



EAST COAST RAILWAY

मुख्य कार्मिक अधिकारी का कार्यालय/
Office of the Chief Personnel Officer
द्वितीय तल, - 751 017
Rail Sadan, IInd Floor, Bhubaneswar-751 017

स्थापना क्रमांक/ Estt. Srl. No. 138/2018
पूतरे/कार्मिक/आर/ECOR/Pers/R/EA

RBE No-Non-RBE
Date: 27.08.2018

सेवा मे,
सभी प्रमुख विभागाध्यक्षों/समन्वयक विभागाध्यक्षों, पू त रे/भुवनेश्वर
मं.रे.प्र/व.मं.का.अधिकारी/मं.का.अधिकारी-खोरघारोड,बालातेरू, संबलपुर,
मु;कारखाना प्रबंधक/कारखाना कार्मिक अधिकारी- मंचेश्वर, अतिरिक्त रजिस्ट्रार/रेल दावा अधिकरण,
व.का अधिकारी (नि) /भुवनेश्वर
महा सचिव/इकोर थ्र. कां., महा सचिव/इकोर थ्र. यू.,
महा सचिव/एआई ओ बी सी आर ई ए, महा सचिव/ ए आई एस सी एस टी आर ई ए

Sub: Adoption of uniform guidelines for procedures followed
in compassionate appointment cases.

उपर्युक्त विषय पर पत्र सं ECoR/Pers/Rectt/Comp.Appt/Policy/EA
Dtd. 16.08.2018 की प्रतिलिपि सूचना, मार्गदर्शन एवं आवश्यक कार्रवाई हेतु अग्रेषित
है।

A copy of this office letter No.
ECoR/Pers/Rectt/Comp.Appt/Policy/EA Dtd. 16.08.2018 on the above
quoted subject is forwarded herewith for information, guidance and
necessary action.

Encl: As above,

जी.मेडी

(Gundicha Sethy)

Dy.Chief Personnel Officer(IR&W)
For Pr. Chief Personnel Officer

प्रतिलिपि प्रेषित/Copy to :

1. महाप्रबंधक के सचिव/पूर्व तट रेलवे, भुवनेश्वर
2. मुकाधि/मुकाधि (प्रशा.), उप म.प्र, अध्यक्ष (रेलवे भर्ती प्रकोष्ठ)
3. उप मुख्य प्रबंधक (सू.प्री), उप मुकाधि (औ.सं. एवं कल्याण), वकाधि (इंजी.)
4. वकाधि (मुख्या.), वकाधि (स्टाफ), वकाधि (राज. एवं न्याया.)
5. मुकाधि के निजी सचिव/सहा.कार्मिक अधि. (मुख्या.-1), सहा.कार्मिक अधि. (कल्याण),
6. सहा.कार्मिक अधि. (बिल), सहा.कार्मिक अधि. (भर्ती)

138
N-RBE



पूर्व तट रेलवे/EAST COAST RAILWAY

कार्यालय/Office of the

प्रमुख मुख्य कार्मिक अधिकारी/Principal Chief Personnel Officer

रेल सदन, चंद्रशेखरपुर/Rail Sadan, Chandrasekharpur

भुवनेश्वर/Bhubaneswar -751017

संख्या/No. ECoR/Pers/Rectt/Comp.Appt/Policy/EA दिनांक/Date: 16 -08-2018

All PHOD/CHODs – ECoR/BBS,
DRM/Sr.DPO/DPO – KUR, WAT, SBP, Dy.CPO(Con)/BBS, SPO(Con)/VSKP,
CWM/WPO – MCS, Addl. Register/RCT,
Genl. Secy/ECoRSC, ECoRSU, AIOBCREA, AISCSTREA.

Sub: Adoption of uniform guidelines for procedures followed in compassionate appointment cases.

Ref: (i) This office policy letter No. ECoR/Pers/Rectt/Comp.Appt/Policy/EA, dated. 05.08.2016.

