

**SOUTHERN RAILWAY**  
**PERSONNEL DEPARTMENT**  
**HEADQUARTERS OFFICE**



**RESERVATION RULES**

**&**

**SUMMARY OF THE INSTRUCTIONS ON THE  
SUBJECT OF RESERVATIONS FOR SC / ST  
EMPLOYEES**

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## **CONSTITUTIONAL PROVISIONS:**

The Post Based Roster (PBR) was introduced as a result of decision of Constitution Bench of the Hon'ble Supreme Court in the case of R.K.Sabarwal -Vs- State of Punjab. However, before understanding the concept behind the introduction of post based roster, it is necessary to know brief background of the constitutional provisions and the existing system of assessment of vacancies for SCs/STs.

The relevant Articles of the Constitution, which govern the entire scheme of reservation in the services are:

### **1. Article 16 (4)**

**"Nothing in this article shall prevent the State from making any provision for the reservation in appointments or posts in favour of any backward class citizens which, in the opinion of the State, is not adequately represented in the services under the state."**

### **2. Article 46**

**"The State shall promote with special care the educational and economic interests of the weaker sections of the people, and, in particular, of the Scheduled Castes and the Scheduled Tribes, and shall protect them from social injustice and all forms of exploitation."**

### **3. Article 335**

**"The claims of the members of the Scheduled Castes and Scheduled Tribes shall be taken into consideration, consistently with the maintenance of efficiency of administration, in the making or appointments to services and posts in connection with the affairs of the Union or of a State."**

## **POST BASED ROSTERS**

**In pursuance of the above provisions of the Constitution, reservation is provided for SCs & STs in the services i.e., direct recruitment and promotion. The reservation policy has been revised from time to time as a result of which the percentage of reservation has been extended with effect from the date shown as under :**

**VARIOUS HISTORICAL EVENTS IN THE RESERVATION POLICY FOR SC/STs IN RAILWAYS**

EVENTS	SC	ST
21st Sept. 1947	12 % for Open Market	-
	16 2/3% other than Open Market recruitment	-
13th Sept. 1950	-do-	5 % for Open Market recruitment
25th March 1970	15% in all promotions and all India recruitment	7.5% in all promotions and all India recruitment
1963	Reservation in promotion by selection and LDC method in Group C and D	
1968	LDC in Group B, C and D and selection, promotion of Group C & D subject to restriction of 50% in reservation.	
1972	Reservation on promotion by seniority cum suitability upto 50% restriction.	
1974	Promotion from Group C to B, within Group B and Group B to last grade of Group A	

**'L' Shaped Roster for less than 14 posts**

Cadre Strength	Initial Rectt.	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	UR	UR	UR	SC	UR	UR	UR	ST	UR	UR	UR	SC	UR	UR	UR
2	UR	UR	SC	UR	UR	UR	ST	UR	UR	UR	SC	UR	UR	UR	
3	UR	SC	UR	UR	UR	ST	UR	UR	UR	SC	UR	UR	UR		
4	SC	UR	UR	UR	ST	UR	UR	UR	SC	UR	UR	UR			
5	UR	UR	UR	ST	UR	UR	UR	SC	UR	UR	UR				
6	UR	UR	ST	UR	UR	UR	SC	UR	UR	UR					
7	UR	ST	UR	UR	UR	SC	UR	UR	UR						
8	ST	UR	UR	UR	SC	UR	UR	UR							
9	UR	UR	UR	SC	UR	UR	UR								
10	UR	UR	SC	UR	UR	UR									
11	UR	SC	UR	UR	UR										
12	SC	UR	UR	UR											
13	UR	UR	UR												
14	UR	UR													

The post based roster has to be maintained as per the method of recruitment/induction, duly distributing the sanctioned strength as per various modes of recruitment.

For example, if the vacancies in a particular grade are to be filled up 50% by promotion, 25% by DR and 25% LDCE and the sanctioned strength is 200, in respect of promotion it has to be operated up to 100, in respect of LDCE and DR it should be operated up to point No.50. Once it is operated up to point No.100 or 50, the running account ends and the future demission are filled up on the basis of replacement of the 100/50 point roster i.e if an SC employee demits service the vacancy will be filled by SC and similarly ,ST by ST and UR by UR .

While designing the post based roster, care has been taken to ensure that reserved points are evenly distributed and not kept together and also the system has been so designed by the Railways that when 15% of sanctioned strength works out to .5 and above, the same has been rounded off to achieve the requisite percentage. In the case of 'L' shaped roster, the sanctioned strength has been stretched up to the level of 14 to arrive at a minimum representation of 1 ST as 100/7.5 works out to roughly a fraction of 1.3 and above.

The important feature of the post based roster is that in respect of promotions the effective date will be from 10.02.1995, while in respect of open market recruitment it will be from 21.08.1997.

#### **INITIAL OPERATIONS:**

1. At the point of initial operation of the roster, it will be necessary to determine the actual representation of the incumbents belonging to different categories in a cadre VIS-a-Vis the points earmarked for each category viz., SC/ST/OBC and General in the roster. This may be done by plotting the appointments made against each point of roster starting with the earliest appointee. Thus, if the earlier appointee in the cadre happens to be candidate belonging to the scheduled caste against point No.1 of the roster, the remark "utilized by SC" shall be entered. If the next appointee is a general category candidate the remark "utilized by general category shall be entered. If the next appointee is a general category candidate, the remark "Utilized by general category" shall be made against point No.2 and so on and so forth till all appointments are adjusted in the respective rosters. In making these adjustments, SC/ST/OBC candidates on merit, in direct recruitment, shall be treated as general category candidates.

2. After completing the adjustment as indicated above, a tally should made to determine the actual percentage of representation of appointee belonging to the different categories in the cadre, if there is no excess representation of any of the reserved categories or if representation of the reserved categories exceeds 50% it shall be adjusted in the future recruitment. Vacancies of candidates belonging to such categories of candidates belonging to the categories points, against which the excesses occur, belong.

3. For the cadres up to 12 or 14, "L" shaped rosters are to be maintained (12 for direct recruitment and 14 for promotions). The roster is to be read horizontally till the last entry in the horizontal row i.e. like 'L'

All the posts of a cadre are to be earmarked for the categories shown under column-initial appointment. While initial filling up will be by the earmarked category, the replacement against any of the post in the cadre shall be rotation shown horizontally against the last post of the cadres.

The relevant rotation by the indicated reserved category could be skipped and carried forward to next unreserved point if it leads to more than 50% representation or reserved category. There are 3 methods in the maintenance of the post based rosters.

1. Writing the names horizontally.
2. Second method is to leave about 4/5 blank spaces under each point to record the names of those persons who replace the slots
3. Third method is in the form of a running account up to the sanctioned strength, thereafter replacements are recorded in chronological order.

