PBC No. 117 / 2026
RBE No. 63 / 2026

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

No: P(R) 676 / P / Vol.IX दिनांक/Date: as signed

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

विषय/Sub:Posting of Husband and Wife at the same place – Instructions in respect of Non-Gazetted Railway employees.

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A copy of the Railway Board's letter No. E(NG)I/2009/TR/29 (E– 3079813) dated 05.08.2026 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.	Railway Board letter No.	Rly., Bd., Letter Date	PBC No. / Copy enclosed
1.	E(NG)II/71/TR/14	01.10.1971	Copy enclosed
2.	E(NG)I-86/TR/14	06.01.1988	PBC No.27 / 1988
3.	E(NG)I-96/TR/28	06.12.1996	PBC No. 104 / 1996
4.	E(NG)I/97/TR/28	05.11.1997	PBC No.167 / 1997
5.	E(NG)I/97/TR/28	02.02.2010	PBC No. 24 / 2010
6.	E(O)III/2014/PL/05	31.08.2015	PBC No. 184 / 2015
7.	DoPT's OM No. 28034/9/ 2009-Estt(A)	30.09.2009	Copy enclosed

संलग्नक/Encl. 08 pages.

Digitally signed by
CHILAKALAPUDI ANJANI KUMAR
'Date: 2026.08.10 14:56:45 +05'30

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 / DREU
The General Secretary/AISCTREA
The General Secretary/AIOBCREA
The General Secretary/NFIR
IT Section/PB/HQ - to upload in the SR website.

RBE No. 63/2026

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

No. E(NG)I-2009/TR/29 (E-3079813) **New Delhi, dated 05-08-2026**

The General Managers (P)
All Indian Railways and Production units.
(As per standard list).

Sub:- Posting of Husband and Wife at the same place – Instructions in respect of Non-gazetted Railway employees.

The extant instructions regarding posting of husband and wife at the same station in respect of Non-gazetted Railway employees are contained in the Ministry of Railways letter No. E(NG)II/71/TR/14 dated 01.10.71, No. E(NG)I-86/TR/14 dated 06.01.1988 and No. E(NG)I-96/TR/28 dated 6.12.95. The instructions regarding posting of husband and wife were modified & circulated to Railways vide this Ministry's letter No. E(NG)I/97/TR/28 dated 05.11.1997 and letter of even number dated 02.02.2010, consequent upon acceptance of recommendations of 5th & 6th CPC respectively. However, it has been brought to the notice of this office that there is some confusion about certain provisions of the instructions and applicability of the same in various situations. Accordingly, the matter has been considered by this Ministry and consolidated instructions for posting of husband and wife working in non-gazetted cadres in Railways are being issued in supersession of Railways Board's letters dated 02.02.2010, ibid.

2. In the context of the need to make concerted efforts to increase representation of women in Central Government jobs, the Government vide DoP&T's O. M. No.28034/9/2009-Estt(A) dated 30.09.2009 has decided that where both spouses are in the same Central Service or working in the same department, and if posts at an appropriate level are available, they may mandatorily be posted at the same station, provided that no administrative problems are expected to arise as a consequence.

3. Further, on the basis of the 6th CPC Recommendations, Government Servants have already been allowed the facility of Child Care Leave which is admissible till the children attain 18 years of age. On similar lines, provisions of Railway Board's letter dated 05.11.1997 have been amended and the consolidated guidelines will now be as under:

(i) **where both the spouses are railway employees and belong to the same seniority unit:**

The husband and wife, if working in the same department and if the required level of post is available, should invariably be posted together, ensuring that one of them does not work as subordinate to the other, in

order to enable them to lead a normal family life and look after the welfare of their children especially till the children attain 18 years of age.

(ii) **where both the spouses are railway servants but belong to different seniority units**

Efforts may be made to post both the railway servants at the station where posts at appropriate level exist in the respective seniority units failing which requests for change of the category may be considered sympathetically, keeping in view all other relevant rules in the matter.

(iii) **where one of the spouses is a railway servant and the other belongs to All India Service or another central Service.**

The Railway servant should be posted at station/place in the Railway/Division/PU in whose territorial jurisdiction the place/state of posting of his/her spouse falls, or as close to it as possible if there is no Railway organisation/post at the place/state of posting of the spouse.

(iv) where one of the spouses is a railway servant and the other belongs to a state service:

The Railway servant should be posted at the station/place in the Railway/Division/PU in whose territorial jurisdiction the place/state of posting of his/her spouse falls. If it is not possible, if a request from the railway servant to the controlling Authority of the spouse for his/her posting at the place of posting of the railway servant is received, the same may be forwarded to the concerned authority for sympathetic consideration.

