/81/RC-1/251 dated 6.2.1982 & 24.5.1982,
and No. E(NG)II/81/RC-1/251 dated 27.12.1983.]

- iv. When Railway employees become crippled while in service or develop serious ailments like heart disease, cancer, etc. or otherwise medically decategorised for the job they are holding and no alternative job of the same emoluments can be offered to them.
- v. Where, on being medically decategorised, a Railway employee is offered alternative employment on the same emoluments, but chooses to retire and requests for compassionate appointment, provided that if he has less than three years of service at the time of decategorisation, personal approval of the General Manager is to be obtained before the compassionate appointment is made.
- vi. For appointment of handicapped wards of railway employees on compassionate grounds, registration with special employment exchanges is not necessary and if the candidate claims physical handicap, this may be verified/established based on the general criteria circulated vide Annexure to Board's letter No. E(NG)III/77/RC-1/54 dated 08.01.1978 through competent Medical Officers.

[No. E (NG) II/82/RC-1/48 dated 19.10.1982]

- vii. In the case of a railway servant who is medically incapacitated or decategorised and retires from service and if compassionate appointment is otherwise permissible, such appointments may be offered also to the wife of the Railway servant subject to the following conditions:
 - a. Either the employee has no son or daughter or the son or daughter is a minor at the time the request for appointment is made.
 - b. In such cases the appointment will be approved personally by the Chief Personnel Officer; and
 - c. The Railway Administration has no practical difficulty in offering appointment in a post for which the candidate is eligible and suitable.

[No. E(NG)II/84/RC-1/105 dated 16.11.1984.]

- viii. There is no bar in giving appointment to the husband of a female railway employee on compassionate grounds in the circumstances in which such appointments are otherwise permissible.

[No. E(NG)II/82/RC-1/213 dated 17.1.1983.]

- ix. Normally only the father is taken to be the breadwinner of the family. In the event of both wife and husband are Railway Employees, on account of death of the husband employment is permissible to a ward but not on account of death of the wife.

[No. E(NG)II/86/RC-1/1/Policy dated 31.10.1986. (RBE 214/1986)]

Compassionate appointment is admissible in case of death of the mother or father, subject to the stipulation that only one compassionate appointment will be available either on the death of the husband or wife whichever event occurs first vide Railway Board's letter No. E(NG)II/86/RC-1/1 Policy, dated 02.06.1997(RBE 75/1997).

- x. Where the widow cannot take up employment, Railways can keep the "case for appointment on compassionate grounds open to enable consideration of appointment of a minor son when he attains majority, even though at the time of occurrence of the event making compassionate appointment permissible, there is a daughter who has attained majority and/or a major son who is already employed. This will be subject to the following conditions:
 - a. The minor son to be appointed will be attaining majority of age within a period of five years of the event of death which is the basis for appointment on compassionate grounds.

- b. Where there is more than one minor son, it is only the eldest minor son who should be considered for appointment when he attains majority and not any of the minor sons.
- c. Further in such cases, the competent authority should be satisfied about the bonafides of the request of the widow or if there is no surviving widow, of the family, that appointment should be given to a minor son (when he attains majority) instead of a daughter or an employed son who is already a major.

[No. E(NG)II/84/RC-1/172 dated 1.3.1985. (RBE 65/1985)]

II.

- a. In a case where a railway servant is declared unfit for all posts in terms of para 512 (ii) of the Medical Manual and is retired from railway service, compassionate appointment to the ward of such a Railway servant would not be admissible.
- b. In all cases of persons being declared unfit on account of malingering, medical unfitness papers should invariably carry an endorsement that he was declared unfit under para 512 (ii) of the Indian Railway Medical Manual.

[No. E(NG)II/86/RC-1/20 dated 24.6.1987. (RBE 165/1987) and 7.8.1987.]

- c. When any compassionate appointment is made as Junior Accounts Assistants, the Railway Administrations should invariably include a clause in the relevant appointment letter about passing Appendix II Examination within three years as per normal rules, failing which the person so appointed on compassionate grounds would be reverted to Clerk Grade II.

[No. E(NG)II/88/RC-1/141 dated 8.3.1990.]

III. PERSONS ELIGIBLE TO BE APPOINTED ON COMPASSIONATE GROUNDS:

Son/ daughter/ widow/ widower of the employees are eligible to be appointed on compassionate grounds in the circumstances in which such appointments are permissible. Where the widow cannot take up employment and the sons/daughters are minor, the case may be kept pending till the first son/daughter becomes a major i.e. attains the age of 18 years, subject to time limits as provided under Para (V) of the Circular. The benefit of compassionate appointments may also be extended to a "near relative/ adopted son/ daughter". The eligibility of a near relative/adopted son/daughter to such appointments will be subject to the following conditions:

- a. NEAR RELATIVE:
 - i. Such appointment is not permissible where the railway employee who has died in harness has left behind only the widow, with no son/daughter to be supported by her.
 - ii. The son or daughter of the employee or ex-employee is a minor one and the widow cannot take up employment.
 - iii. A clear certificate should be forthcoming from the widow that the "near relative" will act as the bread-winner of the family.
 - iv. If the family certifies at a later date that the "near relative", who was appointed on compassionate grounds, refuses to support the family, the services of that employee are liable to be terminated

- v. Once a "near relative" is appointed on compassionate grounds, no further appointment shall be given later to a son, or daughter or the widow of the employee, on compassionate grounds.
- vi. The appointment of the "near relative" shall not be considered, if a son or daughter, or the widow herself is already working and is earning.

A blood relation who is considered to be a bread-winner of the family can be considered as "near relative" for the purpose of appointment on compassionate grounds.

[No. E(NG)III/78/RC-1/1 dated 03.02.1981,
No. E(NG)II/88/RC-1/1/Policy dated 12.2.1990.]

b. ADOPTED SONS AND ADOPTED DAUGHTERS

- i. There is satisfactory proof of adoption valid legally;
- ii. The adoption is legally recognised under the personal law governing the Railway servant;
- iii. The legal adoption process has been completed and has become valid before the date of death/medical decategorisation medical incapacitation (as the case may be) of the ex-employee.

[No. E(NG)II/86/RC-1/1/Policy dated 20.5.1988. (RBE 106/1988)]

IV.

A brother-in-law (wife's brother) would not come within the categories of persons eligible for compassionate appointment. Similarly a son-in-law also is not eligible for appointment on compassionate grounds.

[No. E(NG)II/87/RC-1/152 dated 19.10.1987.
and No. E(NG)III/78/RC-1/1 dated 03.02.1981]

V. TIME LIMIT FOR MAKING COMPASSIONATE APPOINTMENTS:

- a. Normally all appointments on compassionate grounds should be made within a period of five years from the date of occurrence of the event entitling the eligible person to be appointed on this ground. This period of five years may be relaxed by the General Manager, subject to the following conditions:
 - i. The powers shall be exercised personally by the General Manager. It shall not be delegated to a lower authority.
 - ii. The case should not be more than ten years old as reckoned from the date of death.
 - iii. The widow of the deceased employee should not have remarried.
 - iv. The benefit of compassionate appointment should not have been given at any time to any other member of the family or to a near relative of the deceased employee.
 - v. The circumstances of the case should be such as to warrant relaxation of the time limit of five years.
 - vi. The reasons for relaxing the time limit should be placed on record.
 - vii. The request for compassionate appointment should have been received by the Railway Administration as soon as the son/ daughter to be considered for compassionate appointment has become a major, say within a maximum period of one year.

The above delegation of powers is current upto 31.03.1992.

[No. E(NG)II/84/ RC-1/26 dated 18.04.1985 (RBE 112/1985) and E(NG)II/84/RC-1/26 dated 18.4.1990. (RBE 68/1990)]

- b. Where death occurred more than 10 years back and also in cases where death took place between 5-10 years back but the conditions stipulated in para V (a) above are not fulfilled, a compassionate appointment is not within the competency of the General Manager except in the case of loss of life in course of duty or getting crippled in the course of duty. However, in such cases, if compassionate appointment is otherwise admissible and if after careful examination of the case it is found that there are special features or circumstances justifying relaxation of time limit as also criteria, the cases could be considered by the Railway Administration for approaching the Railway Board for relaxation of as a special case. Such a reference to the Railway Board should be made by the Railway Administration only with the personal approval of the General Manager.

[No. E(NG)II/87/RC-1/57 dated 21.8.1987. (RBE 218/1987)]

VI. QUALIFICATION AND CONDITIONS TO BE FULFILLED:

- a. Normally the persons seeking appointment on compassionate grounds should fulfil the conditions of eligibility regarding age and educational qualifications prescribed for appointment to the posts or grade concerned. However, the upper age limit may be freely relaxed on merits of the cases. The lower age limit of 18 years normally required for appointment in Government may also be relaxed upto one year with the personal approval of the General Manager. Relaxation of the lower age limit beyond one year will require the approval of the Ministry of Railways. In making appointments on compassionate grounds, Divisional Railway Managers may relax age limit in the case of appointment to Group 'D' posts.

[No. E(NG)III/79/RC-1/47 dated 29.11.1979.]

- b. The educational qualifications prescribed for the post to be offered should not be relaxed. However, if on the merits of an individual case, the General Manager feels that such a relaxation of the minimum educational qualifications is absolutely necessary, such cases may be referred to the Ministry of Railways. The Railway Board will consider these cases on merits subject to the stipulation that the candidate shall acquire the requisite qualification within a prescribed time limit. Such case will carry the following stipulations, in the offer of appointment:
- i. The period to be allowed for acquiring the qualification will be two years.
 - ii. Such a person will not be confirmed in service till he acquires the qualification.
 - iii. He will not be eligible for promotion till such time he acquires the qualification.
 - iv. If any junior is promoted before the senior compassionate appointee acquires the qualification, such promotion of the junior will be treated as regular. In other words, the compassionate appointee will lose seniority in the higher grade to such of his juniors as may have been promoted to the next higher grade, before he acquires the prescribed qualification.