**Eligibility Criteria for SC/ST Employees in selections :**

Max. Marks	Professional Ability	Record of Service	Seniority
	50	30	20

Safety Category - Qualifying Marks	Professional Ability	Total
UR	60%	60%
SC / ST	60%	60% (Excluding Seniority)

Non-Safety Category - Qualifying Marks	Professional Ability	Total
UR	60%	60%
SC / ST	50%	50% (Excluding Seniority)

## **SELECTION POST :**

### **ASSESSMENT OF VACANCIES - TECH. GR.III IN GP 1900:**

#### **LDCE QUOTA:**

1. Total sanctioned strength in LDCE quota	=	22
2. Total No. of staff in LDCE quota	=	12
3. Total Existing vacancies against LDCE quota	=	10
4. Higher grade vacancies(employees who will be promoted against LDCE quota)	=	02
5. Anticipated vacancies in LDCE quota for 15 months	=	NIL
6. Total vacancies	=	12
7. Total No. of vacancies for which selection is now proposed to be conducted	=	12
8. Roster points to be filled as per the Post Based Roster.		

#### **Existing vacancies - 10**

Roster Points: 01(UR), 02(UR), 03(UR), 08(ST), 17(SC), 18(UR), 19(UR), 20(ST), 21(UR), 22(UR),

Communal breakup of vacancies : 07UR+ 01SC+ 02ST = 10 vacancies.

Higher Grade Vacancies : (02)

Rosters Points : 05(UR), 07 (UR)

#### **Total Vacancies**

Existing Vacancies : 07 UR+ 1SC+ 2ST = 10 vacancies

Higher Grade Vacancies : 02 (UR) = 02 vacancies

Total vacancies : 09 UR+1 SC+2 ST = 12 vacancies

9. Field of consideration: By calling volunteers among the Khalasi Helpers in GP 1800 and Khalasis in GP 1800 who have completed three years service and possessing the qualification of Matriculation.

10. Selection consisting of: Written examination only.

Assessment to be approved by the competent authority i.e. ADRM who has to nominate the departmental committee and also to indicate the officer to set the question paper and also the officer who has to evaluate the answer sheets.

## NON - SELECTION POST :

### ASSESSMENT OF VACANCIES:

1. Total Sanctions	=	74
2. Total Actuals	=	66
3. Total Existing vacancies	=	08 (05UR + 1SC+ 2ST)
4. Higher Grade Vacancies	=	21
5. Anticipated vacancies	=	NIL
<b>6. Total vacancies</b>	<b>=</b>	<b>29</b>

There are (08) eight existing vacancies and (21) twenty one higher grade vacancies and NIL anticipated vacancies, total (29) Twenty Nine vacancies in the category of Khalasi Helper in GP 1800 which will be filled as per the Post Based Roster.

The following are the vacant roster points.

Existing vacancies : (08)

Roster points : 20(ST), 34(ST), 39(UR), 43(UR), 45(UR), 58(UR), 62(UR), 04(SC)

05UR+ 01SC + 02ST = 08 vacancies.

### Higher Grade Vacancies: (21)

The following roster points will be vacated by the employee working as Khalasi Helper on being promoted as Tech. Gr.III.

### Roster points:

08(ST),10(UR),14(UR),15(UR), 16(UR),17(SC),18(U R), 23(UR), 24(SC), 28(UR), 29(UR), 31(UR), 32(UR), 33(UR) 35(UR), 36(UR), 38(SC), 60(ST), 69(UR), 71(UR), 72(UR).

16UR + 03SC + 02ST = 21 vacancies.

Existing vacancies = 05UR + 01SC + 02ST= 08 vacancies

Higher grade vacancies = 16UR + 03SC + 02ST= 21 vacancies.

Total vacancies = 21UR+ 04SC + 04ST = 29 vacancies.



## **PRIVILEGES / CONCESSIONS AVAILABLE TO SC/ST EMPLOYEES IN RAILWAYS**

### **I. In the case of Recruitment**

- a) Age relaxation
- b) Relaxation in Marks/Standards of suitability
- c) Passes to be given for attending Written Test/ viva-voce
- d) Special Drives to be conducted for SC/ST for wiping out of Backlog in the respective categories
- e) Fee concessions.
- f) Relaxation of "Experience" prescribed in Direct Recruitment.
- g) Relaxation of standards relating to educational qualifications.
- h) Relaxation of standards in departmental competition examinations & confirmation examinations.

### **II. In the case of Promotions:**

- a) Pre promotional training (Safety posts)
- b) In service Training (Non-safety posts)
- c) Promotions on relaxed standards.
- d) Age relaxation where applicable.

### **III. Other facilities:**

- a) Reservation rosters to be followed in the allotment of Railway Quarters i.e. 10% in Type-I & II, 5% in Type-III & IV.
- b) Separate Grievance register to be maintained at Divisional level & Unit level
- c) Employee can represent about his grievance directly to National Commission for SCs & STs without following the usual procedure.
- d) Posting near the native place.

## **FACILITIES GRANTED TO SC/ST EMPLOYEES ASSOCIATION**

1. Representation made by the SC/ST Railway employees Association relating to the grievances of SC/ST Railway employees should be examined and appropriate action may be taken upon.
2. Receipt of representation / correspondence made by the Association on the matter of reservation in the recruitment and promotion should be acknowledged.
3. The SC/ST association should be informed about the government policy decisions relating to SC/ST employees.
4. On the request of Association their representatives will be allowed the facility to meet informally the GM / PCPO, HQ Officers, DRMs, Divisional officers & CWM representing their grievances.
5. Informal meetings twice in a year are to be conducted and formal minutes of the meeting need not be circulated to the Association and record note of discussion of informal meetings should be circulated for taking further necessary action. 20 participants are permitted for Zonal / Divisional level informal meetings. Two days SCL & Special Passes for office bearers of the association to attend the informal meeting.
6. Staying facility may be provided to the office bearers.
7. Office accommodation may be provided at Zonal / Divisional and Branch level. The No. of Branches may not exceed the No. of Branches allowed to any of the recognized union.
8. Representatives of Association included in the Housing allotment committee, Welfare Committee such as Colony Committee and SBF.
9. Transfer of elected office bearer of SC/ST Association in the same grade may not generally resorted to in ordinary situation.

**CHECK LIST TO BE FOLLOWED FOR RECRUITMENT / APPOINTMENT ON  
RESERVATION ASPECTS**

1. Ensure that the assessment of vacancies for placing Indent for the post / category have been assessed as per Post Based Roster as certified by SPO/R or by the official nominated for this purpose.
2. Ensure that the age relaxation for SC/ST candidates is extended to such reserved candidates while applying for recruitment to the post / categories.
3. Ensure that the names of SC/ST candidates recommended for appointment by the recruiting agencies are written in the Post Based Rosters as per the list of merit order duly charging such SC/ST candidates against reserved points and against UR Points on their own merit wherever indicated specifically in the merit list.
4. Ensure that the Post Based Rosters (PBR) are maintained in the prescribed format of registers / books supplied for direct recruitment and promotion separately.
5. Ensure that the SC/ST candidates appointed on their own merit by direct recruitment and adjusted against unreserved points are retain their status of SC/ST and they are considered to get benefits of reservation for further promotion in future.
6. Ensure that the SC/ST candidates as far as possible are posted nearer to their home town or at places where they can be provided quarters.
7. Ensure that the maximum age limit prescribed for direct recruitment to all Railway Services/posts in non-gazetted categories is increased by 05 years for SC/ST candidates.
8. Ensure that at the time of issuing call letters to SC/ST candidates for issuing appointment orders necessary Railway Passes are issued to them for travelling from their home town.
9. Ensure that the community certificates produced by the SC/ST candidates at the time of their initial appointment have been verified ensuring that they have been issued by the competent Revenue Authorities in the prescribed format and as per the guidelines issued by Railway Board and Sothern Railway administration from time to time.
10. Ensure that the Trainee/Apprentices who have failed to complete their training at the time of their appointment are given the benefit of repeat training before their absorption.