(ii) This office policy letter No. ECoR/Pers/Rectt/Comp.Appt/Policy/EA, dt. 06.06.2017.

Vide this office policy letter under reference, a set of guidelines was issued for uniform adoption across divisions/workshop/units and headquarters in relation to appointment on compassionate grounds. However, due to some inconveniences experienced in implementing the guidelines and also in view of some recent circulars issued by Railway Board, in supersession of the earlier policy issued on 05.08.2016 and 06.06.2017, modified uniform guidelines have been provided as under:

- i) Since the compassionate appointments are made against DRQ quota, therefore, the candidates under consideration should possess the eligibility criteria i.e. educational qualification, age, medical fitness, etc. as asked from open market candidates for the said posts. Wherever there is relaxation of any criteria (educational qualification, etc.), the same may also be applicable for candidates for compassionate appointment.
- ii) There should be a Screening Committee consisting of at least three Sr.Scale Officers including one Personnel Officer to adjudge suitability for the posts of Under Graduate Level.
- iii) There should be a Screening Committee consisting of atleast three JAG officers including one Personnel Officer to adjudge suitability for the posts of Graduate Level.
- iv) However, for screening the candidates for appointing in erstwhile Group-D posts, an Assistant Scale Personnel Officer is competent.
- v) As per RBE No.81/2018, 2nd chance to wards and widow should be given as a rule with the approval of competent authority (DRMs/HODs/CWMs as the case may be). However, 3rd chance to ward/widow/wife and 4th chance to widow/wife will require personal approval of the General Manager.

Contd...p/2

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vi) **Examination pattern**

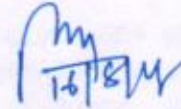
- There would be a single stage examination for all grades.
- There would be no negative marking for wrong answers for objective questions.
- The screening test would be objective in nature and each question is to carry one mark for Technical posts only. For Non-Technical posts, it will be a combination of objective (70%) and descriptive (30%) type questions. Essay/application/knowledge about railway working, etc. may be asked in descriptive type questions.
- The normal cut-off for qualifying examination would be 50%. However, for appointment in ministerial grades, one has to score high percentage of marks (70% & above) subject to having requisite proficiency in computer application and GM's personal approval. For appointments in posts like JE and other posts carrying PB-2, GP-4200/-, the candidate has to score at least 60% marks. Compassionate appointments in grades in PB-2, GP-4200/- will require the approval of GM.

vii) **Broad syllabi for different grades of posts**

Sl No	Name of posts	Pay	Full marks	Subject	Time
1.	Erstwhile Group-D posts	PB-1, GP-1800	-	-	-
2.	Jr.Clerk-cum-Typist, TC, TNC, Accounts Clerk, Comml. Clerk.	GP-1900 (Level-2)/ 2000 (Level-3)	100	i) General Awareness : 50 marks (ii) General Intelligence & Reasoning :25 marks (iii) Arithmetic : 25 mark	90 minutes
3.	Technicians	PB-1, GP-1900	100	i) General Awareness-25 marks ii) General Intelligence & Reasoning-25 marks iii) Arithmetic-25 marks iv) Technical Knowledge-25 marks	90 minutes
4.	Graduate Level posts (ECRC, Goods Guard, JAA, Sr.Clerk, SM, CA, TA)/ Non-Technical.	GP-2800 (Level-5) & GP-4200 (Level-6)	100	(i) General Awareness : 50 marks (ii) General Intelligence & Reasoning :25 marks (iii) Arithmetic : 25 marks NB: Questions should be of Graduate Level	90 minutes
5.	JE, DMS and other technical posts, etc.	GP-4200 (Level-6)	150	i) General Awareness-20 marks ii) General Intelligence & Reasoning-20 marks iii) Arithmetic-20 marks iv) Technical Knowledge-90 marks	120 minutes