[No. E(NG)II/80/RC-1/4 (KW) dated 22.02.1989]

However, in the cases of following posts in Group 'D' exclusively reserved for compassionate appointments for widows, the minimum educational qualifications prescribed may not be insisted upon:

- a. Water Women.
- b. Retiring Room Attendants.
- c. Cinder Picking Women.
- d. Sweeper Women.
- e. C&W Khalasis (For Waste Packing only)
- f. Ayah and female sanitary cleaner in Railway Hospitals, Railway Schools.
- g. Khalasis attached to sub-divisional officers of AEN, PWI and IOW, and a percentage of vacancies of Office Peons may be reserved for them.

[No. E(NG)III/86/RC-1/1/Policy dated 25.03.1986 (RBE 66/1986)]

VII. GRADES IN WHICH APPOINTMENTS CAN BE MADE ON COMPASSIONATE GROUNDS:

- a. ### For compassionate appointment to the Non - Technical popular categories the minimum of 50% marks in Matriculation need not be insisted upon and candidates possessing a pass in Matriculation may also be appointed on compassionate grounds provided the other prescribed conditions are satisfied in their case.

[Authority: Railway Board's Letter No. E(NG)II/82/RSC-25 dated 6.5.1982]

added vide Supplementary Circular No. 7 issued under Railway Board's letter No. E(NG)II/91/RC-1/117(MC) dated 30.9.1992. (RBE 164/1992)

- aa In regard to appointments on compassionate grounds to the categories of Assistant Station Masters, Guards, Senior Clerks, Enquiry-cum-Reservation Clerks etc., the minimum qualifications of University Degree should be insisted upon. These appointments are within the Zonal Powers.

[No. E(NG)II/82/RSC-25 dated 6.5.1982]

- b. All appointments on compassionate grounds should be made only in the recruitment grades like office clerks, commercial clerks, Assistant Station Masters, etc. No appointment should be made on compassionate grounds in an intermediate grade i.e. one, which is filled purely by promotion. Appointments on Compassionate grounds are also not normally permissible in the category of Traffic Apprentices/Commercial Apprentices (Grade Rs. 1600-2660) and Engineering Graduate Apprentices (Grade Rs. 2000-3200) because direct recruitment in these grades is proportionately very limited.
- c. However, if in any rare and exceptional case, where the circumstances are particularly distressing and fixation of pay at a higher stage than that normally admissible under the Rules is considered justified, the Railway may approach Railway Board giving full details in the prescribed proforma for approval. In no case should pay be fixed at any higher stage in such case without Board's prior approval.

[No. E(NG)II/83/RC-1/68 dated 7.12.1983]

VIII. PROCEDURE TO BE FOLLOWED BEFORE MAKING COMPASSIONATE APPOINTMENTS:

- a. The candidates applying for appointments on compassionate grounds should be subjected to suitability test by a committee of three Senior Scale Officers one of whom should be a Personnel Officer. The suitability of those proposed to be appointed on compassionate grounds should be properly assessed by a strict test. In case the candidate has the necessary minimum qualifications for employment in a Group 'C' post, his suitability for all types of Group 'C' posts in the order of suitability, should be judged and recorded by the screening committee, which should also clearly indicate the categories for which the candidate has not been considered suitable. Final offer of appointment will, however, be subject to the availability of vacancies, passing of medical examination, production of necessary certificates etc.

[No. E(NG)II/88/ RC-1/1/Policy dated 02.11.1989 (RBE 274/1989)]

- b. It is not necessary that the ward of a Group 'D' employee should be appointed on a Group 'D' post only. If such a ward possesses the required qualification prescribed for Group 'C' posts and is also adjudged suitable for the post, he should be considered for such Group 'C' posts.

[No. E(NG)II/84/RC-1/174 dated 25.06.1985 (RBE 184/1985)]

IX. AUTHORITY COMPETENT TO MAKE APPOINTMENTS ON COMPASSIONATE GROUNDS:

The power to make compassionate appointments is vested in the General Manager. The General Manager may, however, re-delegate this power to the Divisional Railway Manager and also to Heads of Extra Divisional Units, who are in Level-1 subject to such control, as he may like to impose on the exercise of power by those authorities.

[No. E(NG)III/78/RC-1/1 dated 07.04.1983.]

In the cases of appointments of Group 'C' posts the powers may be exercised by the Chief Personnel Officer in consultation with the Heads of Departments concerned. In the cases of Group 'D' posts the powers to make such appointments should be delegated to the Divisional Railway Managers.

[No. E(NG)III/78/RC-1/1 dated 30.4.1979]

General Managers may also exercise powers in regard to appointment of dependents of Gazetted Officers on compassionate grounds provided the appointments are made in the recruitment grades viz. Office Clerk, Ticket Collectors, Commercial Clerks, etc. etc.

[No. E(NG)III/78/RC-1/1 dated 27.5.1983]

X. PRIORITIES TO BE OBSERVED IN MAKING APPOINTMENTS ON COMPASSIONATE GROUNDS:

- a. The following should be the order of priority to be followed while making appointments on compassionate grounds:
 - i. Dependents of employees who die or are permanently crippled in the course of duty.
 - ii. Dependents of employees who die in harness as a result of Railway or other accidents when off duty.

- iii. Dependents of employees who:
 - a. Die in service or are totally incapacitated while in service irrespective of the period of service left to reach the age of superannuation or of earning retirement benefits in full, or
 - b. are medically decategorised with less than 30 years of qualifying service for pensionary benefits/30 years of service for SC to PF.
- iv. Dependents of employees who are medically decategorised with 30 years or more of qualifying service for pensionary benefits/30 years of service for SC to PF.

[No. E(NG)II/84/RC-1/51 dated 19.9.1984]

- b. For the proper enforcement of priorities, separate lists should be maintained in each office, for the categories indicated above, the date of priority being from the date of eligibility. All appointments should be made strictly in this order. Where, for any special reasons, it is felt necessary to depart from the priority list, the sanction of the next higher authority (Chief Personnel Officer for appointments to Group 'C' posts) must be obtained giving details for ignoring the priority and the list of persons being put back in priority list. Such cases should, however, be rare.
- c. Where a candidate for compassionate appointment is eligible and is also adjudged suitable for a post in Group 'C' but for want of a vacancy in Group 'C', he is offered appointment in Group 'D', which he accepts, his case may be considered for appointment in a Group 'C' post as soon as suitable vacancy arises therein. Such a candidate will have preference for appointment in a vacancy in Group 'C' occurring later, over a candidate in the same priority group, found suitable for such a post at any subsequent date under the same approving authority. In such cases, a specific record, with the approval of the competent authority should be kept to the effect that the candidate was selected for a Group 'C' post but appointed to a Group 'D' post for want of a vacancy in Group 'C' because the candidate needs employment immediately and that he will be considered for a vacancy in Group 'C' as early as possible when a vacancy arises therein subject to his being found medically fit for the post for which he is considered.
- d. A time limit of one month should be observed within which appointments should be given in priority (i) cases and three months in cases relating to priority (ii), (iii) and (iv) subject to vacancies being available.

[No. E(NG)III/78/RC-1/1 dated 07.04.1983.]

XI. COMPASSIONATE APPOINTMENTS OF THE WARD/WIDOW OF CASUAL LABOUR:

- a. The General Managers have powers to consider and decide requests for appointment on compassionate grounds of the wards/ widow of a casual labour who dies due to accident while on duty provided the casual labourer concerned is eligible for compensation under the Workmen's Compensation Act, 1923. Such appointments should be as casual labour (fresh face) or substitute.
- b. Similar consideration may also be shown to a ward/widow of a casual labourer with temporary status at the discretion of the General Manager.
- c. This power should be exercised by the General Manager personally and should not be delegated to any authority. This power should be exercised judiciously keeping in view the particular need to contain the total casual labour force.

[No. E(NG)II/84/CL/28 dated 04.05.1984,
31.12.1986 (RBE 256/1986), 13.3.1987 and 6.12.1989]

XII.

- a. When offering appointment on compassionate grounds to a widow, son, daughter, etc. it need not be checked whether another son, daughter is already working; but in no case should there be more than one appointment against one death/medical incapacitation. For example, it should not be permitted where the family wants another son or daughter to be employed in lieu or in addition to an appointment already made on compassionate grounds.
- b. ### Once an appointment on compassionate grounds of the wards/widow, etc. has been made in a particular category/grade, no change of category/grade is subsequently permissible on the same compassionate grounds, subject, however, to the provisions in para X (c) above."

amended vide Railway Board's letter No. E(NG)II/92/RC-1/117 dated 24.11.1992. (RBE 199/1992).

Once an appointment on compassionate grounds of the wards/widow, etc. has been made in a particular category/grade, no change of category/grade is subsequently permissible, subject to the provisions in para X (c) above.

[No. E(NG)III/78/RC-1/1 dated 07.04.1983.]

XIII. RELAXATION:

Wherever any deviation from the above provisions is sought to be made in individual cases of merit, the prior approval of the Ministry of Railways should be obtained and in such cases, personal approval of the General Manager should be indicated in the references. Detailed particulars are to be furnished in the prescribed proforma.

[No. E(NG)III/87/RC-1/143 dated 19.04.1988 (RBE 80/1988) & 7.8.1990.]

XIV. GENERAL:

- a. While referring to this circular, the original letters referred to herein should be read for a proper appreciation. This circular is only a consolidation of the instructions issued so far and should not be treated as substitution to the originals. In case of doubt, the original circular should be relied upon as authority.
- b. The instructions contained in the original circulars referred to have only prospective effect from the date of issue unless specifically indicated otherwise in the concerned circulars. For dealing with old cases, the instructions in force at the relevant time should be referred to, and
- c. If any circular on the subject, which has not been superseded, has not been taken into consideration while preparing this consolidated letter, the said circular, which has been missed through oversight, should be treated as valid and operative. Such a missing circular, if any, may be brought to the notice of the Railway Board.

LIST OF CIRCULARS FROM WHICH CONSOLIDATION HAS BEEN MADE

1. No. E(NG)III/78/RC-1/1 dated 30.4.1979.
2. No. E(NG)III/79/RC-1/47 dated 29.11.1979.
3. No. E(NG)III/78/RC-1/1 dated 25.8.1980.

