

Eastern Railway

No.E.11 / 0 / Pt.IV

Kolkata, dated 20.03.2012.

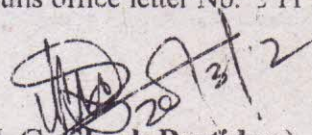
**ALL CONCERNED**

**Sub : Manpower Planning on Indian Railways**

**Ref : Railway Board/s letter No.E(MPP)98/1/1  
dated 17.09.1998.**

Copy of Railway Board's letter No. E(MPP)/2006/3/34 dated 21.02.2012 (RBE No.23/2012) on the above subject is appended below for information, guidance and necessary action. The Board's letter No. E(MPP) 98 / 1 / 1 dated 17.09.1998, which was circulated vide this office letter No. E 11 / 0 / Pt. III dated 23<sup>rd</sup> Oct./ 98. are reiterated on the overleap.

D.A. : On overleap.

  
( M. C. Ghosh Dastidar )  
Dy.Chief Personnel Office (NG)  
for Chief Personnel Officer.

Copy of the Railway Board's letter No. E ( MPP ) / 2006 / 3 / 34 dated 21.02.2012 (RBE No.23/2012) address to the General manager (P), All Indian Railways and Production Units.

**Sub : Manpower Planning on Indian Railways**

Railways are aware that surrender and creation of posts are an integral part of Manpower planning. Manpower Planning process adopted by the Railways already provides for adequate safeguards to protect the promotional prospects of staff.

Further, vide letter No. E(MPP)98/1/1 dated 17/09/1998, the Ministry of Railways had decided that in cases of surrender of large percentage of posts in particular category and where the safeguard. In regard to promotional prospect of employees, are likely to be infringed, the recognized Unions should be explained the reasons and rational for such surrender of posts. The views of the recognized Unions in the matter should be given due consideration.

In view of the discussions in the meeting of PREM Group held at Apex Level on 11<sup>th</sup> November , 2011, the instructions circulated vide Railway Board's letter No. E(MPP)98/1/1 dated 17/09/1998 are reiterated for strict compliance. The recognized Unions may also be consulted and their views given due consideration when large number of posts are being surrendered from an activity centre.

Sd/-  
( K. Hari Krishnan )  
Director (MPP)  
Railway Board.

**INDEX No. 1081 : Instructions for adequate safeguards to protect the promotional prospects of staff.**



Eastern Railway

No. E 11 / 0 / Pt.III

Calcutta, the 23<sup>rd</sup> Oct./98.

F.A.&CAO, SDGM,  
CME, COM, CCM, CEE, CMM,  
CE, CE(Con), CSTE.  
DRMs – HWH, SDAH, ASN, DHN, DNR, MGS, MLDT

**Sub : Manpower Planning on Indian Railways.**

The following copy of Railway Board's letter No. E(MPP)98/1/1 dated 17.9.98 is sent herewith for information, guidance and necessary action.

Sd/-  
( A. Sengup a )  
for CHIEF PERSONNEL OFFICER

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Copy of Railway Board's letter No. E(MPP)98/1/1 dated 17.9.98 (RBE No.212/98) addressed to the General Manages, All Indian Railways and others.

**Sub : Manpower Planning on Indian Railways.**

In the meeting of PNM / NFIR held on 5<sup>th</sup> & 6<sup>th</sup> May , 98 , Federation insisted that there should be prior consultation with them before taking any decision on surrender of posts.

Surrender and creation of posts are integral parts of Manpower Planning to meet the changing pattern of workload and skills needed to perform various activities. Manpower Planning process adopted by the Railways already provides for adequate safeguards to protect the promotional prospects of surplus staff so that occasions for frequent consultations do not arise.

However, pursuant to the demand raised by the NFIR, the Ministry of Railways have decided that in case of surrender of large percentage of posts in a particular category and where the safeguard, in regard to promotional prospects of employees, are likely to be infringed, the recognized Unions should be explained the reasons and rational for such surrender of posts. The views of the recognized Unions in the matter should be given due consideration.