*(General important aspects of reservation rule have only been indicated in the above check lists and hence, all the clarification/instructions issued by Railway Board from time to time in the matter of application of reservation rule will have to be followed strictly)*

## **CHECK LIST TO BE FOLLOWED FOR SELECTION ON RESERVATION ASPECTS**

1. Ensure that the assessment of vacancies for the selection to the post / category have been assessed as per Post Based Roster as certified by SPO/R or by the official nominated for this purpose.
2. Ensure that a SC/ST officer on the Selection Committee has been included in the selection where SC/ST employees are coming up for consideration.
3. Ensure that in case of all promotions made on the basis of seniority cum suitability the concession of 10% of the marks are granted to SC/ST candidates in the suitability test, written test in non-safety categories
4. Ensure that in the case of SC / ST employees 50% marks in professional ability and 50% in aggregate (excluding marks for seniority) for non-safety categories and 60% marks in professional ability and 60% in aggregate (excluding marks for seniority) for safety categories for empanelment are followed for them.
5. Ensure that the age relaxation for SC / ST employees in selections wherever permissible in certain categories is followed.
6. Ensure that the pre-promotional training for SC/ST employees in safety categories for a period of 3-4 weeks is conducted for such SC/ST employees before being subjected them to a written examination for selection.
7. Ensure that the SC/ST employees who secure a minimum of 20% of total marks in the written test, viva-voce, in the record of service and also in aggregate are considered for ad-hoc promotion for in service training on the basis of “Best among the failed scheme” in non-safety categories.
8. Ensure that the Post Based Rosters (PBR) are maintained in the prescribed format of registers/books supplied for direct recruitment and promotion separately.

*(General important aspects of reservation rule have only been indicated in the above check lists and hence, all the clarification/instructions issued by Railway Board from time to time in the matter of application of reservation rule will have to be followed strictly)*

## **CHECK LIST TO BE FOLLOWED FOR PROMOTION ON RESERVATION ASPECTS**

1. Ensure that the assessment of vacancies for the promotion to the post / category have been assessed as per Post Based Roster as certified by SPO/R or by the official nominated for this purpose.
2. Ensure that the Post Based Rosters (PBR) are maintained in the prescribed format of registers/books supplied for direct recruitment and promotion separately.
3. Ensure that the SC/ST candidates appointed on their own merit by direct recruitment/promotion and adjusted against unreserved points are retain their status of SC/ST and they are considered to get benefits of reservation for further promotion in future.
4. Ensure that the possibility of down grading the reservation posts in higher grade posts and filling up the same by promotion in lower grades have been explored in the category where sufficient number of SC/ST employees are not available and also the possibility of diversion of promotional quota vacancies to direct recruitment quota wherever such direct recruitment is permissible have also been explored while assessing the reserved vacancies for promotion.
5. Ensure that the possibility of relaxing the condition of two years minimum service in the existing grade to one year in non-running categories have been explored so that SC/ST employees are allowed to get promoted under GM powers.
6. Ensure that the community certificates produced by the SC/ST employees at the time of each promotion have been verified ensuring that they have been issued by the competent Revenue Authorities in the prescribed format and as per the guidelines issued by Railway Board and Southern Railway administration from time to time.

*(General important aspects of reservation rule have only been indicated in the above check lists and hence, all the clarification/instructions issued by Railway Board from time to time in the matter of application of reservation rule will have to be followed strictly)*

### **RESERVATION FOR ECONOMICALLY WEAKER SECTION (EWS)**

- ❖ 10% reservation in direct recruitment is earmarked for persons belonging to EWS who are not covered under the scheme of reservation for SCs, STs and OBCs.
- ❖ The scheme of reservation for Economically Weaker Section (EWS) in Central Government Posts and Services in respect of all direct recruitment vacancies is implemented w.e.f 01.02.2019.
- ❖ The person who seeks benefit of reservation under EWS and whose family has cross annual income below Rs. 8.00 Lakhs are only to be identified as EWS for this purpose. Also the persons whose family owns or possesses any one of the four assets indicated in OM dated 31.01.2019 shall be excluded from EWS.
- ❖ The person who seeks benefit of reservation under EWS should produce an income and asset certificate issued by a competent authority in the prescribed format as a proof of candidate's claim as belonging to EWS.
- ❖ In the offer of appointment issued to the candidates claiming to be belonging to EWS, a conditional clause should be added stating that the appointment is provisional and is subject to the income and asset certificate being verified through proper channel by appointing authority.
- ❖ A Post Based Reservation Roster Register for Direct Recruitment as per the prescribed format duly following the terms and conditions with the model roster as stipulated by the DOPT for effecting 10% reservation for EWS is to be followed.
- ❖ The persons belonging to EWS who are selected on the basis of merit and not on account of reservation are not to be counted towards the quota meant for EWS reservation.

### **RESERVATION FOR EX-SERVICEMEN**

- ❖ 20% of vacancies of erstwhile Group-D and 10% of vacancies of Group-C categories are earmarked for reservation for Ex-Servicemen against direct recruitment.
- ❖ The relaxation in age limit is permitted for Ex-Servicemen to the extent of period of service plus three years.
- ❖ Once an Ex-Servicemen joined a government job on civil side after availing of the benefits given to him as an Ex-Servicemen for his re-employment, his Ex-Servicemen status for the purpose of re-employment ceases.
- ❖ The persons belonging to SC/ST, OBC categories recruited and appointed against Ex-Servicemen quota shall be adjusted against their respective quota.

### **RECRUITMENT AGAINST PHYSICALLY HANDICAPED QUOTA**

- ❖ 4% of total vacancies are reserved for physically handicapped persons. 01% of vacancies shall be reserved for each of the categories viz., Deaf, Blind, LD & OD handicapped persons.
- ❖ The recruitment will however be only in the posts identified to be suitable for them.
- ❖ The physically handicapped persons are eligible for age relaxation up to 10 years and relaxation of another 05 years for them if they belong to SC/STs.
- ❖ The physically handicapped persons are exempted from payment of application and examination fee.
- ❖ The physically handicapped persons are exempted from typing qualification for appointment to clerical posts.
- ❖ The PwBD vacancies are arrived at during the time of assessment of vacancies.
- ❖ Instructions issued by DOPT vide OM dated 17.05.2022 are made applicable in Railways mutatis mutandis for grant of reservation in promotion to PwBDs in the non-gazetted posts of Indian Railways as identified vide Ministry of Social Justice and Empowerment's notification No.38-16/2020-DD-III dated 04.01.2021.
- ❖ Board vide RBE 97/2022 decided that the instructions issued by DOP&T vide OM dated 17.05.2022 may be made applicable mutatis mutandis for grant of reservation to PwBD in promotion from Group C to Group B posts.