4. No. E(NG)III/78/RC-1/1 dated 03.02.1981
5. No. E(NG)II/81/RC-1/251 dated 6.2.1982.
6. No. E(NG)II/82/RSC-25 dated 6.5.1982.
7. No. E(NG)II/81/RC-1/251 dated 24.5.1982.
8. No. E(NG)II/82/RC-1/108 dated 18.9.1982.
9. No. E(NG)II/82/RC-1/213 dated 17.1.1983.
10. No. E(NG)III/78/RC-1/1 dated 07.04.1983.
11. No. E(NG)III/78/RC-1/1 dated 27.5.1983.
12. No. E(NG)III/78/RC-1/1 dated 3.9.1983.
13. No. E(NG)II/83/RC-1/77 dated 8.9.1983.
14. No. E(NG)III/78/RC-1/1 dated 28.9.1983.
15. No. E(NG)II/83/RC-1/68 dated 7.12.1983.
16. No. E(NG)II/81/RC-1/251 dated 27.12.1983.
17. No. E(NG)II/84/RC-1/1/Policy dated 31.3.1984.
18. No. E(NG)II/84/CL/28 dated 04.05.1984
19. No. E(NG)II/84/RC-1/51 dated 19.9.1984.
20. No. E(NG)II/84/RC-1/105 dated 16.11.1984.
21. No. E(NG)II/84/RC-1/172 dated 1.3.1985. (RBE 65/1985)
22. No. E(NG)II/84/ RC-1/26 dated 18.04.1985 (RBE 112/1985)
23. No. E(NG)II/84/RC-1/174 dated 25.06.1985 (RBE 184/1985)
24. No. E(NG)II/86/RC-1/1/Policy dated 25.03.1986 (RBE 66/1986)
25. No. E(NG)II/86/RC-1/1/Policy dated 31.10.1986. (RBE 214/1986)
26. No. E(NG)II/84/CL/28 dated 31.12.1986 (RBE 256/1986)
27. No. E(NG)II/84/CL/28 dated 13.3.1987.
28. No. E(NG)II/86/RC-1/20 dated 24.6.1987. (RBE 165/1987)
29. No. E(NG)II/86/RC-1/20 dated 7.8.1987.
30. No. E(NG)II/87/RC-1/57 dated 21.8.1987. (RBE 218/1987)
31. No. E(NG)II/87/RC-1/152 dated 19.10.1987.
32. No. E(NG)III/87/RC-1/143 dated 19.04.1988 (RBE 80/1988)
33. No. E(NG)II/84/ RC-1/26 dated 21.04.1988 (RBE 81/1988)
34. No. E(NG)II/86/RC-1/1/Policy dated 20.5.1988. (RBE 106/1988)
35. No. E(NG)II/89/RC3/2 dated 22.02.1989 (RBE 58/1989)
36. No. E(NG)II/87/RC-1/143 dated 28.04.1989 (RBE 115/1989)
37. No. E(NG)II/84/ RC-1/26 dated 03.05.1989 (RBE 118/1989)
38. No. E(NG)II/88/ RC-1/1/Policy dated 02.11.1989 (RBE 274/1989)
39. No. E(NG)II/84/CL/28 dated 6.12.1989.
40. No. E(NG)II/88/RC-1/1/Policy dated 12.2.1990.
41. No. E(NG)II/88/RC-1/141 dated 8.3.1990.
42. No. E(NG)II/84/RC-1/26 dated 18.4.1990. (RBE 68/1990)
43. No. E(NG)III/87/RC-1/143 dated 7.8.1990.

Orders issued subsequently & Supplementary circulars

1. Supplementary Circular No. 1 - Delegation of powers - E(NG)II/88/RC-1/1/Policy dated 6.2.1991 (RBE 30/1991).
2. Supplementary Circular No. 2 - Medically Decategorised staff - E(NG)II/90/RC-143 dated 25.2.1991 (RBE 37/1991).
3. Supplementary Circular No. 3 - Word "Strict test" deleted & Appointment of near relative - E(NG)II/88/RC-1/1/Policy dated 16.5.1991 (RBE 102/1991).

4. Clarification - E(NG)II/91/RC-1/20 dated 18.6.1991 (RBE 114/1991).
5. Supplementary Circular No. 4 - Clarifications - E(NG)II/91/RC-1/65/Policy dated 7.8.1991 (RBE 143/1991).
6. Identification of suitable jobs for women - E(NG)II/90/RC-1/90 dated 6.9.1991 (RBE 160/1991).
7. Supplementary Circular No. 5 - Second widow and her wards - E(NG)II/91/RC-1/136 dated 2.1.1992 (RBE 1/1992).
8. Supplementary Circular No. 6 - Relaxation of Time limit - E(NG)II/84/RC-1/26 dated 15.6.1992 (RBE 96/1992).
9. Supplementary Circular No. 7 - Minimum educational qualifications - E(NG)II/91/RC-1/117(MC) dated 30.9.1992. (RBE 164/1992)
10. Supplementary Circular No. 8 - Change of Category - E(NG)II/92/RC-1/117 dated 24.11.1992 (RBE 199/1992).
11. Supplementary Circular No. 9 - Widows/ Wards of Substitutes - E(NG)II/93/SB/5 dated 07.10.1993 (RBE 147/1993).
12. Supplementary Circular No. 10 - Typing Skill for Ministerial cadre - E(NG)II/94/RC-1/35 dated 20.5.1994 (RBE 40/1994).
13. Relaxation of time limit - E(NG)II/93/RC-1/157 dated 17.6.1994 (RBE 47/1994).
14. Supplementary Circular No. 11 - Relaxation of time limit, Delegation of powers - E(NG)II/84/RC-1/26 dated 2.8.1994 (RBE 64/1994).
15. Supplementary Circular No. 12 - Time limit for appointment - E(NG)II/84/RC-1/26 dated 22.12.1994 (RBE 100/1994).
16. Supplementary Circular No. 13 - Guidance - Checklist - E(NG)II/98/RC-1/112 dated 22.11.1994 (RBE 101/1994).
17. Supplementary Circular No. 14 - Medical Decategorised staff - E(NG)II/95/RC-1/94 dated 22.9.1995 (RBE 107/1995).
18. Supplementary Circular No. 15 - Time limit for appointment - E(NG)II/84/RC-1/26 dated 6.10.1995 (RBE 114/1995).
19. Supplementary Circular No. 16 - Appointment of near relatives deleted - E(NG)II/88/RC-1/1 /Policy dated 13.12.1995 (RBE 137/1995).
20. Supplementary Circular No. 17 - Employees dying as bachelors - E(NG)II/88/RC-1/Policy dated 4.9.1996 (RBE 79/1996).
21. Supplementary Circular No. 18 - Relaxation of time limit - E(NG)II/96/RC-1/48 dated 4.12.1996 (RBE 121/1996).
22. Supplementary Circular No. 19 - Adopted sons/daughters - E(NG)II/86/RC-1/Policy dated 11.12.1996 (RBE 125/1996).
23. Supplementary Circular No. 20 - Medical Decategorised staff - E(NG)II/96/RC-1/116 JCM/DC dated 6.1.1997 (RBE 2/1997).
24. Supplementary Circular No. 21 - Casual labour with temporary Status - E(NG)II/96/RC-1/96 dated 14.3.1997 (RBE 39/1997).
25. Supplementary Circular No. 22 - Casual labour with temporary Status - E(NG)II/97/RC-1/122 dated 1.4.1997 (RBE 47/1997).
26. Supplementary Circular No. 23 - Employees dying as bachelors - E(NG)II/88/RC-1/1/Policy dated 2.5.1997 (RBE 66/1997).
27. Supplementary Circular No. 24 - Typing Skill for Ministerial cadre - E(NG)II/94/RC-1/35 dated 12.5.1997 (RBE 69/1997).
28. Supplementary Circular No. 25 - Event of death of husband and wife (both are Railway Employees) - E(NG)II/86/RC-1/1/ Policy dated 02.06.1997 (RBE 75/1997).
29. Supplementary Circular No. 27 - Women in P. Way gangs - E(NG)II/97/RC-1/117 dated 21.10.1997 (RBE 129/1997).
30. Supplementary Circular No. 28 - Compassionate appointment to the wards/widows of Casual Labourers (temporary status) found missing - E(NG)II/96/RC-1/85 dated 17.10.1997 (RBE 137/1997)
31. Supplementary Circular No. 28 - Employees dying as bachelors - E(NG)II/98/RC-1/1 (Policy) dated 21.1.1998 (RBE 17/1998).

