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Azadi Ka  
Amrit Mahotsav

PBC No.107 / 2024

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) 436 / P / Aadhar / Biometric

दिनांक/Dated: 19.06.2024

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:Biometric Attendance System on Indian Railways.

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A copy of Railway Board's letter No. E(G) 2023/LE/1-1 dt. 18.06.2024 alongwith a copy of Office Memorandum No. F.No.11013/13/2023-Pres. Policy -A.III dt. 15.06.2024 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 letters referred therein have been circulated as given below:

Sl.No.	Rly. Board Letter Date.	RBE No.	PBC No.
1	30.12.2014	151 / 2014	216 / 2014
2	03.11.2017	163 / 2017	197 / 2017
3	04.02.2020	---	21 / 2020
4	20.02.2023	---	Copy enclosed.

संलग्नक/Encl. 04 pages.

  
(C.Anjani Kumar)

सहायक कर्मचारी संबंधी अधिकारी/Asst Personnel Officer / IR & Trg.

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.



भारत सरकार / GOVERNMENT OF INDIA  
रेल मंत्रालय / MINISTRY OF RAILWAYS  
रेलवे बोर्ड / RAILWAY BOARD



No. E(G) 2023/LE/1-1

New Delhi, dated 18.06.2024

The General Manager/Director General,  
All Indian Railways/PUs,  
CTIs/RDSO, Lucknow.  
(As per Standard Mailing list)

**Sub: Biometric Attendance System on Indian Railways.**

- Ref:** (i) Railway Board's letter No. E(G) 2014/LE/1-27 dated 30.12.2014,  
(ii) Railway Board's letter No. E(G) 2017/LE/1-34 dated 03.11.2017,  
(iii) Railway Board's letter No. E(G) 2020/LE/1-1 dated 04.02.2020,  
(iv) Railway Board's letter of even No. dated 20.02.2023.

Detailed instructions were issued vide Board's letter No. E(G) 2014/LE/1-27 dated 30.12.2014 regarding implementation of "Aadhar Enabled Biometric Attendance System (AEBAS)" on Indian Railways, which is followed by further instructions issued vide Board's letters dated 03.11.2017, 04.02.2020 and 20.02.2023.

2. Now, as per the instructions received from Department of Personnel and Training (DoPT) vide O.M. dated 15.06.2024 (copy enclosed), it is desired that all HODs of concerned Railways may please ensure the implementation of the DoPT's instructions and strict compliance to it. Moreover, a compliance report in the matter may also be submitted to Board's office.

**DA: As above**

*Neilam Yaadav*  
(Neilam Yaadav)  
Director Estt.(Genl)  
Railway Board  
18/06/2024

North Block, New Delhi  
Dated 15<sup>th</sup> June, 2024

**OFFICE MEMORANDUM**

**Subject: Instructions regarding implementation of Aadhar Enable Biometric Attendance System (AEBAS) for attendance of all Government employees, by various Ministries/Departments/Organizations (MDOs)**

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Instructions have been issued by this Department from time to time for observing punctuality by the Government employees. Responsibility for ensuring punctuality in respect of their employees rests with the concerned Ministry/ Department/ Organization (MDO). In this regard, instructions on implementation of Aadhar Enabled Biometric Attendance System (AEBAS) by Ministries/Departments/Organizations (MDOs) have also been issued from time to time. In its instructions issued by this Department vide OM of even number dated 23<sup>rd</sup> June, 2023, all the MDOs were, *inter alia*, advised to ensure strict implementation of AEBAS and periodically monitor the marking of attendance to ensure punctuality. However, it has been observed that despite clear instructions, several employees are not registering their attendance in Biometric Attendance System (BAS) and some of the employees have been coming late on a regular basis.

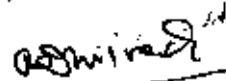
2. The matter of strict implementation of AEBAS has recently been reviewed and taking a serious note of the laxity in implementation of AEBAS, it is hereby reiterated that all MDOs will regularly monitor the attendance reports of their employees after downloading the same from the portal ([attendance.gov.in](http://attendance.gov.in)). The MDOs will also ensure the following:

- a. All employees mark their attendance using AEBAS without fail. This will ensure that there will be no discrepancy between 'registered' and 'active' employee on AEBAS.
- b. In case any employee is not registered over AEBAS, immediate steps should be taken to register his/her biometric data on BAS portal; MDOs may also reconcile the data of registered employees on AEBAS with the employee data on other portals such as eHRMS portal/PFMS portal and the list of employees maintained by the Department.
- c. In respect of Divyaang employees, MDOs will make appropriate arrangements for providing convenient and easily accessible machines for capturing biometrics through suitable alternative modes.
- d. HODs of the MDOs shall sensitize their employees to adhere to the instructions relating to office hours, late attendance etc. They would download the consolidated report from the portal on a regular basis and identify the defaulters. Habitual late attendance and early leaving of office should be viewed seriously and be essentially discouraged. Strict action against the defaulters may be initiated under the extant GOI rules.
- e. MDOs shall ensure that the biometric machines remain functional at all times.