## SUMMARY OF IMPORTANT CIRCULARS ISSUED ON THE SUBJECT OF RESERVATION

Sl. No	Subjects	Letter No.	Date	RBE / PBC No.	Page No
1	Posting of SC/ST near their home town on initial appointment	78-E(SCT)/45/25	06.07.1978		22
2	Promotion of SC/STs employees against the reserved vacancies- In service training to the best among the failed candidates.	81-E(SCT)15/28	15.04.1982		23
3	Reservation benefits are given only to those SC/STs in promotion who are appearing against re served quota vacancies.	83-E(SCT)/42/1	14.04.1983		25
4	Housing facilities-Railway Employees belonging to SC/ST where the number of Railway quarters is 50 or more.	82-E(SCT)/26/2	27.09.1983		29
5	Posting of SC/ST near their Home town on initial appointment/ promotions/ transfers.	85-E(SCT)I/43/1	24.12.1985	336/85	31
6	Housing facilities-Railway Employees belonging to SC/ST where the number of Railway quarters is 50 or more.	84-E(SCT)/21/1	22.08.1986	144/86	33
7	Promotion of SC and ST employees in Group D and C and also from Group D to C and Group C to Group B against reserved vacancies- In service training for candidates who are below standard.	88-E(SCT)I/23/1	3/8.05.1989	119/89	36
8	Measures to increase SC/ST representation in the service under the Government through Direct Recruitment.	89-E(SCT)I/25/4	02.06.1989		38
9	Placements/Postings/Transfer of Scheduled Caste and scheduled Tribe employees-Harassment and discrimination in the matter of.	89-E(SCT)I/29-5	08.11.1989	277/89	39
10	Representation of Scheduled Castes and Sch. Tribes in service- Selection for class III Posts involving safety of operation.	90-E(SCT)I/25/3	21.09.1990	246/90	42
11	Filling up of vacancies reserved for Scheduled Castes and Scheduled Tribes falling in the promotion quota through direct recruitment.	90-E(SCT)I/25/23	29.11.1990	219/90	43
12	Pre-selection/Pre-promotion Training in Safety Categories.	88-E(SCT)I/42/2	08.04.1991	71/91	46
13	Court Judgment /Orders- Promotion of Scheduled Castes/Scheduled Tribes against reserved vacancies.	89-E(SCT)I/49/5(Pt.)	16.06.1992		47
14	Reservation for other Backward Classes and for scheduled Castes and Scheduled Tribes.	90-E(SCT)I/71/1	03.03.1994		53
15	Carry forward/ exchange of reserved vacancies with SCs and STs and vice-versa.	95-E(SCT)I/25/3	02.04.1995		59
16	Promotion of SC/ST Employees against reserved vacancies- In service Training to the candidate who are below standard.	88-E(SCT)I/23/1	25.06.1995	57/95	61
17	Court Judgment /orders-Promotion of SC/STs against reserved vacancies.	89-E(SCT)I/49/5(Pt.)	18.09.1995		67



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18	Promotion of SC/ST employees against reserved vacancies-In service Training to the candidates who are below standard.	88-E(SCT)I/23/1	24.07.1996	49/96	72
19	The constitution (Scheduled Tribes) orders (Amendment) Ordinance 1997 for inclusion of Koch-Rajbongshi Community in the list of Scheduled Tribes in Assam.	94-E(SCT)I/31/2	04.02.1997		77
20	Reservation of SC/STs on ex cadre posts filled up on tenure basis.	96-E(SCT)I/25/11	06.02.1997		80
21	Procedure regarding filling up posts of Stenographers on Railways- Relaxation to SC/STs in selection/ suitability tests.	97-E(SCT)I/25/2	03.03.1997		82
22	Reservation rosters- Posts based- Group 'C' and 'D' posts of Direct Recruitment Category- Implementation of the Supreme Court's Judgment of R.K. Sabharwal Vs. State of Punjab (AIR) 1995 SC 1371), Union of India Vs. Virpal Singh Chauhan (AIR 1996-SC442) and Union of India Vs J.C. Malik	95-E(SCT)I/49/5(1)	21.08.1997	113/97	84
23	Reservation rosters- Posts based- Group 'C' and 'D' posts of promotion category- Implementation of the Supreme Court's Judgment of R.K. Sabharwal Vs. State of Punjab (AIR) 1995 SC 1371), Union of India Vs. Virpal Singh Chauhan (AIR 1996-SC442) and Union of India Vs J.C. Malik.	95-E(SCT)I/49/5(2)	21.08.1997	114/97	92
24	Continuation of Reservation for the SCs/STs in promotion.	97-E(SCT)I/25/11	05.09.1997	119/97	99
25	Reservation in allotment of Railway quarters to Scheduled Caste/Scheduled Tribe Employees.	97-E(SCT)I/22/5	09.10.1997	118/97	101
26	Reservation of 25% vacancies in Peons' cadre while filling up by transfer from sweepers, Farashes, Chowkidars etc.	97-E(SCT)-I/25/19	27.02.1998		104
27	Separate interviews of the reserved candidates (SC, ST, etc.)- Combined written examination in the matter of recruitment and promotion.	97-E(SCT)-I/25/24	02.09.1998	104/98	105
28	Relaxation of 10% marks in the minimum qualifying marks in Appendix-IIA & Appendix-IIIA examinations to SC/ST employees.	97-E(SCT)I/25/25	08.09.1998		107
29	Measures to increase the SCs/STs/OBCs representation in services under the Railways through direct recruitment.	98-E(SCT)I/25/8	18.12.1998	266/98	108
30	Fulfilment of SC/ST/OBC reservations in direct recruitment categories.	98-E(SCT)I/25/14	06.01.1999	Jan-99	111
31	Third Report of the National Commission for SCs and STs --- follow up action on recommendation--- false SC/ST certificate holder.	99-E(SCT)I/25/4	20.04.1999		114
32	Verification/ acceptance at Caste Certificate produced by candidates.	99-E(SCT)I/31/2	04.05.1999		121