32. Supplementary Circular No. 29 - Missing Railway Employees - E(NG)II/97/RC-1/210 dated 26.7.1998 (RBE 164/1998).
33. Supplementary Circular No. 30 - Suitability test for Group 'C' - E(NG)II/98/RC-1/58 (Policy) dated 29.7.1998 (RBE 158/1998).
34. Supplementary Circular No. 31 - Time limit - E(NG)II/84/RC-1/26 dated 10.8.1998. (RBE 169/1998).
35. Supplementary Circular No. 32 - Minimum educational qualifications - E(NG)II/98/RC-1/139 dated 4.3.1999 (RBE 35/1999).
36. Supplementary Circular No. 33 - Suitability test - Extra Chance - E(NG)II/99/RC-1/Gen/3 PNM-AIRF dated 28.04.1999 (RBE 84/1999).
37. Supplementary Circular No. 34 - Minimum educational qualifications - E(NG)II/99/RC-1/SC/8 dated 29.7.1999 (RBE 166/1999).
38. Supplementary Circular No. 35 - Group 'D' - Minimum educational qualifications - waiver - E(NG)II/99/RC-1/Genl. 8/ JCM/DC dated 29.7.1999 (RBE 177/1999).
39. Supplementary Circular No. 37 - compassionate appointments in workshops - to the wards/ widows of the employees of that workshops only - No.E(NG)II/99/RC-1/Gen./13 dated 06.09.1999 (RBE 226/1999).
40. Supplementary Circular No. 38 - Delegation of powers - E(NG)II/99/RC-1/Genl./23 dated 30.11.1999. (RBE 300/1999).
41. Supplementary Circular No. 39 - Medically decategorised/ invalidated employees E(NG)II/95/RC-1/94 dated 18.01.2000 (RBE 8/2000).
42. Supplementary Circular No. 40 - Acquisition of higher educational qualifications - E(NG)II/99/RC-1/Gen. 9/JCM-DC dated 15.02.2000 (RBE 20/2000).
43. Supplementary Circular No. 41 - Minimum educational qualifications - for skilled artisans E(NG)II/2000/RC-1/Gen/16/JCM/DC dated 19.06.2000 (RBE 113/2000).
44. Supplementary Circular No. 42 - Minimum educational qualifications - Group 'D' E(NG)II/99/RC-1/SC/8 dated 01.08.2000 (RBE 140/2000).
45. Supplementary Circular No. 43 - Delegation of powers E(NG)II/98/RC-1/64 dated 28.07.2000 (RBE 144/2000).
46. Supplementary Circular No. 44 - Termination of service - E(NG)II/99/RC-1/Genl./19 dated 22.08.2000 (RBE 153/2000).
47. Supplementary Circular No. 45 - Cases of Medical decategorisation - E(NG)II/95/RC-1/94 dated 10.11.2000 (RBE 193/2000).
48. Supplementary Circular No. 46 - Minimum educational qualifications - E(NG)II/99/RC-1/139 dated 20.11.2000. (RBE 200/2000)
49. Supplementary Circular No. 47 - Medical decategorisation/ invalidation and missing husband and wife (both are Railway employees) - E(NG)II/86/RC-1/1/ Policy Dated 27.02.2001 (RBE 44/2001)
50. Supplementary Circular No. 48 - Delegation of Powers - Missing Railway Employees - E(NG)-II/99/RC-1/SC-12, dated 7.3.2001. (RBE46/2001)
51. Supplementary Circular No. 49 - Total medical incapacitation/medical decategorisation - E(NG)II/95/RC-1/94 dated 11.4.2001(RBE 72/2001)
52. Supplementary Circular No. 50 - Suitability test for Group 'C' - E(NG)II/2001/RC-1/Gen/11 dt. 21.9.2001 (RBE 192/2001).
53. Supplementary Circular No. 51 - Divorced/widowed daughter - E(NG)II/2001/RC-1/ER/5 dated 21.11.2001 (RBE 224/2001).
54. Supplementary Circular No. 51 - Medical decategorisation/ invalidation - hardship due to Railway Board's order dated 29.04.1999 (RBE 86/1999) - E(NG)-II/2000/RC-1/Genl.17 dated 6.3.2002 (RBE 31/2002)
55. Supplementary Circular No. 52 - Termination of service - E(NG)II/99/RC-1/Genl./19 dated 8.4.2002 (RBE 44/2002)
56. Supplementary Circular No. 53 - Divorced/widowed daughter. E(NG)II/2002/RC-1/Genl./5 dated 19.07.2002 (RBE No. 118/2002)
57. Supplementary Circular No. 54 - Letter dated 22.11.1994 should be strictly adhered to E(NG)II/98/RC-1/64 Pt. dated 30.7.2002 (RBE 126/2002)

58. **Supplementary Circular No. 55 65 - Workshops controlled by Mechanical Directorate - E(NG)II/99/RC-1/Gen/13 dated 5.2.2003 (RBE 26/2003)**
59. **Supplementary circular No. 56 - Acquisition of higher qualification - No. E(NG)II/2003/RC-1/Gen./4 dated 2.4.2004 (RBE 75/2004)**
60. **Supplementary Circular No. 57 - Compassionate appointment to the Wards of Medically decategorised staff – Relaxation of cut off period. - No. E(NG)II/2000/RC-1/Gen./17 dated 26.5.2004 (RBE 106/2004).**

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

**RBE NO. 106/2004
SC NO. 57 to MC No. 16**

No. E(NG)II/2000/RC-1/Gen./17

New Delhi, dt. 24.5.2004

The General Manager(P)/ OSD, All Zonal Railways/ PUs,
RE/ Allahabad, MTP/Calcutta, Mumbai, Chennai,
CAO(R), DCW/ Patiala, COFMOW/ New Delhi,
DG, RDSO/ Lucknow, Director, IRISSET/ Secunderabad,
IRICEN/ Pune, IRIEEN/ Nasik, IRIM&EE/ Jamalpur,
Principal, RSC/ Vadodara,

Sub: Compassionate appointment to the Wards of Medically
decategorised staff – Relaxation of cut off period.

Ref: Railway Board's letter No. E(NG)II/2000/RC-1/Gen./17 dt.
6.03.2002.

In terms of this Ministry's letter under reference, compassionate appointment may be considered in favour of wife/eligible wards of such of the employee who were medically decategorised between 29.4.99 and 18.1.2000 (both days inclusive) and declared unfit to continue in the posts they were holding but fit to hold posts with lower medical classification, subject to the condition that:-

- (i) the employees concerned have retired voluntarily between 29.4.99 and 18.1.2000 (both days inclusive) on medical decategorisation during the period; and
- (ii) such cases are personally considered and decided by the General Manager on individual merit of each case.

2. Staff side have represented vide Item No. 11/2004 in the DC-JCM held in March, 2004 that in many of the cases, though the employees were medically decategorised between the period 29.4.99 and 18.1.2000 and sought voluntary retirement on medical decategorisation but were retired after 18.1.2000, the cases for appointment on compassionate ground of such employees have not been considered by the Railway Administration which is not justified.

...2/-

402 5-92

3. The matter has been considered by the Board and it has been decided that further to Board's letter under reference, compassionate ground appointment may also be considered in favour of wife/eligible wards of such of the employees who were medically decategorised between the period 29.4.99 and 18.1.2000 and sought voluntary retirement on medical decategorisation but were retired after 18.1.2000. Such cases are to be considered and decided personally by the General Manager on individual merits of each case.

4. Please acknowledge receipt.

Ashok Kumar
(Ashok Kumar)
Jt. Director Estt. (N)II
Railway Board

No. E(NG)II/2000/RC-1/Gen./17

New Delhi, dt. 26.5.2004

Copy to:-

1. The General Secretary, AIRF, 4, State Entry Road, New Delhi, with 35 spares.
2. The General Secretary, NFIR, 3, Chelmsford Road, New Delhi, with 35 spares.
3. All Members of Departmental Council/National Council and Staff Secretary, National Council, 14-C, Ferozeshah Road, New Delhi with 90 spares.
4. The Secretary General, FROA & IRPOA, Room 256A & 268, Railway Board (5 spares).
5. The Secretary General, AIRPF Association, Room No. 549, Rail Bhawan, New Delhi-1, with 5 spares.

[Signature]
for Secretary/Railway Board.

Copy to:- PPS to CRB, MS, Adv(S), DG/RHS, Sr.PSs, EDE(N), Adv.(IR), EDE(Res), EDE, EDE(RRB), EDPC-I, II, ED(H), DE(G), DE(N), D(MPP), DV(A), JDE(Rep), JDE(N)I, II, JDE(L), JD(IH), JDE(LR), DDE(Rep)-I, II, DDE(N)II, DD(Sec), DDRR, DDE(LR)I, II, III, E(Rep)I, II, III, E(G), E(W), E(SCT)I, II, Sec.(E), E(MPP), E(D&A), E(NG)I, PC-IV, V, E(RRB), A/C-III (10 copies), Code Revision Cell (5 copies) Branches of Railway Board.

भारत सरकार
रेल मंत्रालय (रेलवे बोर्ड)

आर बी ई सं. 106/2004
एम सी सं. 16 का एस सी सं. 57

सं. ई (एन जी)II/2000/आर सी-I/जन/17

नई दिल्ली, दिनांक 26.5.2004

महाप्रबंधक (कार्मिक), विशेष कार्याधिकारी, सभी क्षेत्रीय रेलें/उत्पादन इकाइयां
रेल विद्युतीकरण/इलाहाबाद, म.प.प/कोलकाता, मुंबई, चैन्नै,
मुख्य प्रशासनिक अधिकारी (आर), डीपुका/पटियाला, कॉफमो/नई दिल्ली
महानिदेशक, अ.अ.मा.सं./लखनऊ, निदेशक, इरिसेट/सिकंदराबाद,
इरिसेन/पुणे, इरीन/नासिक, इरीमी एवं ई/जमालपुर
प्रिंसिपल, रेलवे स्टाफ कॉलेज/वडोदरा.

विषय : चिकित्सा की दृष्टि से विकोटिकृत कर्मचारियों के आश्रितों की अनुकंपा के आधार पर
नियुक्ति- कट ऑफ अवधि में छूट.

संदर्भ : रेलवे बोर्ड का 6.3.2002 का पत्र सं. ई (एन जी)II/2000/आर सी-I/जन./17

इस मंत्रालय के संदर्भाधीन पत्र के अनुसार, ऐसे कर्मचारी की पत्नी/पात्र आश्रितों को अनुकंपा के आधार पर नियुक्त करने के बारे में विचार किया जाए, जिन्हें 29.4.99 और 18.1.2000 (दोनों दिन मिलाकर) के बीच चिकित्सा की दृष्टि से विकोटिकृत किया गया था और धारित पद पर बने रहने के अयोग्य लेकिन चिकित्सा की दृष्टि से निचले वर्गीकरण वाले पदों के लिए योग्य घोषित किया गया था, लेकिन यह इस शर्त के आधार पर है कि:-

- (i) संबंधित कर्मचारी 29.4.99 और 18.1.2000 (दोनों दिन मिलाकर) के बीच की अवधि के दौरान चिकित्सा की दृष्टि से विकोटिकरण के आधार पर स्वैच्छिक रूप से सेवानिवृत्त हुए हों; तथा
- (ii) ऐसे मामलों पर व्यक्तिगत रूप से विचार किया जाता है और प्रत्येक मामले के व्यक्तिगत गुण-दोष के आधार पर महाप्रबंधक द्वारा विनिश्चय किया जाता है.

