

EASTERN RAILWAY

No.E.220/0/2/RR/Pt. XVII.

Kolkata , dated : 26/08/2021


ALL CONCERNED

Sub:- Filling up of reserved posts due to non availability of SC/ST candidates - Ad-hoc promotions.

Ref:-(i) Railway Board's letter No. 99-E(SCT)/I/25/10 dated 11.05.1999 (RBE No. 102/99).

(ii) Railway Board's letter No. 99-E(SCT)/I/25/10 Pt. dated 29.06.1999 (RBE No. 151/99)

A copy of Railway Board's letter No. 1999-E(SCT)/I/25/10 dated 20.07.2021 is forwarded for information, guidance and necessary action.


26.08.2021
(D.C. Murmu)

Sr. Personnel Officer (RP)
For Principal Chief Personnel Officer.

Copy of Railway Board's letter No. 1999-E(SCT) I/25/10 dated 20.07.2021 addressed to The General Managers(P)/All Indian Railways and Production Units.

Sub:- Filling up of reserved posts due to non availability of SC/ST candidates Ad-hoc promotions.

Ref:-(i) Railway Board's letter No. 99-E(SCT)/I/25/10 dated 11.05.1999 (RBE No. 102/99).

(ii) Railway Board's letter No. 99-E(SCT)/I/25/10 Pt. dated 29.06.1999 (RBE No. 151/99)

Please find enclosed herewith a copy of this Ministry's letter of even no. dated 11.05.99, was circulated vide this office SL. No. 83/99, regarding the above mentioned subject, wherein certain positive steps were mentioned for filling up of reserved posts due to non-availability of SC/ST candidates.

Furthermore, vide this Ministry's letter No. 99-E(SCT)/I/25/10 Pt. dated 29.06.1999 was circulated vide this office SL.118/99 further clarifications were issued regarding filling up of reserved posts by temporary downgrading due to non availability of SC/ST candidates.

The instructions are being reiterated once again for information/strict compliance bringing to the notice of all concerned.

DA: As above.

Sd/-
(U. N. Mehta)
Joint Director Estt.(Res.)

RBE No/51/99

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

No. 99-E(SCT)/1/25/10 Pt.

New Delhi, dt. 29.06.1999

The General Manager,
All Indian Railways and Production Units.
The Officer on Special Duty: East Coast Railway, Bhubaneswar/ North Central Rly.,
Allahabad/ East Central Rly., Hazipur/ North Western Rly., Jaipur/South Western Rly.
Bangalore/ West Central Rly. Jabalpur/ New Railway Zone, R.E. Office Complex,
Bilaspur
The Director General/ RDSO/Lucknow
The CAO, DCW, Patiala
The CAO: MTP(Rlys.), Mumbai and Chennai
The Chairman, Railway Recruitment Board:
Allahabad/Ahmedabad/Ajmer/Bangalore/Bhopal/Bhubaneswar/Calcutta/
Chandigarh//Chennai/Gorakhpur/ Guwahati/Jammu &
Shrinagar/Malda/Mumbai/Muzaffarpur/Patna/Ranchi/Secunderabad/Tirvandrum
The Principal, Railway Staff College, Vadodara
The Director IRISSET, Secunderabad/IRIMEE,
Jamalpur/IRIEE, Nashik/IRICEN, Pune/IRCAMTECH, Gwalior.
The Railway Liaison Officer, Jeevan Tara Building, Parliament Street, New Delhi
The General Secretary, IRCA, New Delhi,
The C.A.O. /COFMOW, Rly. Offices Complex, Tilak Bridge, New Delhi-110002
The Secretary, Railway Rates Tribunal (Chennai), 50 Mc. Nichola Road, Chetpet,
Chennai.
The Exe. Director, CRIS, Safdarjang Rly. Stn. Building Chanakyapuri, New Delhi,
The Director (Movement), Railways 17 N.S.Rd, Calcutta
The Joint Director, (Iron & Steel) 3 Koilaghat Street, Calcutta.
The General Secretary, NFIR, 3 Chelmsford Road, New Delhi.
The General Secretary, AIRF, 4 State entry Road, New Delhi.
All Members of National Council/Department Council and the Secretary of the Staff Side
of the National Council, 13-C, Ferozeshah Road, New Delhi.
All India SC/ST Railway Employees Association, Central Office, 171-B/3, Basant Lane
Railways Colony, New Delhi-55
General Secretary, All India OBC Railway Employees Federation, 96/3, Naya Bazar,
Railway Colony, New Delhi.
Secretary General, Indian Railway Class II Officers Federation, Office of C.E
(Const.), N.E. Railway Gorakhpur.
Railway Class II Officers Federation, Rail Nilayam, Secunderabad
The Railway Board Ministerial Staff Association, Room No.7-B, Rail Bhawan
Secretary General, Indian Railway Promotee Officers Federation, Room No.268, Rail
Bhawan, New Delhi
Railway Board Class II Officers Association, Room No.521, Rail Bhawan
Railway Board Class I Officers Association, Room No. 256-B, Railway Board, Rail
Bhawan
Railway Board Class IV Staff Association, Room No. 7-C, Rail Bhawan
The Managing Director, RITES/IRCON/CONCOR/KRCL.