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33	Filling up of reserved posts due to non-availability of SC/ST candidates --- ad-hoc promotions.	99-E(SCT)I/25/10	11.05.1999	102/99	125
34	Determination of Merit Position of SC/ST/OBC candidates in direct recruitment Panels.	98-E(SCT)I/25/14 pt	07.06.1999	132/99	128
35	Separate interviews of the reserved candidates (SC, ST, etc.)-Combined written examination in the matter of recruitment.	97-E(SCT)I/25/14	14.06.1999	-	130
36	Consideration of SC/ST candidates against general posts.	99-E(SCT)I/25/13	24.06.1999	147/99	131
37	Reckoning of the number of quarters at a station for providing reservation to SCs/STs.	99-E(SCT)I/21/1	25.06.1999	148/99	134
38	Filling up of reserved posts by temporary down-gradation due to non-availability of SC/ST candidates.	99-E(SCT)-I/25/10 pt.	29.06.1999	151/99	137
39	Determination of status of SCs/STs who get promoted without relaxation.	97-E(SCT)I/25/24	30.06.1999	152/99	140
40	Extended zone of consideration for selection posts from Gr. 'C' to Gr. 'B' for SCs/STs.	99-E(SCT)I/25/18	09.07.1999	167/99	143
41	Filling up of shortfall in promotional category through direct recruitment in the category of stenographers	99-E(SCT)I/71/21	24.12.1999	315/99	145
42	Assignment of seniority among SC/ST candidates in Selection posts.	97-E(SCT)I/25/24	10.03.2000	40/2000	148
43	Relaxation of 10% marks in the minimum qualifying marks in Appendix-IIA & Appendix-IIIA examinations to SC/ST employees	97-E(SCT)I/25/25	13.03.2000	43/2000	151
44	Treatment of backlog vacancies reserved for SCs/STs as a distinct group and non -applicability of 50 percent ceiling thereon	2000-E(SCT)I/25/19	04.08.2000	149/2000	157
45	Carry forward of single vacancy in Group 'B' and Group 'A' posts.	99-E(SCT)I/25/26	16.03.2001	58/2001	161
46	Sparing of Railway servants as on duty when summoned by the National Commission for SCs/STs.	2000-E(SCT)I/25/17	29.06.2001	124/2001	164
47	Providing of Reservation in a single post cadre.	97-E(SCT)-I/25/4	11.01.2002	06/2002	166
48	Adhoc promotions-consideration of cases of Scheduled Caste/Scheduled Tribe employees	2002-E(SCT)-I/25/3	03.05.2002	59/2002	168
49	Reservation in promotion-Treatment of SC/ST candidates promoted on their own merit.	99-E(SCT)I/25/13	07.08.2002	128/2002	175
50	Inclusion of a member of SC/ST in Area Housing Committee	2002-E(SCT)I/21/1	20.11.2002	208/2002	178
51	Reservation in promotion to Senior Scale on adhoc basis	2002-E(SCT)I/25/12	19.12.2002	223/2002	180
52	Verification/acceptance of caste certificate produced by candidates.	2002-E(SCT)I/31/2	03.01.2003		181
53	Filling up of reserved posts due to non-availability of SC/ST candidates- Ad-hoc promotion	99-E(SCT)-I/25/10	27.03.2003	51/2003	184
54	Reservation in promotion-Treatment of SC/ST candidates promoted on their own merit	99-E(SCT)I/25/13	20.06.2003	103/2003	187
55	Model Roster for recruitment on local/regional basis.	94-E(SCT)I/39/1	31.07.2003		190
56	Promotion of Group B officers to Senior Scale	2002-E(SCT)I/25/13	01.10.2003	174/2003	193

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57	Promotion by selection from Group 'C' to Group 'B' Service-relaxation/Concession to SCs/STs thereof.	2003-E(SCT)I/25/14	24.11.2003	207/2003	196
58	Non- permissibility of exchange of reservation between SCs and STs.	2003-E(SCT)I/25/16	06.01.2004	03/2004	199
59	Reservation for SC/ST/OBC candidate at the time of engagement of Casual Labourers/Substitutes.	2004-E(SCT)I/25/12	11.06.2004	123/2004	206
60	Reservation in promotion- Treatment of SC/ST candidates promoted on their own merit.	99-E(SCT)-I/25/13	06.05.2005	77/2005	208
61	Regarding reservation in a single post cadre	97-E(SCT)I/25/4	18.07.2005	118/2005	210
62	Application of Reservation Rules in cadre restructuring - Court cases challenging para 14 of Railway Board Circular dated 09/10/2003 - SLP(C) No. 13125-37/2005 Union of India and others vs Pusha Rani and others SLP(C) No. 13209/2005 UOI vs N.D.Kakar	2004-E(SCT)I/49/11	02.01.2006	PBC 03/2006	212
63	Action against the employees those who submitted false/bogus SC/ST Community Certificate and also against the employees those who got appointment on obtaining SC/ST Community Certificate from the incompetent authorities	P(S)171/1/Policy/Vol . IX	12.09.2006	PBC 151/2006	216
64	Mutual Transfers between SC/ST and others	P(R)MC-24/Transfers	27.03.2007	PBC 44/2007	218
65	Zone of consideration for SC/ST candidates to be called for appearing in the 70% selection for filling up Group B posts	E(GP)2002/2/49-Pt	21.06.2007	91/2007 PBC 123/2007	219
66	Guidelines for dealing with false community certificate cases-Procedures for termination of services and contesting court cases arising out of false community cases .	P(S)171/policy/comm .veri.	24.03.2008	PBC 41/2008	244
67	Principles for determining the seniority of staff belonging to SC/ST promoted vis-a-vis General / OBC staff Promoted later.	E(NG)I-97/SR6/3 Vol.IV	29.02.2008	29/2008 PBC 42/2008	223
68	28 th Report (14thLok Sabha) of the Honble Committee on the Welfare of SCs and STs on the subject "Reservation for and Employment of SCs and STs in Southern Railway (SR)"	2004-E(SCT)1/80/2 Part-IV	05.06.2008	PBC 82/2008	225
69	Grant of facilities to All India SC/ST Railway Employees Association - Regarding holding of Informal Meeting	2003-E(SCT)I/22/27 Pt.I	13.06.2008	PBC 101/2008	227
70	Grant of facilities to All India SC/ST Railway Employees Association - Inclusion of a member of SC/ST in Colony Care Committee	2005-E(SCT)I/22/14 Pt.I	27.06.2008	PBC 97/2008	230
71	Age relaxation to SC/ST/OBC candidates for recruitment against Sports Quota through Open Advertisement - Clarification regarding	E(Sports)2007/Policy/4(Clarifications)	16.07.2008	85/2008 PBC 109/2008	232
72	Principles for determining the seniority of staff belonging to SC/ST promoted earlier vis-a-vis General/OBC staff promoted later.	E(NG)1-97/SR6/3 Vol.V	24.09.2008	PBC 187/2008	234
73	Reservation in promotion- Treatment of SC/ST candidates promoted on their own merit.	99-E(SCT)I/25/8	29.01.2009	19/2009 PBC 27/2009	239
74	Reservation in promotion- Treatment of SC/ST candidates promoted on their own merit.	99-E(SCT)I/25/13	01.09.2010	126/2010 PBC 130/2010	242

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75	Reservation of promotion - Treatment of SC/ST candidates promoted on their own merit	P(R)171/Policy/SC T	30.11.2010	PBC 180/2010	268
76	Verification of Character and antecedents of candidates for appointment to civil posts under the Government of India including Central Public Sector Enterprises - Review of procedure in cases of appointment of SC/ST/OBC candidates and Persons with Disabilities under the Special Recruitment Drive in 2008 and 2009	2011-E(SCT)I/30/2	27.05.2011	PBC 73/2011	270
77	Grant of facilities to All India SC/ST Railway Employees Association and All India OBC Railway Employees Federation - Number of participants of office bearers in the informal meetings with Railway Board	2003-E(SC)I/22/27 Pt.II	29.06.2012	PBC 106/2012	276
78	Grant of facilities to All India SC/ST Railway Employees Association - Up gradation of existing three 2nd AC Card Passes to Ist AC at Apex level and extension of Zonal Card Passes upto Delhi / New Delhi	2003-E(SCT)I/22/27 Pt.I	03.07.2012	PBC 112/2012	278
79	Grant of facilities to All India SC/ST Railway Employees Association and All India OBC Railway Employees Federation / Associations - Provision of Officers Rest House to the office bearers of the Association	2012-E(SCT)I/71/11	12.10.2012	PBC 154/2012	280
80	Providing of 2nd AC Card Passes of Divisional President and Divisional Secretary of Divisional / Extra Divisional Executive Committee of All India SC/ST Railway Employees Association clarification	2003-E(SCT)I/22/27 Pt.III	29.07.2013	PBC 153/2013	282
81	Selection to the Group-B post of ACM - Clarification regarding classification of post	2004-E(SCT)I/25/20	31.07.2013	76/2013 PBC 97/2013	286
82	Implementation of Reservation Rules in Cadre Restructuring - Merged grades and Non-merged grades - reg.	P(R)524/P/CRC/20 13	10.12.2013	PBC 159/2013	288
83	Filling up of backlog of reserved vacancies / posts in promotion quota through Special Promotion Drive by temporary down-gradation to lower grades due to non-availability of SC/ST candidates.	2014-E(SCT)I/30/1	23.09.2014	166/2014	290
84	Promotion of SC/ST employees against reserved vacancies in Stenographers grades on Railways - Applicability of the best amongst the failures scheme.	2008-E(SCT)I/25/6	27.03.2015	31/2015 PBC 39/2015	291
85	Grant of facilities to All India SC/ST Railway Employees Association and All India OBC Railway Employees Federation/Association - Inclusion of a member of SC/ST & OBC in colony Inspection Groups	2005-E(SCT)I/22/14 Pt.I	21.05.2015	PBC 83/2015	295
86	Policy matters on reservation in promotion	P(S)171/P/Monthly Statement	08.02.2016	PBC 17/2016	304
87	Verification / Acceptance of Caste Certificates produced by Candidates	2016-E(SCT)I/31/1	22.06.2016	75/2016	306