2. मार्च, 2004 में आयोजित विभागीय परिषद-संयुक्त वार्ता तंत्र में कर्मचारी पक्ष द्वारा मव सं.11/2004 के तहत अभ्यावेदन किया गया कि बहुत से मामलों में, हालांकि जिन कर्मचारियों को 29.4.99 और 18.1.2000 के बीच चिकित्सा की दृष्टि से विकोटिकृत किया गया था और उन्होंने चिकित्सीय विकोटिकरण के आधार पर स्वैच्छिक सेवानिवृत्ति की मांग की थी परंतु वे 18.12.2000

के बाद सेवानिवृत्त हो गए थे, ऐसे कर्मचारियों को अनुकंपा के आधार पर नियुक्त करने के मामलों में रेल प्रशासन द्वारा विचार नहीं किया गया है, जो कि औचित्यपूर्ण नहीं है।

3. बोर्ड द्वारा मामले पर विचार किया गया है और बोर्ड के संदर्भाधीन पत्र के क्रम में यह विनिश्चय किया गया है कि ऐसे कर्मचारियों की पत्नी/पात्र आश्रितों को भी अनुकंपा के आधार पर नियुक्त करने के बारे में विचार किया जाए जिन्हें 29.4.99 और 18.1.2000 की अवधि के बीच चिकित्सा की दृष्टि से विकोटिकृत किया गया था और जिन्होंने चिकित्सीय विकोटिकरण के आधार पर स्वैच्छिक सेवानिवृत्ति की मांग की थी, लेकिन वे 18.1.2000 के बाद सेवानिवृत्त हुए थे। ऐसे मामलों में महाप्रबंधक द्वारा प्रत्येक मामले के व्यक्तिगत गुण-दोष के आधार पर व्यक्तिगत रूप से विचार और विनिश्चय किया जाएगा।

4. कृपया इस पत्र की पावती दें।

अशोक कुमार

(अशोक कुमार)

संयुक्त निदेशक, स्था (अराज)-II
रेलवे बोर्ड.

सं. ई (एन जी)II/2000/आर सी-I/जन/17

नई दिल्ली, दिनांक 26.5.2004

प्रतिलिपि प्रेषित-

1. महासचिव, ए आई आर एफ, 4 स्टेट एंट्री रोड, नई दिल्ली 35 अतिरिक्त प्रतियों सहित.
2. महासचिव, एन एफ आई आर, 3, चेम्सफोर्ड रोड, नई दिल्ली 35 अतिरिक्त प्रतियों सहित.
3. विभागीय परिषद/राष्ट्रीय परिषद के सभी सदस्य और स्टाफ सेक्रेटरी, नेशनल कौंसिल, 14-सी, फिरोजशाह रोड, नई दिल्ली 90 अतिरिक्त प्रतियों सहित.
4. महासचिव, फ़ोआ एण्ड इरपोफ, कमरा 256 ए और 268, रेलवे बोर्ड (5 अतिरिक्त प्रतियों सहित)
5. महासचिव, ए आई आर पी एफ एसोसिएशन, कमरा नं.549, रेल भवन, नई दिल्ली-1, 5 अतिरिक्त प्रतियों सहित.

अशोक कुमार
कृते सचिव/रेलवे बोर्ड

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

RBE No. 31/2002
SC No. 51 to MC No. 16
New Delhi, dt. 06.03.2002.

No. E(NG)-II/2000/RC-1/Gen17

The General Manager (P),
All Zonal Railways/Production Units

Sub:- Absorption of medically decategorised staff in alternative Employment - hardship caused consequent upon implementation of Railway Board's orders dated 29.04.1999.

Pursuant to the notification of "The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation), Act, 1995," instructions were issued vide this Ministry's letter No. E(NG)I/96/RE-3/9(2) dated 29.4.99, laying down inter-alia that, in cases where an employee has been medically invalidated/decategorised he may be kept on a supernumerary post in the grade in which he was working on regular basis, till such time he is absorbed in a suitable post or till his retirement, whichever is earlier. As these instructions provided for continuation in service of a medically invalidated/decategorised employee, there would be no occasion for an employee to be retired from service on medical ground after 29.4.99. Therefore, in such cases, the occasion to consider a request for appointment on compassionate ground of an eligible ward would not arise.

1.1 However, on review of the matter instructions were issued vide this Ministry's letter No. E(NG)II/95/RC-1/94 dated 18.01.2000 that in cases where an employee has been declared totally incapacitated for further Service and he opts for retirement, request for appointment on Compassionate ground of an eligible ward may be considered.

1.2 It was subsequently clarified vide this Ministry's letter of same number dated 10.11.2000 that in cases where a medically decategorised employee before issue of this Ministry's letter dated 29.4.99 had taken Voluntary retirement and he had neither been absorbed in an alternative employment nor adjusted against a supernumerary post after the issue of this Ministry's letter dated 29.4.99, the facility of allowing appointment on compassionate ground of one ward may be extended.

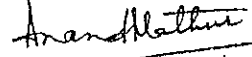
1.3 Later vide this Ministry's letter of same No. 11.4.2001 the facility of appointment on compassionate ground was also extended to an eligible spouse/ward of totally incapacitated employees who were declared so after the issue of this Ministry's letter dt. 29.4.99 and prior to issue of their letter dated 18.1.2000 and were also allowed to retire.

Contd.....

2. The matter has been further reviewed pursuant to a demand raised by the staff side in the DC/JCM and it has now been decided that compassionate ground appointment may also be considered in favour of wife/eligible wards of such of the employees as were medically decategorised between 29.4.99 and 18.1.2000 (both days inclusive) and declared unfit to continue in the posts they were holding but fit to hold posts with lower medical classification, subject to the conditions that :-

- (i) the employees concerned have retired voluntarily between 29.4.99 and 18.1.2000 (both days inclusive) on medical decategorisation during this period; and
- (ii) such cases are personally considered and decided by the General Manager on individual merit of each case.

Please acknowledge receipt.


(Anand Mathur)
Executive Director Establishment (N)
(Railway Board)

New Delhi, dt. 06. 03.2002

No. E(NG)II/2000/RC-1/Genl./17

Copy to:-

1. The General Secretary, AIRF, 4, State Entry Road, New Delhi, with 35 spares.
2. The General Secretary, NFIR, 3, Chelmsford Road, New Delhi, with 35 spares.
3. All Members of Departmental Council/National Council and Staff Secretary, National Council, 14-C, Ferozeshah Road, New Delhi with 90 spares.
4. Secretary General, FROA & IRPOA, Room 256A & 268, Railway Board.


for Secretary/Railway Board.

Copy to:- PPS to CRB, MS, AM(S), Sr. PAs, EDE(N), Adv.(IR), EDE(Res), EDE, EDE(RRB), EDPC-I, II, DE(G), DE(N), D(MPP), DV(A), JDE(Rep) I, II, III, JDE(N)I, II, III, JDE(L), JDE(LR), DDE(LR)I, II, III, DD(Sec), DDE(Rep)II, DDPR, E(Rep)I, II, III, E(G), E(SCT)I, II, Sec.(E), E(MPP), E(D&A), E(NG)I, PC-III, IV, V, E(RRB) Branches of Railway Board.

GOVERNMENT OF INDIA/BHARAT SARKAR
MINISTRY OF RAILWAYS/RAIL MANTRALAYA
(RAILWAY BOARD)

No. E(NG)-II/95/RC-1/94

New Delhi, dt.18.01.2000

The General Managers (P),
All Zonal Railways/Production Units.

Sub:- Appointment on compassionate grounds in cases of medical invalidation/
decategorisation.

Kindly refer to the instructions contained in Board's letters No. E(NG)III/78/RC-1/1 dated 7.4.83, 3.9.83, as well as Board's letter of even number dated 22.9.95 on the above mentioned subject.

2. Pursuant to the notification of "The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation), Act, 1995," instructions were issued vide Board's letter No. E(NG)I/96/RE-3/9(2) dated 29.4.99, laying down inter-alia that, in cases where an employee has been medically invalidated/decategorised and where the Administration cannot find a suitable alternative post for such an employee, he may be kept on a supernumerary post in the grade in which he was working on regular basis, till such time a suitable post can be identified or till his retirement, whichever is earlier. As these instructions provided for continuation in service of a medically invalidated/decategorised employee, there would be no occasion for an employee to be retired from service on medical ground. Therefore, according to these instructions, in such cases, the occasion to consider a request for appointment on compassionate ground of an eligible ward would not arise.

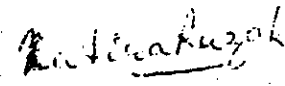
3. The matter has been reviewed pursuant to a demand raised by the staff side in the DC/JCM and it has now been decided that in cases where an employee is totally incapacitated and is not in a position to continue in any post because of his medical condition, he may be allowed to opt for retirement. In such cases request for appointment on compassionate ground to an eligible ward may be considered.

Contd.....2-

4. In the cases of medical decategorisation i.e. those cases in which an employee becomes medically unfit for the post held at present but is fit to perform the duties of an alternative suitable post in lower medical category, the request for appointment on compassionate ground to an eligible ward will not be admissible, even if the employee chooses to retire voluntarily on his being declared medically decategorised. Such an employee may then either be continued in a supernumerary post or allowed to retire voluntarily if he so desires but without extending the benefit of appointment on compassionate grounds to a ward.

5. Kindly acknowledge receipt.

(Hindi version will follow)

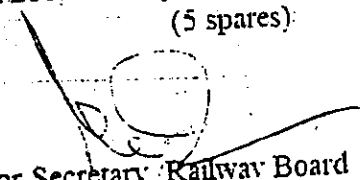

(Nadira Razak)
Dy. Director Establishment (N)-II
Railway Board

New Delhi, dt. 18.01.2000

No. E(NG)-II/95/RC-1.94

Copy to:

1. The General Secretary, AIRF, 4, State Entry Road, New Delhi, with 25 spares.
2. The General Secretary, NFIR, 3, Chelmsford Road, New Delhi, with 25 spares.
3. All Members of Departmental Council/National Council and Staff Secretary, National Council, 14-C, Ferozeshah Road, New Delhi, with 90 spares.
4. Secretary General, FROA & IRPOA, Room No. 256A/268, Railway Board, (5 spares).


for Secretary Railway Board

Copy to E(LR)I Branch with 60 spares.

Copy to:- PPS to MS, AM(Staff), AM(Vig.), Sr.PAs, EDE(N), EDE(IR), EDE(Res.)
DG(RPF), EDE, DE(G), DE(N), JDE(Rep), JDPC, JDE(R)I, II, JDE(SCT), JDE(W),
JDE(D&A), JDE(L), DDE(R)I, II, DDE(W), DDE(P&A), DD(Sec), DDE(G), E(Rep)I,
II, III, E(SCT)I, II, Sec.(E), E(D&A), E(LR)I, II, III, Vig.I, II, III, IV, E(W), E(NG)-I, PR
Branches of Railway Board.

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C.R.
N.R.
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C.V.W.
D.C.W.
R.C.F.
J.C.F.
W.S.P.