(v) whereone of the spouses is a railway servant and the other is working in a central/state Public Sector Undertaking

The railway servant may apply to the controlling Authority for a posting at the place of posting of his/her spouse which may be considered favourably by the competent authority. If no post is available for posting of the railway servant at the place of posting of the spouse he/she may be posted to a place closer to the place of posting of the spouse. If this also is not possible, an application from the railway servant for posting of the spouse who is working in the Central/State Public Sector Undertaking may be forwarded to the controlling authority of the spouse for his/her posting at or near the place of posting of the railway servant.

4. The guidelines given above are only illustrative and not exhaustive. The Ministry of Railways desire that in all other cases the controlling authority of the railway servants should consider requests from non-gazetted railway servants for transfer to the place of posting of their spouses with utmost sympathy. Where only wife is a Railway Servant, above concessions shall be applicable to the Railway Servant.

5. Complaints are sometimes received that even if posts are available at the station of posting of the spouse, the administrative authorities do not accommodate the employees citing administrative reasons. In all such cases, the cadre controlling authority should strive to post the employee at the

station of spouse and in case of inability to do so, specific reasons, therefore, may be communicated to the employee.

6. Although, normal channels of representations/complaints redressal mechanism exists, added safeguards to prevent non-compliance may be provided by ensuring that the complaints against non-adherence to the instructions are decided by authorities at least one level above the authorities which took the original decision when they are below the SAG level/Head of PUs. All such representations should be considered and disposed of in a time bound manner.

7. While all efforts as stated in the foregoing paragraphs may be made to post the husband and wife at the same station, instructions issued by the Board from time to time in regard to request transfer/change of category should be followed in all such cases. A separate register maybe maintained at each Divisional and Zonal Headquarters of the Railways for registering requests for transfers from railway servants for posting at the place of posting of their spouses, which may be reviewed from time to time.

8. The above instructions shall be applicable for posting of Husband and Wife at same station in respect of Non-Gazetted Railway Servants. The posting in case of Gazetted officers shall continue to be governed by Railway Board's letter No. E(O)III/2014/PL/05 dt.31.08.2015.

9. Past case decided in terms of Board's earlier letter dated 02.02.2010 which may not be in conformity with the above modified instructions need not be reopened.

Please acknowledge receipt.

Hindi version will follow

Sanjay 05-8-26

(Sanjay Kumar)
Dy. Director/Estt.(N)
Railway Board
Ph. No. 011-23047197
E-mail Id- sanjay.kumar6@gov.in

No. E(NG)I-2009/TR/29 (E-3079813) **New Delhi, dated 05-08-2026**

Copy forwarded to:-

1. The General Secretary, AIRF, Room No.253, Rail Bhawan, New Delhi (35 copies).
2. The General Secretary, NFIR, Room No.256-E, Rail Bhawan, New Delhi (35 copies).
3. All Members/Departmental Council & National Council & Secretary/Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).

Government of India(Bharat Sarkar)
Ministry of Railways(Rail Mantralaya)
(Railway Board) 9 Asvina, 1893

No.E(NG)II71TR/14. New Delhi, dated 1-10-1971.

The General Managers,
All Indian Railways including
CLW, DLW & ICF. Director General, R.D.S.O., Lucknow.

Sub:- Registeration of requests for transfer of non-gazetted railway servants.

Attention is invited to Railway Board's letter No.E(NG)II71TR1 dated 31.3.1971 in which a system of registration of requests of non-gazetted railway servants desiring transfer from one division to another or from one Railway to another Railway at their own request was introduced.

2. There are always some employees who may be desirous of transfer within the same seniority unit but at a particular station of their choice, having regard to their family convenience or educational facilities etc. To mitigate hardship of such staff, a system of registration of requests in some form, presumably, exists on the Railways already. The Board desire that, on Railways where such a system does not exist, a system of registration of requests for eventual transfer of such employees to the station of their choice within the seniority unit may also be introduced; this will satisfy a large number of employees/organised labour. Where there are certain unpopular stations, it is necessary to ensure that such stations will be manned to the authorised strength by laying down a period of service in such places as a pre-requisite to transfer tomore popular places by registration.

3. The Board desire that mid-session transfers should be kept down to the minimum required in the interest of administration.

4. The Board also desire that, while transferring employees from one station to another the fact that the employee's spouse is posted at a particular station may also be kept in view. Similarly, requests for transfer to a station where an employee's spouse is working may be considered sympathetically, as far as possible having regard to the administrative convenience and the merits of each case.

(G.D. Sud)
Assistant Director, Establishment,
Railway Board.

New Delhi, dated 1-10-1971.

No.E(NG)II71TR/14.

Copy to : (with 25 spares)

1. General Secretary, A.I.R.F., 125/E, Babar Road, New Delhi-1.
2. General Secretary, N.F.I.R., 166/1, Panchkuina Road, New Delhi.

(V.P. Joshi)
for Secretary, Railway Board

F.No.28034/9/2009-Estt.(A)
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel and Training)

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North Block,
New Delhi,
Dated the 30th September, 2009.

