



SOUTHERN RAILWAY

PBC No.202/2022

No.PB/CS/30/Policy/Vol.XX

Headquarters Office,
Personnel Branch,
Chennai - 600 003.

DRMs/MAS, TPJ, MDU, PGT, TVC & SA

Date: 17.10.2022.

Sub : Appointment on compassionate grounds – Need for
filling up of vacancies in the ministerial cadre.

Ref : This Office letter No.PB/CS/30/Policy/Vol.XII dated 27.04.2011. F (39)



In terms of Railway Board's letter No.E(NG)II/91/RR-1/20 dated 03.12.1991 (RBE No.210/1991) Compassionate Appointments 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 as a last resort. In the above context and due to other compelling reasons, instructions were issued vide this Office letter No.PB/CS/30/Policy/Vol.XII dated 27.04.2011 for considering compassionate ground appointment, with due recommendation of DRM, in ministerial cadre with the specific approval of General Manager. In partial modification of the case 2 mentioned therein, the following

2. Candidates fit in Cee Two classification only and qualify in the suitability test.

is replaced with

Candidates fit in Cee one and below classification only and qualify in the suitability test.

This has the approval of General Manager

M.B.S.
17/10/2022
(Meena Baskaran)

Dy.Chief Personnel Officer/R&W
for Principal Chief Personnel Officer

Copy to : PFA/MAS
CWMs/CW/PER, LW/PER, GOC, S&T/PTJ
CEWE/PER, Dy.CE/EWS/AJJ

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'Confidential'

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for filling up of vacancies in the ministerial cadre.**



Normally compassionate appointment is considered only in Safety categories. However, with the introduction of Child Care Leave, many women employees are availing this benefit. Ministerial staff of all Departments in both HQ & Divisions comprise largely of women, many of whom are eligible for CCT. This affects the smooth running of the Railway working leading to IR problems.

Indents placed on RRBs for filling up of Ministerial vacancies have not materialised so far and will take a long time.

To mitigate this situation it is felt that a few of CGA cases can be considered for ministerial vacancies.

It is accordingly proposed that henceforth CG Appointments in the ministerial cadre, to the extent required, which are recommended by DRMs can be generally considered in cases of :

- 1) Widows of employees who are Graduates and are medically fit and qualify in the Suitability Test.
- &
- 2) Candidates fit in Cae Two classification only and qualify in the Suitability Test.

with the specific approval of General Manager on merits of each case.

Accordingly, proposals for appointment in the ministerial cadre in respect of the above mentioned categories of candidates with DRM's specific recommendation may be forwarded to Headquarters for obtaining GM's approval.

This issues with the approval of the General Manager.



(Sunita Vedantam)
Chief Personnel Officer/IR

Copy to : CWMS/CW/PER, LW/PER, GOC, S&T/PTJ
CEWE/PER
Dy. CE/ENS/AJJ

for information

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

RBE No. 210/1991

No. E(NG)II/91/RR-1/20 dated 03/12/1991

Subject :- Vacancies in Clerical Cadre - Direct Recruitment Quota.

(Supplementary Circular No. 2/91 to Master Circular No. 32)

In the context of manpower planning exercises, Board have had a series of meetings with the Principal HODs of the concerned Departments in the recent past, primarily with a view to impress upon them the need to contain manpower in the present day trend of rising staff cost. During discussions in the Board, several directives were given, asking the Railways to have a critical review of the requirement of staff following the zero based budgeting principle, identify surplus staff in each unit and take immediate steps to re-deploy them into alternative productive categories, simultaneously surrendering the posts not required and crediting the surplus bank to that extent. Railways would have already taken appropriate action to implement these directions in the right earnest.

2. In so far as clerical cadre on Indian Railways is concerned, because of series of measures adopted by Railways in regard to modernisation of offices, introduction of modern gadgets like photocopying machines, electronic typewriters, computerisation of activities etc. it is felt that there is a lot of scope to review the clerical strength and contain the same. While Railways, no doubt, will continue to conduct such reviews and take appropriate action as required, having regard to the quantum of surpluses likely to be generated in this category, as an immediate interim measure. Board have decide that for the next 2 years 25% of the vacancies falling to the share of direct recruitment quota in the category of clerks in Grade Rs. 950-1500 and Senior Clerks in grade Rs. 1200-2040 should not be filled up in all departments and these should be frozen. No ad hoc or regular officiating arrangements against these vacancies should be made by promoting staff from the lower grades or by any other method. The indents on Railway Recruitment Board for recruitment should also be suitably amended in accordance with this reduced level of direct recruitment. Vacancies falling to the share of promoted quota as also those falling to the share of LDCE quota will however continue to be filled up by promotions or LDCE, hitherto. Even here promotions will be made after due process of selection and under no circumstances ad hoc arrangements should be made.

3. Board also desire that the Railways should critically review these unfilled direct recruitment quota vacancies and progressively surrender posts wherever not required, taking the credit to the surplus bank so that it is possible to create posts with matching surrenders in productive categories wherever required.

4. These instructions will also be applicable to Accounts Department. However, keeping, inter alia, in view the comparatively higher percentage of direct recruitment quota in the Accounts Department, 20% of the vacancies falling to the share of direct recruitment quota in the category of Junior Accounts Assistant and Accounts Clerks (erstwhile CG-I and CG-II) will not be filled in. These should be frozen.

5. Posts of Commercial Clerks in Grade Rs. 975-1540 and E.C.R.Cs in grade Rs. 1200-2040 are however excluded from the scope of these instructions.

6. Compassionate appointments 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 as a last resort.

Clarification vide Railway Board's letter No. E(NG)II/91/RR-1/20, dated 10.03.1992 (RBE 39/1992).

Currency extended upto 31.12.1995 vide Railway Board's letter No. E(NG)II/91/RR-1/20 Dated 25.3.1994 (RBE 24/1994)

E(NG)II/91/RR-1/20 Dated 3.12.1991 (RBE 210/1991)

E(NG)II/91/RR-1/20 Dated 25.3.1994 (RBE 24/1994)

E(NG)II/91/RR-1/20 Dated 28.11.1996

E(NG)II/91/RR-1/20 Dated 10.3.1997 (RBE 38/1997)

E(NG)II/91/RR-1/20 Dated 18.3.1999 (RBE 57/1999)

E(NG)II/91/RR-1/20 Dated 27.3.2000 (RBE 56/2000)

E(NG)II/91/RR-1/20 Dated 9.3.2001(RBE/49/2001)