R.E.
R.D.S.G.
N.C.R.
N.W.R.
S.W.R.
W.C.R.
E.Coast
E.Cent.

Metro Comm.
Metro Mumbai

आरंभी ई सं. 8/2000
एस सी सं. 16 — का
एस सी सं. 39

भारत सरकार
रेल मंत्रालय & रेलवे बोर्ड

सं. ईएन जी-11 / 95/आर सी-1/94

दिल्ली, दिनांक 18.1.2000

महापबंधक कार्मिक
सभी क्षेत्रीय रेलें/उत्पादन इकाइयां

विषय:- चिकित्सा की दृष्टि से अशक्त/विकोटिकृत मामलों में अनुकंपा के आधार पर नियुक्ति

उपर्युक्त विषय पर कृपया बोर्ड के दिनांक 7.4.83, 3.9.83 के पत्र सं. ईएन जी-111 / 78 /आर सी-1 /1 तथा दिनांक 22.9.95 के समसंख्य पत्र का अवलोकन करें.

2. "अशक्त व्यक्ति समान अवसर, अधिकारों की सुरक्षा तथा पूर्ण भ्रम अधिनियम, 1995" की अधिसूचना के अनुसार बोर्ड के दिनांक 29.4.99 के सं. ई एन जी 1/96/आर ई-3/95 के द्वारा अनुदेश जारी किए गये हैं जिनमें अन्य बातों के साथ-साथ यह निर्धारित किया गया था कि उन मामलों में जिनमें कर्मचारी चिकित्सा की दृष्टि से अशक्त / विकोटिकृत है तथा जहाँ "Metro Comm" प्रशासन के पास ऐसे कर्मचारी के लिए कोई उपयुक्त वैकल्पिक पद नहीं है, "Metro Mumbai" उस ग्रेड में जिसमें वह नियमित आधार पर कार्य कर रहा था, अतिरिक्त तक रखा जाए जब तक कि उसके लिए कोई उपयुक्त पद उपलब्ध नहीं हो। चिकित्सा की दृष्टि से अशक्त / विकोटिकृत कर्मचारी को सेवा में रखने का कोई अवसर नहीं होगा, अतः इन अनुदेशों के अनुसार ऐसे मामलों में प्रश्न नहीं उठता।

3. विभागीय परिषद/संयुक्त परामर्श तंत्र में कर्मचारी पक्ष द्वारा मांग के अनुसार मामले की समीक्षा की गई है तथा यह विनिश्चय है कि

कि उन मामलों में जिनमें कर्मचारी पूर्णतया असक्षम है तथा अपनी बीमारी की हालत के कारण किसी भी पद पर कार्य करने की स्थिति में नहीं है, उसे सेवानिवृत्ति के लिए विकल्प देने की अनुमति दी जाए. ऐसे मामलों में पात्र आश्रित को अनुकंपा के आधार पर नियुक्त करने के अनुरोध को विचार दिया जाए.

उपयुक्त

4. चिकित्सा विकोटिकरण के मामलों में अथवा वे मामले जिनमें कर्मचारी उस पद पर जिस पर वह कार्यरत हो, कार्य करने के लिए चिकित्सा की दृष्टि से अयोग्य हो जाता है परंतु वह निम्नतर चिकित्सा की दृष्टि में वैकल्पिक पद पर ड्यूटी निष्पादित करने के लिए योग्य होता है, तो पात्र आश्रित की अनुकंपा के आधार पर नियुक्ति का अनुरोध स्वीकार्य नहीं होगा यदि कर्मचारी चिकित्सा की दृष्टि से विकोटिकृत घोषित कर दिए जाने पर स्वेच्छिक रूप से सेवानिवृत्ति लेना चाहे. ऐसे कर्मचारी को अतिरिक्त पद पर रखा जाए अथवा यदि वह चाहता हो तो उसे स्वेच्छिक रूप से सेवानिवृत्त होने की अनुमति दी जाए परंतु उसके आश्रित को अनुकंपा के आधार पर नियुक्ति का लाभ नहीं दिया जाए.

5. कृपया पालनी दें.

सचिव, आर.एम.
उप निदेशक, स्या. आर.एम. 1
रेलवे बोर्ड.

सं. ई. स्न जी 8. 11 / 95/आर सी-1/94 नई दिल्ली, दिनांक 18.4.2000

प्रतिलिपि निम्नलिखित को प्रेषित :-

1. महासचिव, स. आर. आर.एम. 4, स्टेड स्ट्रीट रोड, नई दिल्ली
2. प्रतियोगिता संहिता

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

RBE No 300/99
SC No 28/16
MC No. 16

NO.E(NG)II/99/RC-1/Genl./23

New Delhi, dt 30.11.99

The General Managers,
All Indian Railways & Production Units,
(As per mailing list)

Sub: Appointments on compassionate ground-delegation of powers.

Attention is invited to Board's letter No. E(NG)II/84/RC-1/26 dated 22.12.94 read with letter dated 06.10.95, under which powers have been delegated to the General Managers for considering cases of compassionate appointments where request have been made for the first son/ first daughter within a period of twenty years of the employee's demise, subject to the conditions stipulated therein.

2. The matter has been further considered by the Board, pursuant to a demand raised by the Organized Labour in the JCMDC, and it has been decided that powers may be delegated to DRs/ HODs/ CWs to consider cases of compassionate appointments where requests have been made for the first son/ first daughter, provided the case is not more than twenty years old and the application has been submitted within 2 years from the date of attainment of majority of the candidate.

3. Kindly acknowledge receipt.

4. (Hindi version will follow)

Madira Razak

(Madira Razak)

Dy. Director Establishment (Cell)
Railway Board.

SUPPLEMENTARY CIRCULAR NO. 15
TO MASTER CIRCULAR NO. 10.

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS

(RAILWAY BOARD)

No. E(NG)II/84/RC-1/26

New Delhi, dated 6-10-95.

The General Managers (P)
All Zonal Railways including CLW, DLW, ICF, W&AP,
RCF, Kapurthala, RE, Allahabad, Metro Rly. Calcutta.
The CAO(R), DCW, Patiala

Sub: Appointment on compassionate grounds -
time limit for appointment.

Attention is invited to para 4 of the Board's letter of even No. dated 22.12.94 laying down the conditions under which the General Managers are empowered to consider cases of compassionate appointments beyond the limit of five years.

2. During the course of the meeting of the Consultative Committee of Members of Parliament for the Ministry of Railways held on 25-7-95, it was suggested that the powers, delegated to the General Managers may be enhanced for expediting the appointment on compassionate grounds, on the Railways. The matter has, therefore, again been considered by the Board who have decided that the powers delegated to the General Managers may be enhanced further and that the time limit of 15 years stipulated in para 4(a) of the Board's letter dated 22-12-94, *ibid*, may be modified to 20 years.

3. The other conditions mentioned in Board's letter of even number dated 22-12-94 remain unchanged.

4. Wherever individual cases of merit, it is considered that justification exists for extending consideration to cases where death took place over 20 years age or where the application for appointment is made after over two years after attaining majority, or where the application has been made for other than the first son or the first daughter, the prior approval of the Ministry of Railways should be obtained by forwarding a detailed proposal with specific justification and personal recommendation of the General Manager in the prescribed proforma, circulated vide Board's letter No. E(NG)II/87/RC-1/143 dt. 19-4-88.

Please acknowledge receipt.

Sd/-

(K.J. ABRAHAM)
DEPUTY DIRECTOR ESTABLISHMENT(N) I
RAILWAY BOARD

RBE NO.100 OF 1994
 SUPPLEMENTARY CIRCULAR
 NO.12

TO MASTER CIRCULAR No. 16

GOVERNMENT OF INDIA
 MINISTRY OF RAILWAYS
 (RAILWAY BOARD)

NO.E(NG)II/84/RC-1/26

New Delhi, dated E 22-12-94

The General Managers(P)
 All Zonal Railways including CLW,DLW, ICF, W &AF, RCF,Kapurthala,
 RE, Allahabad, Metro Railway,Calcutta
 CAO(R), DCW, Patiala.

Sub: Appointment on compassionate Grounds-
 time limit for appointment.

...
 Please refer to this Ministry's letters of even number
 dated 18-4-85, 18-4-90 and No.E(NG)II/91/RC-1/65/Policy
 dated 7-8-91, on the above noted subject.

2. Arising out of issues raised in the Railway Convention
 Committee in their Seventh Report (1991) on Staff Welfare
 and Industrial Relations in Railways and the Informal
 Consultative Committee Meeting of MPs for Northern Railway
 held on 7th September, 1994, rules/guidelines covering
 compassionate appointments, the powers delegated to the
 General Managers and the circumstances wherein cases are
 required to be referred to the Board have been reviewed
 in order to simplify the procedure of compassionate
 appointment, and it has been decided to enhance the powers
 for appointment on compassionate grounds delegated to the
 General Managers, as detailed below.

3. At present the General Managers are empowered to
 consider cases of compassionate appointments beyond the
 limit of five years subject to fulfilment of certain
 conditions. The conditions stipulated in para 5(ii) and
 3(vii) of Board's letter of even number dated 18-4-1985
 are, as under:

3(i): The case should not be more than ten
 years old as reckoned from the date of death;

(vii): The request for compassionate appointment
 should have been received by the Railway
 Administration as soon as the son/daughter
 (Clarified as the first ward (son/daughter)
 vide Board's letter No.E(NG)II/91/RC-1/65
 Policy dated 7-8-91) to be considered for
 compassionate appointment has become a
 major, say, within a maximum period of
 six months (subsequently modified as one
 year vide Board's letter of even number
 dated 18-4-1990).

...2/-

-:
-: 2 :-

4. Board have decided that the above mentioned conditions may be modified as under:-

- (a) The case should not be more than 15 years old from the date of death; and
- (b) The request for compassionate appointment should have been received by the Railway Administration as soon as the first child or, wherever the family desires for some satisfactory reasons, the first son/first daughter to be considered for appointment, becomes a major. The General Manager will, however, have the power to relax this period upto a maximum of two years of attaining majority by the candidate, with the educational qualification for the purpose of appointment being taken as that acquired at the time of attaining majority.