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88	Complaints regarding community Certificate cases	P(S)171/P.com.ver/2013/Vol.I		PBC100/16	308
89	Contempt Petition (C) No. 314/2016 in SLP (C) No. 4831/ 2012-Samta Andolan Samiti through President Vs. Sanjay Kothari & Others.	2016-E(SCT)I/25/8	30.09.2016	117/2016 PBC 139/2016	315
90	Grant of facilities to All India SC/ST Railway Employees Association - regarding holding of Informal Meeting.	P(R)171/Policy/SC T	22.12.2016	PBC 180/2016	318
91	Regularization of promotion by selection of SC/ST candidates through the "Scheme of best among the failed candidates".	2013-E(SCT)I/25/6	09.05.2017	44/2017 PBC 74/2017	319
92	Verification of Caste/Community Certificate of Scheduled Caste, Scheduled Tribe and Other Backward Classes at the time of appointment/promotion	2017-E(SCT)I/25/4	08.11.2017		321
93	Correction of No. of Master Circular on Reservation for Scheduled Castes / Scheduled Tribes / Other Backward Classes in Railway Services	91-E(SCT)I/46/1	21.02.2018	27/2018 PBC 68/2018	323
94	Transfer of Office Bearers of All India SC/ST Railway Employees Association	2018-E(SCT)I/22/2	14.06.2018	PBC 144/2018	326
95	Implementation of interim/directions in Special Leave to Appeal (C) No. 30621/2011 arising out of final judgment and order dated 15.07.2011 in CWP No. 13218/2009 passed by the Hon'ble High Court of Punjab & Haryana and Special Leave to Appeal (C) No. 31288/2017 arising out of Hon'ble Delhi High Court Judgment dated 23.08.2017 and other related court cases-regarding.	2018-E(SCT)I/25/9	19.06.2018	91/2018 PBC 116/2018	329
96	Posting of SC/ST candidates/employees near their home town on initial appointment/ promotion/transfers	2018- E(SCT)I/25/10	19.06.2018	89/2018 PBC 138/2018	334
97	Implementation of interim/directions in Special Leave to Appeal (C) No. 30621/2011 arising out of final judgment and order dated 15.07.2011 in CWP No. 13218/2009 passed by the Hon'ble High Court of Punjab & Haryana and Special Leave to Appeal (C) No. 31288/2017 arising out of Hon'ble Delhi High Court Judgment dated 23.08.2017 and other related court cases-regarding.	2018-E(SCT)I/25/9	21.06.2018	94/2018 PBC 136/2018	339
98	Hon'ble Supreme Court judgment dated 15-09-2017 in the SLP(C) No. 9574 of 2013 filed by All India Adiwasi Employees Federation against judgment dated 20-12-2012 of Hon'ble High Court of Bombay, Nagpur Bench - Appointment of candidates belonging to Halba Koshti / Halbi Koshti / Koshti. Etc., castes against vacancies reserved for the Scheduled Tribes - regarding	2018- E(SCT)I/25/12	24.09.2018	149/2018 PBC 207/2018	345
99	Recommendation of the parliamentary committee on welfare of SC/ST of law Assistant/Chief Law Assistant in reservation cell Exclusively for dealing with reservation matters	2018-E(SCT)I/80/6	20.11.2018	186/2018 PBC 268/2018	365

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100	Reservation for Economically Weaker Sections (EWSs) in Civil posts and services in the Government of India (Ministry of Railways) and new post based reservation roster for direct recruitment for Scheduled Casts. Scheduled Tribes, Other Backward Classes and Economically Weaker Sections.	2019-E(SCT) - I / 25/1	07.02.2019	21/2019 PBC 17/2019	369
101	Reservation for PwBD for recruitment from Open market- Lists of post identified suitable for them	E(NG)II/2017/RC-2/1/Policy	27.02.2019	PBC 44/2019	391
102	Facilities granted to All India SC/ST Railway Employees Association and All India OBC Railway Employees Federation / Association	2019-E(SCT)I/46/1	11.06.2019	MC 65 PBC 286/2019	393
103	Reservation in promotion-treatment of SC/ST candidates	2018-E(SCT)I/25/9	30.06.2019	PBC 141/2019	426
104	Pre-selection training to SC/ST candidates for selection for promotion from Group C to Group B posts	E(GP)2010/2/39	28.08.2019	142/2019 PBC 206/2019	434
105	Recreation of review approvals in the light of the Departmental of Personnel & Training instructions dated 02.07.1997, regarding	99-E(SCT)II/27/I	11.11.1999	288/1999	446
106	Regarding Extending status of Scheduled case of PAN, Sawasi caste to member of Tanti caste of Bihar	2019/E(RRB)/25/4 2	13.11.2019	PBC 283/2019	455
107	Operation of New Post Based Roster for Direct Recruitment for SC, ST, OBC and EWS Clarification regarding	2019-E(SCT)I/25/1	10.12.2019	209/19	468
108	Representation of SC/ST and OBC Associations in the Staff Benefit Fund (SBF) Committees	E(W)2019/FU-1/12	05.08.2020	57/2020 PBC 139/2020	474
109	Regularization of promotion by selection of SC/ST candidates through 'Scheme of best among the failed candidates'	2013-E(SCT)I/25/6	02.06.2021	PBC 91/2021	476
110	Reservation for Economically Weaker Sections (EWSs) in civil posts and services in the Government of India (Ministry of Railways) and new post based reservation roster for direct recruitment for Scheduled Castes, Scheduled Tribes, Other Backward Classes and Economically Weaker Sections	2019-E(SCT)I/25/1	09.06.2021	PBC 93/2021	479
111	Filling up of reserved posts due to non-availability of SC/ST candidates - Ad-hoc promotions	1999- E(SCT)I/25/10	20.07.2021	PBC 130/2021	509
112	Reiteration of instructions relating to reservation in temporary appointments.	2022-E(SCT)I/25/1	20.01.2022	PBC 21/2022	519
113	Reservation in Promotion- procedure to be followed prior to effecting reservations in the matter of promotions	2018-E(SCT)I/25/9	13.04.2022	53/2022 PBC 76/2022	524