- viii) (a) The candidate would be screened for the post against DRQ commensurating with his educational qualification. However, if he fails in the screening, he may opt for to be tried for posts with lower emoluments, or for erstwhile Gr.D posts.
(b) Candidates with matriculation educational qualification would be screened for erstwhile Gr.D posts, but not as skilled Artisans.
- ix) In cases where proposals are being sent for transfer of the compassionate appointment cases to other railways, his/her proposal should be sent to HQrs for consideration with the approval of DRM/CWM for onward transmission to that Railway along with all relevant papers. Assessment of suitability may be done by the Railway where the candidate is to be appointed (RBE No.81/2018).
- x) The compassionate ground appointment cases relating to Construction Organization/WAT should be initiated by SPO/Con/WAT and be decided by DRM/WAT. However, the compassionate ground appointment cases pertaining to Construction Organization (other than Construction/WAT) should be initiated by Dy.CPO/Con/BBS and be approved by the PCPO.
- xi) Master Circular and instructions issued by Railway Board from time to time would have an overriding effect over the aforesaid provisions, if there is any conflict in interpretation.

This issues with the approval of PCPO/ECOR/BBS.



(L. Prem Kumar)
Chairman/Railway Recruitment Cell
For Pr. Chief Personnel Officer

Copy to :

- 1) Secy to GM/ECOR/BBS for kind information of GM/ECOR.
- 2) PS to AGM/ECOR/BBS for kind information of AGM/ECOR.
- 3) SDGM/ECOR/BBS for kind information.
- 4) Dy.CPO(Gaz), Dy.CPO(IR&W), SPO(Staff), SPO(HQ&Court), SPO(Engg).
- 5) OS(Ruling) for circulation of the policy.

EAST COAST RAILWAY

Office of the
Principal Chief Personnel Officer
Rail sadan, Chandrasekharpur,
Bhubaneswar-751017

No. ECoR/Pers/Rectt/Comp.Appt/Policy/EA

Date: 09.10.2018

All HODs/ECoR/BBS,
DRM/Sr.DPO/DPO-KUR, WAT, SBP, SPO(Con)/VSKP
CWM/WPO- MCS, Addl.Register/RCT, SPO(Con)/BBS
Genl.Secy/ECoRSC, ECoRSU, AIOBCREA, AISCSTREA.

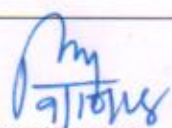
Sub: Adoption of uniform guidelines for procedures followed in compassionate appointment cases.

Ref: This office letter No.ECoR/Pers/Rectt/ Policy/EA, dated 16.08.2018
(Estt.Srl.No.138/2018,dtd.27.08.2018)

In continuation to the letter under reference, the competent Authority has approved to partially modify SI No.2 & 4 of Para (vii) of the said policy circular .

vii) The modified para (vii) 2 & 4 is as under:-

SI No	Name of posts	Existing Subject	Modified Subject
2.	Jr.Clerk-cum-Typist, Jr.TC, Jr.TNC, Accttss Clerk, Comml. Clerk.	i) General Awareness-50 marks ii) General Intelligence & Reasoning-25 marks iii) Arithmetic-25	i) General Awareness-20 marks Objective questions & Descriptive 30 marks. ii) General Intelligence & Reasoning-25 marks iii) Arithmetic-25 marks
4.	Graduate level posts (ECRC, ASM, Sr.Clerk)/Non-Technical	i) General Awareness-50 marks ii) General Intelligence & Reasoning-25 marks iii) Arithmetic-25	i) General Awareness-20 marks Objective questions & Descriptive 30 marks. ii) General Intelligence & Reasoning-25 marks iii) Arithmetic-25 marks


(L.Prem Kumar)

Chairman, Railway Recruitment Cell
for Principal Chief Personnel Officer

- Copy to:** 1) Secy to GM/ECoR/BBS: for kind information of GM/ECoR
2) PS to AGM/ECoR/BBS: for kind information of AGM/ECoR.
3) SDGM/ECoR/BBS: for kind information
4) Dy.CPO(Gaz), Dy.CPO(IR&W), SPO(Staff), SPO(HQ& Court), SPO(Engg)
5) OS/Ruling- for circulation of the policy.