The Commanding Officers:

- No. 1 Bn/RPSF/Lumding (Assam)
- No. 2 Bn/RPSF/Gorakhpur UP)
- No. 3 Bn/RPSF/Talkatora, Alambagh, Lucknow
- No. 4 Bn /RPSF/P.P. Bhaktinagar/New Jalpaiguri (W.B.)
- No. 5 Bn/RPSF/Tiruchirappalli (Tamil Nadu)
- No. 6 Bn/RPSF/Dayabasti, Delhi-36
- No. 7 Bn/RPSF/Maula Ali, Secunderabad
- No. 8 Bn/RPSF/ Technical Training Institute, Chittaranjan (W.B.)

Sub: Filling up of reserved posts by temporary down-gradation due to non-availability of SC/ST candidates.

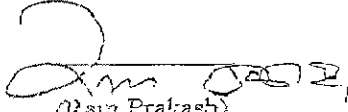
Ref: Railway Board's letter No.99-E/SCT)-I/25/10 dated 11.5.1999.

Reference is invited to para 2(ii) of Board's letter quoted above wherein it is suggested that, for filling up of reserved posts remaining unfilled due to non-availability of SC/ST candidates, for promotion to the categories in which direct recruitment is not permissible, the possibility of down-grading the posts and filling up the same by promotion to the lower grade may be considered. If the same is not feasible, it is also to be examined whether such downgraded posts can be filled up by direct recruitment.

2. In this connection, one of the Railways has asked for clarification whether the down graded posts will continue to be kept as a part of the cadre strength of the higher grade or will be counted in the cadre strength of the lower grade posts.

3. It may be stated that the issue was earlier deliberated in the CPOs' Conference held in Board's office on 10.12.1998 and the consensus emerged that the temporary downgradation of the reserved posts and filling up of the same by candidates belonging to SC/ST category is done with a view to achieve the prescribed percentage of representation in the higher grade at a future date. Therefore, the downgraded posts will continue to be counted against the cadre strength of the higher grade posts. In such cases, as and when the reserved community candidates become available for promotion in future, the reserved posts shall be restored to the original grades and shall be filled up by promotion of reserved candidates.

Please acknowledge receipt.


(Raju Prakash)
Executive Director, Estt.(Res.)
Railway Board.

25 6 99

RBE No. 102/99

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No.99-E(SCT)/25/10

New Delhi, dt. 11-5-99

The General Manager,
All Indian Railways and Production Units.
The Officer on Special Duty: East Coast Railway, Bhubaneswar/ North Central Rly.,
Allahabad/ East Central Rly., Hazipur/ North Western Rly., Jaipur/South Western Rly.
Bangalore/ West Central Rly. Jabalpur, New Railway Zone, R.E. Officer Complex,
Bilaspur.
The Director General/ RDSO/Lucknow
The CAO, DCW, Patiala
The CAO: MTP(Rlys.), Mumbai and Chennai
The Chairman, Railway Recruitment Board:
Allahabad/Ahmedabad/Ajmer/Bangalore/Bhopal/Bhubaneswar/Calcutta/
Chandigarh//Chennai/Gorakhpur/ Guwahati/Jammu &
Shrinagar/Malda/Mumbai/Muzaffarpur/Patna/Ranchi/Secunderabad/Trivandrum
The Principal, Railway Staff College, Vadodara
The Director IRSET, Secunderabad/IRIMEE,
Jamalpur/IRIEE, Nashik/IRICEN, Pune/IRCAMTECH, Gwalior.
The Railway Liaison Officer, Jeevan Tara Building, Parliament Street, New Delhi
The General Secretary, IRCA, New Delhi,
The C.A.O. /COFMOW, Rly. Offices Complex, Tilak Bridge, New Delhi-110002
The Secretary, Railway Rates Tribunal (Chennai), 50 Mc. Nicholas Road, Chetpet,
Chennai.
The Exe. Director, CRIS, Safdarjung Rly. Stn. Building Chanakyapuri, New Delhi,
Railway Claims Tribunal, Ghaziabad Bench, KA-15 Kavinagar, Ghaziabad
The Director (Movement), Railways 17 N.S.Rd, Calcutta
The Joint Director, (Iron & Steel) 3 Koilaghat Street, Calcutta.
The General Secretary, NFIR, 3 Chelmsford road, New Delhi.
The General Secretary, AIRF, 4 State entry Road, New Delhi.
All Members of National Council/Department Council and the Secretary of the Staff Side
of the National Council, 13-C, Ferozeshah Road, New Delhi.
All India SC/ST Railway Employees Association, Central Office, 171-B/3, Basant Lane
Railways Colony, New Delhi-55
General Secretary, All India OBC Railway Employees Federation, 96/3, Naya Bazar,
Railway Colony, New Delhi.
Secretary General, Indian Railway Class II Officers Federation, Office of C.E
(Const.), N.E. Railway Gorakhpur.
The Railway Board Ministerial Staff Association, room No.7-B, Rail Bhawan
Railway Class II Officers Federation, Rail Nilayam, Secunderabad
Railway Board Class II Officers Association, Room No.521, Rail Bhawan
Railway Board Class I Officers Association, Room No. 256-B, Railway Board, Rail
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The Managing Director, RITES/IRCON/CONCOR/KRCL.