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114	Reservation in Promotion- procedure to be followed prior to effecting reservations in the matter of promotions by all departments of the Central Government	2018-E(SCT)I/25/9	02.05.2022	PBC 91/2022	529
115	Grant of facilities to AISC/STREA and AIOBCREF/A- Provision of Officers Rest House to the Office Bearers of the Association	2021-E(SCT)I/71/22	09.06.2022	PBC 104/2022	532
116	Reservation in promotions - Procedure to be followed prior to effecting reservations in the matter of promotions	2018-E(SCT)I/25/9	22.06.2022	PBC 105/2022	538
117	Reservation in promotion to Persons with Benchmark Disabilities	E(NG)I/2019/ PM 4/8	01.07.2022	RBE 74/2022 PBC 107/2022	541
118	Reservation in promotion to Persons with Benchmark Disabilities to Gr. B posts	E(GP)2022/2/20	18.08.2022	PBC 141/2022	568

(66)

GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
(RAILWAY BOARD)

78E(SCT) 15/25

New Delhi,

dated 6-7-1978.

General Manager,  
Indian Railways including Production Units,

Director General,  
S.O., Lucknow.

Subject: Posting of SC/ST near their home town on initial appointment.

Reference Board's letter No. 74E(SCT) 15/58 dated 14.1.1975.

The extant instructions provide that the transfer of Sch.Castes/Sch.Tribes should, as far as practicable, be confined to their native districts.

A doubt has been raised whether the above decision would also apply to postings of Sch.Castes/Sch.Tribes at the time of initial recruitment. The Ministry of Railways therefore desire to clarify that even at the time of initial appointment, the Sch.Caste/Sch.Tribe candidates should as far as practicable, be posted nearer their home town or at a place where the administration can provide them with quarters, subject to their eligibility. These instructions would equally apply in cases of transfer on promotion provided the post is available.

Please acknowledge receipt.

(N. Anantaraman)  
Deputy Director, Establishment.



GOVERNMENT OF INDIA  
Ministry of Railways  
(Railway Board)

No. 81-E(SCT) 15/26

New Delhi, October 15 4 1962

The General Managers,  
All Indian Railways  
including CLW, DLW, ICF  
MTP(Railways), Calcutta & G.M.(Const.),  
Southern Railway, Bangalore.

Wheel & Axle Plant, Bangalore.  
The Director General, RDSO, Lucknow.  
The Chief Administrative Officer, Indian Railways Diesel  
Component works, Nabha Road, Patiala (147001).  
The Chairman, Railway Service Commission, Allahabad/Bombay/  
Calcutta/Madras/Muzaffarpur/Gauhati/Secunderabad/Bangalore.  
The Principal, Railway Staff College, Vadodara.  
The Principal, Indian Railway Institute of Signal Engg. &  
Telecom., Secunderabad.  
The Principal, Indian Railways Institute of Mechanical &  
Electrical Engg., Jamalpur.  
The Principal, Indian Railways Institute of Advanced  
Track Tech., Pune.  
The Director, Rail Movement, Calcutta.  
The Joint Director, Rail Movement, Mughalsarai.  
The Chief Administrative Officer, MTP(Railways), New Delhi.  
Bombay, Madras.  
The Secretary, Railway Rates Tribunal, Madras-28.  
The Joint Director, Iron & Steel, 3 Koilaghat Street,  
Calcutta.  
The Railway Liaison Officer, New Delhi.  
The General Secretary, IRCA, New Delhi.

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Subject:- Promotion of SC/STs employees against the  
reserved vacancies - In service training to  
the best among the failed candidates.

Reference: Board's letter No. 81-E(SCT) 15/26 dated  
23.3.1961.

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It is clarified that the group 'B' posts in the  
Commercial Department have not been brought under the purview  
of 'Safety Category' and therefore the scheme of ad-hoc  
promotion of SC/ST candidates for six months against the  
reserved vacancies will be made applicable. A combined  
selection is held for group 'B' posts of operating and  
commercial departments and 40-Point roster is also com-  
bined. In this selection, if adequate reserved candidates  
have not qualified for empanellment in that case best  
among the failed SC/ST candidates should be promoted  
ad-hoc basis for six months against reserved posts  
and posted in Commercial Departments and included in the  
final panel if the performance report is satisfactory

  
(Felix Kullu)

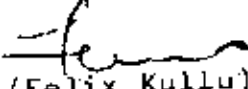
Jt. Director, Estt., (R) I,  
Railway Board.

: 2 :

No. 01-E(SCT) 15/26.

New Delhi, dated 15-4-1982

Copy forwarded to the General Manager, Southern Railway with reference to his letter No. P(G) 534/T/LDC dated 9.1.1981. He is requested to promote the best among the failed SC/ST candidates on adhoc basis in group 'B' of Commercial Deptt. for a period of six months to the extent of reserved-quota.

  
(Felix Kullu)  
Jt. Director, Estt., (R)I,  
Railway Board.

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(89)

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

No. B3-E (SCT) 42/1

New Delhi, dated 14-4-63

The General Managers  
All Indian Railways including ELW, DLW, ICF  
MTP (Railways) Calcutta and S.M. (Const.)  
Southern Railway, Bangalore  
The Director General, R.D.S.D., Lucknow  
The Chief Administrative Officer, Indian Railways Diesel  
Component Works, Nabha Road, Patiala (147001)  
The Chairman, Railway Service Commission, Allahabad/Bombay/  
Calcutta/Madras/Muzaffarpur/Gauhati/Secunderabad/Bangalore.  
The Principal, Railway Staff College, Vadodara  
The Principal, Indian Railway Institute of Mechanical and Electrical  
Engg., Jamalpur  
The Principal, Indian Railway Instt. of Signal Engg. & Telecom.,  
Secunderabad  
The Director, Rail Movement, Calcutta  
The Joint Director, Rail Movement, Mughalserai  
The Chief Administrative Officer, MTP (Railways) New Delhi, Bombay  
Madras.  
The Secretary, Railway Rates Tribunal, Madras. 2B  
The Joint Director, Iron & Steel, 3-Koilaghat Street, Calcutta  
The Railway Liaison Officer, New Delhi  
The General Secretary, IRCA, New Delhi  
The Chief Engineer, Railway Electrification, Allahabad.  
Indian Railway Construction Co. Ltd., 18-Rattan Jyoti, Rajindra  
Place, New Delhi-110008  
Rail India Technical & Economic Services Ltd., 1st Floor,  
New Delhi House, 27 Barakhamba Road, New Delhi-110001  
Central Organisation For Modernization of Workshops, 1, Eastern  
Avenue, Maharani Bagh, New Delhi-110064

Sub: Reservation for Scheduled Castes/Scheduled  
Tribes in posts filled by promotion.

Some Railways have come up for clarifications on certain  
points in regard to the applications of reservation rules for  
Scheduled Castes/Scheduled Tribes in posts filled by promotion.  
The clarifications on the points referred to by the Railways  
are given below :

- i) Whether a Junior SC/ST employee who qualifies in the selection of non-safety categories as per general standards laid down i.e. obtains 50% marks will be preferred to a senior SC/ST candidate who passes with marks of relaxed standard i.e. 50% for placement against reserved vacancy and whether this action will not amount to supersession of SC/ST employees?