5. The other conditions mentioned in Board's letter of even number dated 18-4-1985 quoted above remain unchanged.

6. Wherever in individual cases of merit, it is considered that justification exists for extending consideration to cases falling beyond the above time limit i.e. where death took place over 15 years ago and where the applications for appointment is made after over two years after attaining majority, or where the application is made for other than first child/first son/first daughter, the prior approval of the Ministry of Railways should be obtained forwarding a detailed proposal with specific justification and personal recommendation of the General Manager in the prescribed proforma, circulated vide Board's letter No.E(NG)II/87/RC-1/143 dated 19-4-1988.

7. Please acknowledge receipt.

Sd/-
 (M. IRSHAD)
 EXECUTIVE DIRECTOR ESTABLISHMENT(N)
 RAILWAY BOARD
 New Delhi, dated: 22-12-94

NO.E(NG)II/84/RC-1/26

dh.

GOVERNMENT OF INDIA (BHARAT SARKAR)
MINISTRY OF RAILWAYS (RAIL MANTRALAYA)
(RAILWAY BOARD)

No.E(NG)II/86/RC-1/1/Policy New Delhi, dated 20-5-88

The General Managers,
All Indian Railways etc.

Sub : Appointment of adopted sons/daughters
on compassionate grounds.

In terms of para II of instructions contained in Para II of Board's letter No.E(NG)III/78/RC-1/1 dated 7.4.1983, son/daughter/widow/widower of the employees are eligible to be appointed on compassionate grounds in the circumstances in which such appointments are permissible.

2. A question has been raised whether adopted sons/daughters are eligible to be considered for compassionate appointment. The matter has been considered and the Board have decided that an adopted son/adopted daughter will also be eligible to be considered for appointment on compassionate grounds (in circumstances in which such compassionate appointment is permissible) in case all the following conditions are satisfied:

- i) There is satisfactory proof of adoption valid legally;
- ii) The adoption is legally recognised under the personal law governing the railway servant;
- iii) The legal adoption process has been completed and has become valid before the date of death/medical decategorisation/medical incapacitation (as the case may be) of the ex-employee.

3. For example, it may be noted that under Section 11 of Hindu Adoption and Maintenance Act, adoption can be made only if the adopted father or mother by whom the adoption is made does not have a Hindu son or daughter, whether by legitimate blood relationship or by adoption living at the time of adoption.

4. Past cases dealt with otherwise need not be reopened.

5. Please acknowledge the receipt of the letter.

-sd-

(P.L.N. SARMA)

DY. DIRECTOR ESTT (N) RLY BOARD

/Copy/

A.S.S. 2/1/1987

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

NO.E(NG)II/87/RC-1/57

New Delhi, dated 21-8-87

The General Managers,
Central Railway & Others.

Sub:- Appointment on compassionate grounds - Cases
beyond ten years old.

.....

Attention is invited to this Ministry's letter No.E(NG)-II/84/RC-1/26 dated 18-4-1985 by which General Managers were authorised to consider cases of compassionate appointment of wards of employees dying in harness where the death took place more than five years back but not more than ten years back, subject to the conditions stipulated therein: In the FIM meeting held between the Board and the AIRF on 22/23-4-1987, the Federation desired that the position regarding cases which were more than 10 years old or in which the conditions stipulated in Board's letter dated 18-4-1985 cited above are not fulfilled, should be clarified to the Zonal Railway Administrations.

2. Board wish to clarify that as per the provisions contained in their letter No.E(NG)III/78/RC1/1 dated 2-4-85, in cases where an employee loses his life in the course of duty or gets crippled in the course of duty (and accordingly retires on medical grounds), the General Managers can personally and in deserving cases, relax the five year time limit. Board's aforesaid letter dated 18-4-85 lays down the conditions subject to which it will be within the competence of General Managers to consider cases of compassionate appointments to wards of railway employees dying in harness (other than a case of losing life in the course of duty) when the event of death has occurred within the preceding ten years.

3. Where death occurred more than 10 years back and also in cases where death took place between 5-10 years back but the conditions stipulated in the said Board's letter dated 18-4-1985 are not fulfilled, compassionate appointment is not within the competency of the General Managers (except in cases of losing life in course of duty or getting crippled in the course of duty). However, in such cases, if compassionate appointment is otherwise admissible and if after careful examination of the case it is found

..... 2/-

that there are special features or circumstances ^{for} relaxation of time limit, the cases could be considered by the Railway Administrations for approaching the Railway Board for relaxation of time limit as a special case, as per instructions in vogue on the subject, such a reference to the Railway Board should be made by the Railway Administration only if the General Manager personally approves of recommending the case to the Board.

Hindi version will follow.

Sd/-
M. KUJUR
DEPUTY DIRECTOR ESTABLISHMENT
RAILWAY BOARD

700

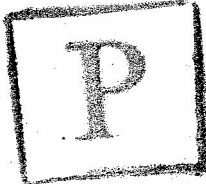
29/4/85

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Government of India
Ministry of Railways
(Railway Board)

No. E(NG)II-84/RCl/26



New Delhi, dated: 24-4-1985.

The General Managers,
All Indian Railways,
including GLW, DLW & ICF.

CFO

21/4/85

Sub:- Appointment on compassionate grounds -
time limit for appointment.

In para 1(2) of this Ministry's letter No. E(NG)III-78/RCl/1 dated 30.4.79 on the subject of compassionate appointments, it was laid down that in the case of staff who die in harness and where the widow can not take up employment and sons/daughters are minor, the case may be kept pending till the first son/daughter becomes a major, i.e. attains the age of 18 years. However, such cases can be kept pending for a period of only five years, after which appointment on compassionate grounds will not be permissible. As an exception to this provision, the General Managers may personally authorise a relaxation of this limit of five years in deserving cases of employees whose cases fall under para 4(i) of the same letter.

2. Subsequently, in December, 1980, the Railways Administrations were advised to the effect that in cases involving special circumstances they could, with the personal approval of the General Manager, approach this Ministry for relaxation of the limit of five years in other cases.

3. The question of delegation of powers to the General Managers for relaxation of the limit of five years in all cases has been engaging the attention of this Ministry for some time past. It has now been decided that in all cases of death of an employee while in service, compassionate appointment, as permissible under the extant instructions, could be approved by the General Managers even beyond the limit of five years, subject to the following conditions:

i) The powers shall be exercised personally by the General Manager. It shall not be delegated to a lower authority.

ii) The cases should not be more than ten years old as reckoned from the date of death.

Recd on 29/4/85

महोदय का कार्यालय
General Manager
MTR-RECEIVED
दिनांक (iii) 1986
Date
श्री वी. टी.
Central Ry. Bombay-V.T.

- (iii) The widow of the deceased employee should not have re-married.
- (iv) The benefit of compassionate appointment should not have been given at any time to any other member of the family or to a near relative of the deceased employee.
- (v) The circumstances of the case should be such as to warrant relaxation of the time limit of five years.
- (vi) The reasons for relaxing the time limit should be placed on record.
- (vii) The request for compassionate appointment should have been received by the Railway Administration as soon as the son/daughter to be considered for compassionate appointment has become a major, say within a maximum period of six months.

4. The Ministry of Railways have further decided that the delegation of powers as above will for the present be current upto 31st March, 1987. The position will be reviewed some time at the beginning of 1987.

5. A record of such cases should be kept and the number of such requests considered during 1985-86 and the number of appointments made (separately in Group C(Class III) and Group D(Class IV) categories) may be advised to this Ministry by 31st May, 1986.

Hindi version will follow.

H. R. Bhagat
(H. R. Bhagat)
Dy. Director, Estt. &
Railway Board

No. E(NG)II-84/RCl/26

New Delhi, dt. 1/8-1-1985.

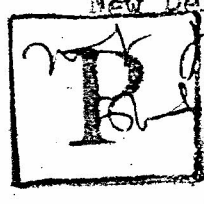
- Copy to: 1) The General Secretary, NER,
2) The General Secretary, A.R.F.

[Signature]
for Secretary, Railway Board

Copy to: PS/Adv(IR), Sr.PA/DE, ADE(N), ADE(S), ADE(R), ADE(C),
JDE(N), DDE(R), DDE(R)II, DDE(D&A), E(Rep)I, E(Rep)I
E(Rep)III, E(SCT) and Sec.(E).

GOVERNMENT OF INDIA (BHARAT SARKAR)
MINISTRY OF RAILWAYS (RAIL. MATRAL AY. 15)

high His letter when the
was in present. We are
New Delhi, dated: 22-8-85.



Handwritten notes and signatures, including a large 'Z' and some illegible scribbles.

Handwritten initials 'S.P.C.M.' and a circled number '26'.

No. E(NG)II/84/RCL/172

The General Managers,
All Indian Railways, including,
S.W., D.W., E.W. and W & A.

Handwritten notes: 'APO (R)', '387', '8/3/85', and '11/3'.

Handwritten notes: 'Acce', 'Be. discuss', and '5/3'.

Sub:- Appointment on compassionate grounds.

Attention is invited to para 2 of this Ministry's letter No. E(NG)III/78/RCL/1 dated 30.4.79 in which it has been laid down that in the case of staff who die in harness appointments on compassionate grounds can be made only of a son/daughter/widow of the employee. It has been added that where the widow cannot take up employment and the sons/daughters are minor, the case may be kept pending till the first son/daughter becomes a major i.e. attains the age of 18 years or for a period of five years from the date of death of employee whichever is earlier.

2. The Ministry of Railways have had occasion to review this provision in the light of a suggestion made to them that the existing rule which permits a case being kept open where the widow cannot take up employment only till the first son/daughter becomes a major needs to be modified as there could be cases where it may be necessary or it would be appropriate, for employment on compassionate grounds being offered to a ward younger than the eldest among the minor sons/minor daughters.

3. The Ministry of Railways have now decided that where the widow cannot take up employment Railways can keep the case for appointment on compassionate grounds open to enable consideration of appointment of a minor son when he attains majority, even though at the time of occurrence of the event making compassionate appointment permissible, there is a daughter who has attained majority and / or a major son who is already employed. This will be subject to the following conditions:-

- (i) The minor son to be appointed will be attaining majority of age within a period of five years of the event of death which is the basis for appointment on compassionate grounds.
- (ii) Where there is more than one minor sons, it is only the eldest minor son who should be considered for appointment when he attains majority and not any of the minor sons.
- (iii) Further, in such cases, the competent authority should be satisfied about the bonafides of the request of the widow or if there is no surviving widow, of the family, that appointment should be given to a minor son (when he attains majority) instead of a daughter or an employed son who is already a major.