The Commanding Officers:

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- No. 3 Bn/RPSF/Talkatora, Alambagh, Lucknow
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- No. 5Bn/RPSF/Tiruchirappalli (Tamil Nadu)
- No. 6 Bn/RPSF/Dayabasti, Delhi-36
- No. 7Bn/RPSF/Maula Ali, Secunderabad
- No. 8 Bn/RPSF/ Technical Training Institute, Chittaranjan (W.B.)

Sub: Filling up of reserved posts due to non availability of
SC/ST candidates --- Ad-hoc promotions.

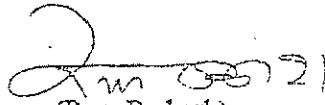
It has been brought to the notice of Board by Zonal Railways/Production Units that, sometimes, reserved posts for SCs/STs in important /essential, promotional categories remain unfilled due to non- availability of suitable SC/ST candidates, as such reserved posts cannot be de-reserved according to the instructions contained in para 9 of Railway Board's letter No. 95-E(SCT)/49/5 (2) dated 21.8.97.

2. In this connection, it is clarified that, in cases where de-reservation is considered absolutely necessary and justified on the ground of safety of train operations, achievement of production target etc., proposals for de-reservation may be submitted to Board for consideration.. Such proposals will be considered by the Board on merit as per extant procedure. However, before proposing any de-reservation, the following positive steps will be required to be taken to fill up the reserved vacancies by the reserved candidates:

- (i) Considering the possibility of direct recruitment where such direct recruitments are permissible in the grade in which promotions are required to be made, in terms of Railway Boards letter No. 90-E(SCT)/25/23 dated 29.11.90.
- (ii) Where direct recruitments are not permissible, the possibility of down grading the post and filling up the same by promotion may be considered. If same is not feasible, it may also be examined whether such down graded posts can be filled up by direct recruitment if same is permissible.
- (iii) In exercise of the powers delegated to General Manager vide Board's letter No. E(NG)I-94/PM I/717 dated 11.11.94, the possibility of relaxing the condition of two years minimum service in the existing grade to one year in non- running category posts may be considered, so that the Scheduled Castes/Scheduled Tribes may be allowed to be promoted under these delegated powers.

3. Besides, where the work is of such important / urgent nature that the reserved posts cannot be kept vacant, Zonal Railways/Production Units may consider ad-hoc promotions for specific periods in accordance with Board's instructions on the subject with the personal approval of the GM, subject to fulfilment of the following conditions:-

- (i) The ad-hoc arrangement is absolutely necessary and justified on the ground of safety of train operations, achievement target etc.
- (ii) Any extension of the period of ad-hoc arrangement against reserved posts will also require GM's personal approval.
- (iii) The ad-hoc arrangement will be stop gap arrangement and will not be allowed to continue for unduly long duration.


(Ram Prakash)
Exe. Director Estt.(Res.)

10.5.89

Copy to: PSs to CRE, FC, MS, MM, MT, ME, ML, Secretary(R.B.)

PSs. to AM(S), AM(F), AM(MTP), AM(Elect), AM(B), AM(CE), AM(Mech),

AM(PU), AM(Sig), AM(Tele), AM(Cor), AM(Traffic), AM(Stores),
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E(RRB), E(Trg.), E(Rep)I, II, III, Sec(E), Sec(ABE), E(NG)I, II, E(W), E(LR)
I, II, III, IV, E(SCT)II, E(RB)I, II, V, E(GR)I, II, E(GP), E(GC) Branches of
Railway Board.