OFFICE MEMORANDUM

Subject : Posting of husband and wife at the same station.

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In view of the utmost importance attached to the enhancement of women's status in all walks of life and to enable them to lead a normal family life as also to ensure the education and welfare of the children, guidelines were issued by DOP&T in O.M No. 28034/7/86-Estt.(A) dated 3.4.86 and No.28034/2/97-Estt.(A) dated 12.6.97 for posting of husband and wife who are in Government service, at the same station. Department had on 23.8.2004 issued instructions to all Mins./Deptts. to follow the above guidelines in letter and spirit.

2. In the context of the need to make concerted efforts to increase representation of women in Central Government jobs, these guidelines have been reviewed to see whether the instructions could be made mandatory. It has been decided that when both spouses are in same Central Service or working in same Deptt. and if posts are available, they may mandatorily be posted at the same station. It is also necessary to make the provisions at Paras 3(iv) and (vi) of the O.M. dated 3.4.86 stronger as it is not always necessary that the service to which the spouse with longer service belongs has adequate number of posts and posting to the nearest station by either of the Department may become necessary.

3. On the basis of the 6th CPC Report, Govt. servants have already been allowed the facility of Child Care Leave which is admissible till the children attain 18 years of age. On similar lines, provisions of O.M. dated 12.6.97 have been amended.

4. The consolidated guidelines will now be as follows:-

(i) Where the spouses belong to the same All India Service or two of the

All India Services, namely IAS, IPS and Indian Forest Service (Group 'A');

- The spouse may be transferred to the same cadre by providing for a cadre transfer of one spouse to the Cadre of the other spouse, on the request of the member of service subject to the member of service not being posted under this process to his/her home cadre. Postings within the Cadre will, of course, fall within the purview of the State Govt.

(ii) Where one spouse belongs to one of the All India Services and the other spouse belongs to one of the Central Services:-

- The cadre controlling authority of the Central Service may post the officer to the station or if there is no post in that station, to the State where the other spouse belonging to the All India service is posted.

(iii) Where the spouses belong to the same Central Service:

- The Cadre controlling authority may post the spouses to the same station.

(iv) Where the spouse belongs to one Central Service and the other spouse belongs to another Central Service:-

- The spouse with the longer service at a station may apply to his/her appropriate cadre controlling authority and the said authority may post the said officer to the station or if there is no post in that station to the nearest station where the post exists. In case that authority, after consideration of the request, is not in a position to accede to the request, on the basis of non-availability of vacant post, the spouse with lesser service may apply to the appropriate cadre authority accordingly, and that authority will consider such requests for posting the said officer to the station or if there is no post in that station to the nearest station where the post exists.

(v) Where one spouse belongs to an All India Service and the other spouse belongs to a Public Sector Undertaking:

- The spouse employed under the Public Sector Undertaking may apply to the competent authority and said authority may post the said officer to the station, or if there is no post under the PSU in that station, to the State where the other spouse is posted.

(vi) Where one spouse belongs to a Central Service and the other spouse belongs to a PSU:-

- The spouse employed under the PSU may apply to the competent authority and the said authority may post the officer to the station or if there is no post under the PSU in that station, to the station nearest to the station where the other spouse is posted. If, however, the request cannot be granted because the PSU has no post in the said station, then the spouse belonging to the Central Service may apply to the appropriate cadre controlling authority and the said authority may post the said officer to the station or if there is no post in that station, to the station nearest to the station where the spouse employed under PSU is posted.

(vii) Where one spouse is employed under the Central Govt. and the other spouse is employed under the state Govt.:-

- The spouse employed under the Central Govt. may apply to the competent authority and the competent authority may post the said officer to the station or if there is no post in that station to the State where the other spouse is posted.

(viii) - "The husband & wife, if working in the same Department and if the required level of post is available, should invariably be posted together in order to enable them to lead a normal family life and look after the welfare of their children especially till the children attain 18 years of age. This will not apply on appointment under the central Staffing Scheme. Where only wife is a Govt. servant, the above concessions would be applicable to the Govt. servant.

5. Complaints are sometimes received that even if posts are available in the station of posting of the spouse, the administrative authorities do not accommodate the employees citing administrative reasons. In all such cases, the cadre controlling authority should strive to post the employee at the station of the spouse and in case of inability to do so, specific reasons, therefor, may be communicated to the employee.

6. Although, normal channels of representations/complaints redressal mechanism exist in the Min./Deptts., added safeguards to prevent non-compliance may be provided by ensuring that the complaints against non-adherence to the instructions are be decided by the authorities at least one level above the authorities which took the original decision when they are below the level of secretary to the Govt. of India/Head of the PSU concerned

and all such representations are considered and disposed off in time bound manner.

7. Hindi version will follow.

(C.B. Paliwal)
Joint Secretary to the Govt. of India

To

All the Ministries/Departments of the Govt. of India.