Handwritten note: 'Read 21/3' and '7/3'.

General Manager's
RECEIVED
Date
4 MAR 1985

4. These instructions will have prospective effect. Past cases, if any, decided otherwise, will not be reopened.

H. R. Bhagat
(H. R. BHAGAT)
DY. DIRECTOR ESTT.(N)
RAILWAY BOARD.

No. E(NG)II/84/RCL/172

New Delhi, dated: 1-3-1985.

Copy to:

1. The General Secy., NFIR, 3-Chalmsford Road, New Delhi(25 spares)
2. The Genl. Secy. , AIRF, No. 4, State Entry Board, New Delhi (25 spares)
3. All Staff Side Members of Departmental Council/National Council.
4. The Secretary , Staff Side National Council, 13C-Ferozshah Road New Delhi.

H. R. Bhagat

for Secretary, Railway Board

Copy to:

PS/Adv(IR), Sr.PA/DE, ADE(C), DDE(R)I, DDE(R) II,
DDE(D & A), E(Rep) I, II & III, E(LR) III

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

NO. E(NG)III/78/RC1/1

New Delhi. DL.7-4-83.

The General Managers,
Central Railway & Others.

Sub : Appointment on Compassionate grounds.

* * * * *

Instructions regarding appointment on Compassionate grounds have been issued from time to time. The instructions currently in force are those contained in Board's letter No.E(NG)III-78/RC1/1 Dated 30.4.1979 as modified from time to time thereafter. These have now been consolidated and are reproduced below for the information and guidance of all concerned.

I. Circumstances in which compassionate appointment may be made

Appointments on compassionate grounds relate to those appointments which can be made of dependents of Railway servants who lose their lives in the course of duty or die while in service or are medically incapacitated. The circumstances in which appointments on compassionate grounds may be made are as below :

- i) When Railway Servants lose their lives in the course of duty or get crippled that they cannot do any work (this also in the course of duty - for example, Loco and traffic running Staff in charge of trains involved in accidents);
- ii) When Railway employees die in harness while in service before retirement .
- iii) Where an employee's whereabouts are not known for a period of 7 years and the settlement dues of the employee are paid to the family on this account. This limit of 7 years may be relaxed to 3 years on the merits of each case with the approval of the General Manager, subject to the condition that the services of the persons appointed on compassionate grounds would be terminated in case the missing employee is traced subsequently.
- iv) When Railway employee becomes crippled while in service or develop serious ailments like heart diseases, cancer etc. or otherwise medically decategorised for the job they are holding and no alternative job of the same emoluments can be offered to them.

NOTE : The appointment on compassionate grounds is admissible to the dependents/wards of regular employees only.

II. Persons eligible to be appointed on compassionate grounds

Son/daughters/widow/widower of the employees are eligible to be appointed on compassionate grounds in the circumstances in which such appointments are permissible. The benefits of compassionate appointments may also be extended to a "near relatives". The eligibility of a near relative to such appointments will be subject to the following conditions :

- i) The employee or the ex-employee should have no son or daughter or the son or daughter of the employee or the wife/widow/widower cannot take up an employment.
- ii) A clear certificate should be forthcoming from wife /widow / widower that the near relative will act as bread winner of the family.
- iii) If the family certifies at a later date that relatives who was appointed on compassionate grounds refuses to support the family the services of the employees are liable to be terminated.
- iv) Once a near relative is appointed on compassionate no further appointment should be given later to a son or daughter or the wife/widow/widower of the employee on compassionate grounds. The appointment of near relative should not be considered if a son or the daughter wife/widow/widower is already working and is earning

NOTE (B) : *Near relatives would normally mean a blood relation who can be considered to be a bread winner for the family.*

III. Time limit making compassionate appointments

Normally all appointments on compassionate grounds should be made within a period of 5 years from occurrence of the event entitling the eligible to be appointed on this ground. This period of 5 years may be relaxed (where for example the widow cannot be employment & the sons/daughters are minor) with the approval of the General Manager in deserving cases while appointments are sought on the ground of an employee losing his life or getting crippled in the course of duty. In other cases relaxation of the 5 years limit will require the approval of the Ministry of the Railways for which purpose the requisite reference giving special reasons for the proposed relaxation should be made with personal with the reasons for the General Manager based on the special circumstances obtaining in individual cases.

The candidates who are to be offered appointments on compassionate grounds may also be required to submit a character certificate from two Gazetted Officer.

VII. Authority competent to make appointments on compassionate grounds.

The powers to make compassionate appointments is vested in the General Manager. The General Manager may, however redelegate this powers to the Divisional Railway Manager and also to Heads of the extra Divisional units who are in level I or II subject to such control as he may like to impose on the exercise of power by these authorities. Proposal for appointment on compassionate grounds of dependents of Gazetted Officers should, however, be offered to the Ministry of Railways for approval.

VIII. Priorities to be observed in making appointments on compassionate grounds.

The following should be the order of priority to be followed while making appointments on compassionate grounds :-

- i) Dependents of employees who die or are permanently crippled in the course of duty;
- ii) Dependents of employees who die in harness as a result of Railway accidents when off duty;
- iii) Dependents of employees who die in service or are medically incapacitated.

For the proper enforcement of priorities, separate lists should be maintained in each Office for the categories indicated above, the date of priority being from the date of eligibility. All appointments should be made strictly in this order. Where, for any special reasons, it is felt necessary to depart from the priority list, the sanction of the next higher authority (CPO for appointments to Group 'C' posts) must be obtained giving details for ignoring the priority and the list of persons being put back in the priority list. Such cases should, however be rare.

IV. Qualification and conditions to be fulfilled.

Normally the persons seeking appointment on compassionate grounds should fulfill the conditions of eligibility regarding age and educational qualification prescribed for appointments to the post or grade concerned. However, the upper age limit may be freely relaxed on the merits of the cases. The lower age limit of 18 years normally required for appointment in Government may also be relaxed upto one year with the personal approval of the General Manager. Relaxation of the lower age limit beyond one year will require the approval of the Ministry of Railway.

The educational qualification prescribed for the post to be offered should not in any case be relaxed. If, on the merits of an individual case the General Manager feels that such a relaxation of the minimum educational qualification is absolutely necessary, then such cases may be referred to the Ministry of Railways.

V. Grades in which appointments can be made on compassionate grounds.

All appointments on compassionate grounds should be made only in the recruitment grades like Office Clerks, Commercial Clerks, Assistant station Masters, etc. No appointments should be made on compassionate grounds in an intermediate grade i.e. one which is filled purely by promotion. Appointments on compassionate grounds as also not permissible in the category of Traffic Apprentices/Commercial Apprentices (Grade Rs. 455-700) and Engineering graduate apprentices (Grade Rs. 550-750) because direct recruitment in these Grades is proportionately very limited.

VI. Procedure to be followed before making compassionate appointments.

The candidates applying for appointments on compassionate grounds should be subjected to suitability test by a committee of three senior scale Officers one of whom should be a Personnel Officer. The test need not be very rigid. It has only to be ensured that the person concerned would be in a position to discharge the duties of the post being offered to him. The test is also meant to assess the aptitude of the person for the particular job proposed to be assigned to him. It should be conducted keeping compassion in view which is the basis for such appointments.

A time limit of one month should be observed within which appointments should be given in priority (i) cases and three months in cases relating to priority (ii) and (iii) subject to vacancies being available. To accommodate the illiterate widows of the deceased Railway employees, posts of waiting Room bearers, Waterwomen, Hospital Ayah/Attendant (female), Cinder Picking Women, Sweeper Women, C&W Khalasi for waste packing, Retiring Room attendants, Servers, Khalasis attached to Sub-Divisional Office like AEN's PWI's, a percentage of vacancies of Office Peons etc.

IX. General.

When offering appointments on compassionate grounds to a widow, son, daughter, etc. it need not be checked up whether another son/daughter is already working; but in no case should there be more than one appointment against one death/medical incapacitation. For example, it should not be permitted where the family wants another son or daughter to be employed in lieu or in addition to an appointment already made on compassionate grounds.

Once an appointment on compassionate grounds of the ward/widow etc. has been made in a particular category, no change of category is subsequently permissible.

X. Relaxation.

Wherever any deviation from the above provisions are sought to be made in individual cases of merit, the prior approval of the Ministry of Railway should be obtained and in such cases personal approval of the General Manager should be indicated in the references.

Hindi version will follow.

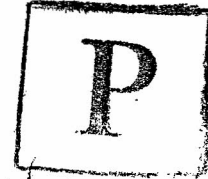
H. R. Bhagat
(H. R. BHAGAT)
DEPUTY DIRECTOR ESTT. (N)
RAILWAY BOARD

2031
29
GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No.E(NG)III-79 RCI/47.

New Delhi, dated ²⁹ 11-11-1979.

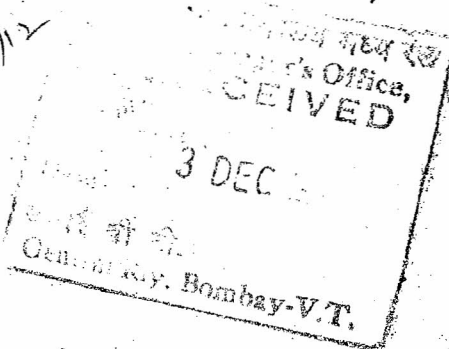
The General Managers,
All Indian Railways, CLW, DLW & ICF.



Sub:- Appointment on compassionate grounds.

Reference Boards Letter No.E(NG)III-78 RCI/1 dated 30.4.1979. Requests are being received from Railway Administration seeking Boards' permission for relaxation of the lower age limit by a few months in individual cases because of the immediate need for providing employment assistance and waiting till the son or daughter attains the age of 18 will mean considerable hardships to the family. It has been decided that in deserving cases the General Managers with their personal approval may accord relaxation in the lower age limit upto one year. Subject to other conditions applicable as per rules regarding counting of service as minor for retirements benefits etc. P. 240

D.D. Aggarwal
(D.D. Aggarwal)
Joint Director, Establishment,
Railway Board.



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For information pl.

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