3. Besides above, it may be noted that UIDAI has now rolled out face-based authentication applications using **Android/iOS based phones**. The face Authentication offers robust features like faster authentication, live location detection, geo-tagging, etc. The Nodal Officer of respective MDO shall configure personal mobile policy in attendance portal for the employees of their Organizations and get the geo-coordinates fed into the entry locations of the office. The minimum OS requirements for smart phones would be OS 9.0 or above for Android smartphones and OS 14.0 or above for iOS smartphones. NIC officers and staff of the respective MDOs will facilitate registration of their Departmental employees on such iOS/android applications.

4. It may kindly be noted that BAS is only an enabling platform and there is no change in the punctuality instructions relating to Office Hours, late attendance etc. which will continue to apply. As per extant instructions contained in DOPT OM No. 28034/8/75-Estt(A) dated 04.07.1975; DOPT OM No. 28034/10/75-Estt(A) dated 27.08.1975 and DOPT OM No. 28034/3/82-Ests(A) dated 05.03.1982, half-a-day's Casual Leave (CL) should be debited for each day of late attendance, but late attendance upto an hour, on not more than two occasions in a month, and for justifiable reasons may be condoned by the competent authority. In addition to debiting Casual Leave (or Earned Leave, when no CL is available), disciplinary action may also be initiated against Government servants coming to office habitually late as it amounts to 'misconduct' under the CCS(Conduct) Rules, 1964. Early leaving is also to be treated in the same manner as late coming. The data relating to punctuality and attendance of an employee should also be taken into account, while considering him/her for important assignments, trainings, deputations and transfers/postings.

5. Secretaries of the Ministries/Departments etc. are, therefore, requested to kindly bring the contents of these instructions to the notice of their employees and put in place a robust monitoring mechanism to ensure complete compliance by the employees and initiate suitable action against the defaulting employees.



**(Manoj Kumar Dwivedi)**

Additional Secretary to the Government of India

Tel. +91-11-23092158

Email: as-pers.policy-dopt@gov.in

To,

All Secretaries of Ministries/Departments (As per standard list)

भारत सरकार/GOVERNMENT OF INDIA  
रेल मंत्रालय /MINISTRY OF RAILWAYS  
रेलवे बोर्ड/RAILWAY BOARD

No. E(G) 2023/LE 1-1

New Delhi, dated 20 .02.2023

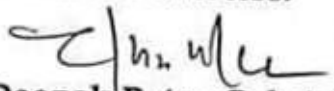
The General Managers,  
All Zonal Railways & PUs  
Metro/Kolkata  
CORE/Allahabad, DG/RDSO

**Sub: Aadhar authentication of Railway Employee regarding.**

Attention is invited to Board's letters, No. E(G) 2014/LE 1-27 dated 30.12.2014, No. E(G) 2017/LE 1-34 dated 03.11.2017 and No. E(G) 2020/LE 1-1 dated 04.02.2020 regarding introduction of Aadhar enabled Biometric Attendance System(AEBAS) on Indian Railways. The module for AEBAS activities for implementation; circulated under Board's letter dated 30.12.2014 referred to above envisage inter alia possession/submission of Aadhar Card by every employee and verification of employees Aadhar ID submitted biometrically. This was required for department verification and seed the employee payroll database with the Aadhar ID.

2. As advised by the all zonal Railways/Units, the AEBAS has since been implemented on your railway/units after following due process and is fully functional. In continuation to the above exercise, it has been decided to further update (those still left out for some reasons) and correct the Aadhar based data, verify the Aadhar information and create Aadhar data in the HR database of Indian Railway. It will enable not only in having an update HR database of Indian Railway employees but also lead to identify impersonation of employees and weeding out duplication of employees/ghost employees.

3. In view of the above, all the zonal Railways/Units are requested that the above exercise may be taken on Top Priority and a compliance report may be sent by 28.02.2023 duly indicating the additional number of railway employees added in AEBAS after due verification and the number of ghost employees, if any, weeded out during the process. It is needless to mention that UIDAI have expressed their willingness to provide necessary support in the above exercise.

  
(Deepak Peter Gabriel)  
Principal Executive Director/IR  
Railway Board.

Copy To:

All PCPOs.