

दक्षिण रेलवे Southern Railway  
प्रधान मुख्य कार्मिक अधिकारी कार्यालय  
Office of the Principal Chief Personnel Officer  
प्रधान कार्यालय, कार्मिक विभाग, चेन्नै-600003  
Headquarters, Personnel Department, Chennai-600003

सं/No: P(R) 113 / P / PWD / Vol.II

दिनांक/Dated: 15.02.2024

All PHODs/ DRMs/ CWMs/ CEWE/ CAO/ CPM/ PDA/ Dy.CPOs/ Sr.DPOs/ Secy to GM,  
Chairman/RRB/MAS, TVC, Addl.Registrar/RCT/MAS, Secretary/RRT/MAS,  
Principal MDZTI/TPJ, SRCETC/TBM, ZETTC/AVD,  
DPOs/SPOs/WPOs/APOs of HQ/Divisions /Workshops/Units.

विषय/Sub:Reservation to Persons with Benchmark Disabilities (PwBDs)  
in promotion from Group 'C' to 'B' posts – clarification  
regarding.

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A copy of Railway Board's letter No.E(GP)2022/2/20 dated 08.02.2024  
alongwith a copy of Office Memorandum No. 36035/1/2023-Estt.(Res-II) dated  
29.05.2023 issued by the Department of Personnel and Training (DOP&T) on the  
above subject is enclosed for information, guidance and necessary action.

Railway Board's letter dated 18.08.2022 referred therein has been circulated  
as PBC No.141/2022.

संलग्नक/Encl.02 pages

(M.Babu Abdul Khadeer)

उपमुकाधि/समन्वयन /Deputy Chief Personnel Officer / Co-ord  
कृते प्रमुकाधि/For Principal Chief Personnel Officer

प्रतिलिपि/Copy to: The General Secretary/SRMU  
The General Secretary/AISCTREA  
The General Secretary/AIOBCREA  
The General Secretary/NFIR  
IT Section/PB/HQ - to upload in the SR website.

GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
RAILWAY BOARD

RBE No.: 13 /2024

No. E(GP)2022/2/20

New Delhi.: 08.02.2024

The General Managers,  
All Indian Railways and Production Units.

(Kind Attn.: PCPOs/PFAs/Dy. CPO(G)/ Dy. CAO(G))

Sub.: Reservation to Persons with Benchmark Disabilities (PwBDs) in promotion from Group 'C' to Group 'B' posts – clarification regarding.

Ref.: DoP&T's O.M. No. 36035/1/2023-Estt.(Res.-II)dated 29.05.2023 (copy enclosed).

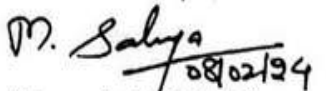
Attention is invited to Board's letter of even number dated 18.08.2022 whereby instructions issued by DoP&T vide their O.M. No. 36012/01/2020-Estt. (res-II) dated 17.05.2022 for grant of reservation in promotion to PwBDs have been made applicable *mutatis mutandis* for promotion from Group 'C' to Group 'B' posts.

2. In this connection, DoP&T vide their O.M. under reference have clarified:

*"If any extent of relaxation has been decided for a particular Limited Departmental Examination / Departmental Examination in respect of candidates belonging to SC/ST category, where sufficient number of candidates belonging to SC/ST categories (as per vacancies earmarked for these categories) do not qualify the examination in the normal course, same extent of relaxation can be extended to candidates belonging to those PwBD category, who do not belong to SC/ST category. In case the candidates belonging to PwBD category also belong to SC/ST category, they would be eligible to be considered either as a SC/ST category or PwBD candidate for seeking relaxation of standard for Departmental Examination but not both."*

3. The issue of grant of relaxed standards of suitability to PwBDs in promotion from Group 'C' to Group 'B' posts has also been examined by the Board. Accordingly, it has been decided that extent of relaxation provided to SC/ST candidates in Selections and LDCEs for promotion from Group 'C' to Group 'B' posts may also be extended to PwBD candidates, in case sufficient number of PwBD candidates are not available on prescribed standards. Further, in case PwBD candidates also belong to SC/ST category, they would be eligible to be considered either as a SC/ST category or PwBD category candidate for availing relaxation of standard for Departmental Examination but not both.

DA. As above.

  
(Meenakshi Saluja)  
Dy. Director Estt. (GP)III  
Railway Board  
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Email-ID. [Meena.1964@gov.in](mailto:Meena.1964@gov.in)

No. 36035/1/2023-Estt.(Res-II)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training

North Block, New Delhi  
Dated the 29th May, 2023.

OFFICE MEMORANDUM

Subject: Reservation in promotion to Persons with Benchmark Disabilities (PwBDs).

The undersigned is directed to refer to Ministry of Railways OM No. E(NG)/2019/PM4/8 dated 05.04.2023 regarding the above cited subject seeking comments on Para 8.1 & 8.2 of DoPT OM No. 36012/01/2020-Estt. (Res-II) dated 17.05.2022 .

2. In this regard, it is informed that so far as the issue of promotion on 'selection' basis is concerned, the basic standard for selection, as prescribed through the OM No. 35034/7/97-Estt(D) dated 08.02.2002, is the Benchmark Grading in APARs.

3. In case of Limited Departmental Examination/Departmental Examination, minimum qualifying marks for PwBDs may be decided by the Administrative Ministry/Department in consultation with the Recruiting Agency conducting the examination. Therefore, the issue of extent of such relaxation for PwBDs would mean a lower cut-off marks to qualify and that could vary from post to post depending upon the minimum qualifying marks specified for the examination and the cut-off marks arrived at based upon the number of vacancies to be filled up through this examination. Accordingly, the extent of relaxation may vary from case to case.

4. If any extent of relaxation has been decided for a particular Limited Departmental Examination/Departmental Examination in respect of candidates belonging to SC/ST category, where sufficient number of candidates belonging to SC/ST categories (as per vacancies earmarked for these categories) do not qualify the examination in the normal course, same extent of relaxation can be extended to candidates belonging to those PwBD category, who do not belong to SC/ST category. In case the candidates belonging to PwBD category also belong to SC/ST category, they would be eligible to be considered either as a SC/ST category or PwBD category candidate for seeking relaxation of standard for Departmental Examination but not both."

5. This issues with the approval of Additional Secretary (Estt).



(Debabrata Das)

Under Secretary to the Government of India