

पूर्व तट रेलवे/EAST COAST RAILWAY



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

स्थापना क्रमांक/ Estt.Srl. No. 109/2016

पूतरे/कार्मिक/आर/ECOR/ Pers/R/Rectt-20

दिनांक/Date: 08.08.2016

सेवा मे,

सभी प्रमुख विभागाध्यक्षों/समन्वयक विभागाध्यक्षों, पू त रे/भुवनेश्वर

मं.रे.प्र/व.मं.का.अधिकारी/मं.का.अधिकारी-खोरधारोड,वालातेरू, संबलपुर,

मु;कारखाना प्रबंधक/कारखाना कार्मिक अधिकारी- मंचेश्वर, अतिरिक्त रजिस्ट्रार/रेल दावा अधिकरण,

व.का अधिकारी(नि)/भुवनेश्वर

महा सचिव/इकोर श्र. कां., महा सचिव/इकोर श्र. यू.,

महा सचिव/एआई ओ बी सी आर ई ए, महा सचिव/ ए आई एस सी एस टी आर ई ए

विषय/

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

पूतरे के विषय क्रमांक/ECOR's Subject Serial No-RECT-15/2016.

उपर्युक्त विषय पर पत्र सं ECoR/Pers/Rectt/Comp.Appt/Policy/EA दिनांक 05.08.2016 की प्रतिलिपि सूचना, मार्गदर्शन एवं आवश्यक कार्रवाई हेतु अग्रेषित है।

A copy of this Railway's letter No. ECoR/Pers/Rectt/Comp.Appt/Policy/EA dated 05.08.2016 on the above quoted subject is forwarded herewith for information, guidance and necessary action.

संलग्न/Encl: यथोक्त/As above.

(M.Ganga Bhavani)

Dy. Chief Personnel Officer (IR&W.)

कृते मुख्य कार्मिक अधिकारी

For 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.प्रौ), उप मुकाधि(औ.सं.एवं कल्याण), वकाधि(इंजी.)
- 4) वकाधि(मुख्या.), वकाधि(स्टाफ), वकाधि(राज. एवं न्याया.)मुकाधि के निजी सचिव/
- 5) सहा.कार्मिक अधि.(मुख्या.-सहा.कार्मिक अधि.(कल्याण)

EAST COAST RAILWAY

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

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

Date: 05.08.2016

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: i) Estt.SI.No.60/92

- ii) Instructions issued vide letter No.ECoR/Pers/R/Comp Apptt, dated 09.02.2005.
- iii) Instructions issued vide letter No.ECoR/Pers/R/Comp Apptt/47, dated 13.05.2005.
- iv) RBE No.28/2012.
- v) ECoR Estt SI.No.97/2012.
- vi) Instructions issued vide letter No.ECoR/Pers/Rectt/ Policy/EA, dated 04.03.2013.
- vii) Instructions issued vide letter No.ECoR/Pers/Rectt/ Policy/EA, dated 13.08.2013.
- viii) Instructions issued vide letter No.ECoR/Pers/Rectt/ Policy/EA, dated 26.05.2015.

Notwithstanding the Master Circular No-16 for dealing with compassionate appointment cases issued by Railway Board and various other circulars issued by Board from time to time on issues related to the same, there is a need for this railway to devise some uniform fundamental guidelines in dealing with issues like **no. of attempts, examination pattern, time of examination, syllabus of examination and maximum marks thereof, formation of screening committees**, etc. Ever since the trifurcation of SER, with the passage of time, there have been many changes in terms of educational qualification, age, examination pattern, etc. for various posts against DRQ in Group-C and erstwhile Group-D grades. Different divisions have been following the different practices in regard to these factors, which leads to avoidable multiplicity.

Therefore, to streamline and make the process uniform across Divisions/Workshop and Headquarters, the following guidelines are being provided.

- 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 of at least Sr.Scale consisting of three members, including one Personnel Officer, of equivalent grade for posts carrying PB-1, GP-Rs.1900/2000/2800.
- iii) For candidates being adjudged for the grades in PB-2, GP-Rs.4200 & above, the Screening Committee should be of JAG.
- iv) However, for screening the candidates for appointing in erstwhile Group-D grades and as Trainees (not possessing minimum educational qualification; in -1S PB), an Assistant Scale Personnel Officer is competent.

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v) As per RBE No.28/2012 read with ECoR Estt.SI.No.97/2012, graduate candidates can be provided two attempts by the divisions/units without referring to HQs, if the candidates wish so. And for 2nd attempt for non-graduate candidates and 3rd attempt for graduate candidates in deserving cases, proposals are to be sent to HQs for GM's approval as per provision.

vi) **Examination pattern**

- There would be a single stage examination for all grades.
- There would be no negative marking for wrong answers (objective) except for appointment to the posts in GP-Rs.4200/-.
- The screening tests 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.
- There shall be no appointment in PB-2, GP-4600 on compassion.

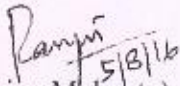
vii) **Broad syllabi for different grades of posts**

SI No	Name of posts	Pay	Full marks	Subject	Time
1.	Erstwhile Group-D posts	PB-1, GP-1800	-	-	-
2.	Jr.Clerk-cum-Typist, Jr.TC, Jr.TNC, Accttss Clerk, Comml. Clerk	PB-1, GP-1900/2000	100	i) General Awareness-25 marks ii) General Intelligence & Reasoning-25 marks iii) Arithmetic-20 marks iv) Descriptive-30 marks	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, ASM, Sr.Clerk)/Non-Technical	PB-1, GP-2800	100	i) General Awareness-25 marks ii) General Intelligence & Reasoning-25 marks iii) Arithmetic-20 marks iv) Descriptive-30 marks [NB:- Questions should be of graduate level.]	90 minutes
5.	JE and other technical posts (DMS, etc.) in PB-2, GP-4200	PB-1, GP-4200	150	i) General Awareness-20 marks ii) General Intelligence & Reasoning-20 marks iii) Arithmetic-20 marks iv) Technical Knowledge-90 marks	120 minutes

viii) 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.

ix) Master Circular and instructions issued by Railway Board from time to time would have an overriding effect over the aforesaid recommendations, if there is any conflict in interpretation.

This has the approval of CPO/ECOR/BBS.


(Ranjan Mphanty)
Dy.Chief Personnel Officer (Rectt)
For 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.