EAST COAST RAILWAY

Office of the Chief Personnel Officer
Rail Sadan, IInd Floor, Bhubaneswar-751 017

सृजना क्रमांक/ Estt. Srl. No. 138/2018
पूर्वकालिक/ आर/ECoR/Pers/R/EA

RBE No-Non-RBE
Date: 27.08.2018

सेवा में,
सभी प्रमुख विभागाधिकारी/समन्वय कार्यालय विभागाधिकारी, पूर्व रेल सुलभ स्थः
म. र. ग्र. र. म. का. विभागाधिकारी/म. का. विभागाधिकारी-वाराणसी, मंदिर, संभालपुर,
स. कार्यालय प्रशासन/कार्यालय निदेश अधिकारी-संभालपुर, अतिरिक्त रेलविभाग/रेल दाय अधिकार,
व. का अधिकारी (श) /सुलभ स्थः
महा सचिव/इकोर श. का., महा सचिव/इकोर श. यू.,
महा सचिव/एचआई दी सी आर ई ई, महा सचिव/ एचआई एस सी एस टी आर ई ई

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

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उपर्युक्त विषय पर पत्र से ECoR/Pers/Rectt/Comp.Appt/Policy/EA
Dtd. 16.08.2018 की प्रतिलिपि सूचना, मार्गदर्शन एवं आवश्यक कार्यवाही हेतु अप्रेषित
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,

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

प्रतिलिपि/ Copy to:
1. महा सचिव के सचिव/पूर्व तट रेलवे, पुलवामा
2. मुख्य कार्यालय (स्थान. ), उप म. ग. अधिकार (रेलवे भर्ती प्रकृति)
3. उप मुख्य प्रवेश (स्थान. ), उप मुख्य अधिकारी (भर्ती (कृपाण), वकालि (ईंजी.))
4. वकालि (स्थान. ), वकालि (स्टाफ.), वकालि (राज. एवं सूचना.)
5. मुख्य कार्यालय के निजी सचिव/सहा. कार्यालय अधिकारी (सुब्रामण्य. -1), सहा. कार्यालय अधिकारी (कृपाण)
6. सहा. कार्यालय अधिकारी (वित. ), सहा. कार्यालय अधिकारी (वित. )
All PHOD/CHODs – ECoR/BBS,
DRM/Sr.DPO/DPO – KUR, WAT, SBP, Dy.CPO(Con)/BBS, SPO(Con)/VSKP,
CMWWPO – MCS, Addl. Register/RCT,
Genl. Secy/ECoRSC, ECoRSU, AIIBCREA, 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/CWVMs 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
 vi) Examination pattern
       a) There would be a single stage examination for all grades.
       b) There would be no negative marking for wrong answers for objective questions.
       c) 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.
       d) 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.

 viii) Broad syllabi for different grades of posts

<table>
<thead>
<tr>
<th>SI No</th>
<th>Name of posts</th>
<th>Pay</th>
<th>Full marks</th>
<th>Subject</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Erstwhile Group-D posts</td>
<td>PB-1, GP-1800</td>
<td>-</td>
<td></td>
<td>-</td>
</tr>
</tbody>
</table>
       |                |              |            | (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                       | 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
       |                |              |            | (iv) Technical Knowledge-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                       | 120 minutes |
       |                |              |            | iv) Technical Knowledge-90 marks               |          |

Contd...p/3
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

Date: 09.10.2018

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

All HODs/ECoR/BBS,
DRM/Sr.DPO/DPO-KUR,WAT,SBP,SPO(Con)/VSKP
CWM/WPO- MCS, Addl.Register/RTC, SPO(Con)/BBS
Genl.Secy/ECoR/C,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)

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

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

<table>
<thead>
<tr>
<th>Sl No.</th>
<th>Name of posts</th>
<th>Existing Subject</th>
<th>Modified Subject</th>
</tr>
</thead>
</table>
ii) General Intelligence & Reasoning - 25 marks  
iii) Arithmetic - 25 marks | i) General Awareness - 20 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 marks | i) General Awareness - 20 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.

Cg cases-word