The concession in qualifying marks is granted to fill up the reserved vacancies only. This has already been clarified vide item 2 of Board's letter No.E(SIT)68DM15/10 dated 23.10.69. It is, however, further clarified that by applying the general standard for qualifying a selection and empanelment, the selection committee should first draw a list of candidates who can be empanelled. This list should be checked up whether this contains the required number of candidates belonging to SC and ST as per the 40-Point roster. In case of deficiency, the same should be made good by including the other reserved candidates who pass by applying relaxed standards.

- ii) Whether SC/ST employee who passes by relaxed standard is not to be placed on the panel against unreserved vacancy, though he is the seniormost SC/ST employee.

No. The relaxation is given to the SC/ST candidates only against the reserved vacancies.

- iii) When selection is conducted for posts in which there is no reserved vacancy whether the SC/ST candidates should be called for interview in a separate block and whether in such a selection inclusion of a SC/ST officer in the Selection Committee is necessary?

It is not necessary to call the SC/ST candidates for interview in a separate block when the reserved candidates are considered against the unreserved vacancies. However, the inclusion of a SC/ST member in the Selection Committee is necessary.

- iv) Whether pre-promotional training is necessary to be imparted to SC/ST candidates when they are required to appear for selection as per general seniority in which there is no reserved vacancy?

Not necessary.

- v) Whether pre-promotional training is required for SC/ST candidates when they have to appear in a selection against reserved vacancies, though the selection is to be conducted for the next higher grade or the same category in which the SC/ST employees are working where there is no difference in the working experience of the lower and the higher grades for shouldering higher responsibility?

contd/-3..

Yes, as the pre-promotional training was available to SC/ST candidates to qualify in the selection.

- vi) Whether relaxation of 10% in the qualifying marks is to be given to SC/ST candidates who are considered to fill up unreserved vacancies in seniority-cum-suitability posts or they have to secure the minimum marks fixed for the general candidates for the qualifying the test in the category where safety aspects are not involved.

The SC/ST candidates have to obtain the minimum marks fixed for general candidates to fill up the unreserved vacancies. The concession in qualifying marks are granted only to fill up reserved vacancy.

- vii) At what point of time, the failed SC/ST candidates earmarked for promotion on ad-hoc basis for 6 months should be promoted?

As the promotion is to be ordered according to the roster point, the failed SC/ST candidates may be promoted against the reserved vacancies as per the roster points on adhoc basis.

- viii) Whether the roster point will be treated as consumed in the circumstances mentioned below :-

- (a) A junior SC person was promoted against a roster point through mistake and later on a senior SC person is required to be promoted by reverting the junior person.

No. The senior SC candidate will be promoted against the same roster point against which the junior SC person was promoted earlier.

- (b) An SC candidate has been promoted on adhoc basis. However, shortly after his promotion he resigns.

Yes, the point on which promotion has been made on adhoc basis will be treated as consumed but not the reserved point on roster or regular promotion.

- (c) A person has been promoted being a SC/ST. Subsequently, it is discovered that he is not a SC/ST, and his claim was incorrect. He is reverted as he does not come up for his seniority as a general candidate.

No, the roster point will not be treated as having been operated or consumed. The next SC/ST person should be promoted in his place.

contd/-4.

- (d) In the case mentioned at (c) above, if the candidate has become due for promotion as per his seniority as a general candidate and he is not eligible to be reserved on the date of considering his case.

No. The reserved roster point will remain unconsumed. Correct SC/ST person should be promoted against the reserved point. The unreserved person wrongly promoted senior as SC/ST should be adjusted against subsequent points.

- (e) In terms of Railway Board's letter No.6(SCT) 700415/10 dated 29.4.70, the vacancies filled on or after 25.3.70 should be shown in the revised roster unless selection for filling recruitment/promotions vacancies were made prior to 25.3.70. A clarification is required whether the names of such persons who were placed on panel prior to 25.3.70 but promoted after 25.3.70 are required to be shown in the revised roster.

The person placed on panel prior to 25.3.70 but promoted after that date need not be shown in the revised roster.

A Hindi version will follow.

*D. S. Nigam*  
(D. S. Nigam 7/4/83)  
Addl. Director, Ist. CR)  
Railway Board.

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(20)

Government of India  
Ministry of Railways  
(Railway Board)

BZ-E(SCT)26/2

New Delhi, dated 27.9.83

- The General Managers,  
All Indian Railways including CLW, DLW, ICF  
MTP(Railways) Calcutta and G.M.(Const.)  
Southern Railway, Bangalore
- Wheel & Axle Plant, Bangalore
- The Director General, RDSO, Lucknow
- The Chief Administrative Officer, Indian Railways, Diesel  
Locomotive Works, Nabha Road, Patiala (147001)
- The Chairman, Railway Service Commission, Allahabad/Bombay/  
Calcutta/Madras/Muzaffarpur/Gauhati/Secunderabad/Bangalore/  
Chennai
- The Member Secretary/RSCs/Trivandrum/Bhopal/Bhuvaneshwar/  
Chandigarh/Ajmer/Ahmedabad/Ferozpur
- The Principal, Railway Staff College, Vadodra
- The Principal, Indian Railway Instt. of Signal Engg. &  
Telecom., Secunderabad
- The Principal, Indian Railway Institute of Mechanical and  
Electrical Engineering, Jamalpur
- The Principal, Indian Railway Institute of Advanced Track  
Tech., Pune
- The Director, Rail Movement, Calcutta
- The Joint Director, Rail Movement Mughalsarai
- The Chief Administrative Officer, MTP(Railways), New Delhi  
Bombay, Madras
- The Secretary, Railway Rates Tribunal, MTP(Rlys.)Buildings,  
P.O. Road, Madras-8
- The Joint Director, Iron & Steel, 3 Kailaghat Street, Calcutta
- The Railway Liaison Officer, New Delhi
- The General Secretary, IRCA, New Delhi
- The Chief Engineer, IRCON, 18 Rattan Jyoti, Rajendra Place  
New Delhi-110006
- The Chief Adv. Officer, COFMQW, 1 Eastern Avenue, Maharani  
Bagh, New Delhi-110065
- The Managing Director, Rail India Technical & Economic  
Services Ltd., ZT, Barakhamba Road, New Delhi House,  
New Delhi-110001

Sub: Housing facilities - Railway employees belonging  
to SC/ST where the number of railway quarters  
is 50 or more

The question of extending reservation in allotment of  
railway quarters to the SC/ST employees working in all places  
was receiving the attention of this Ministry for some time  
under the Special Component Plan for the upliftment of SC/ST  
under Prime Minister's 20-Point Programme. After careful

..... 2/-

consideration the Ministry of Railways have now decided that with immediate effect, the reservation of 10% of Type I and Type II railway quarters should be made in favour of SC/ST employees in all the areas where the number of quarters is 50 or more. It is further desired that representatives of SC/ST employees should also be included in the housing allotment committee in all the places wherever it exists.

Please acknowledge receipt.



(P. K. KULKARNI)  
Jt. Director, Establishment (R) I  
Railway Board.

Copy to : The General Secretary, All India Scheduled Caste/Scheduled Tribes Railway Employees Association, 43, Park Avenue, New Delhi. (30 copies).





























































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































