



## EAST COAST RAILWAY

प्रधान मुख्य कार्मिक अधिकारी का कार्यालय/  
Office of the Principal Chief Personnel Officer  
रेल सदन, द्वितीय तल, भुवनेश्वर - 751017  
Rail Sadan, IInd Floor, Bhubaneswar-751017

स्थापना क्रमांक/ Estt. Srl. No.138/2019  
पूतरे/कार्मिक/आर/ECOR/Pers/R/Selection

RBE-97/2019

Date: 20.06.2019

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/दकोर थ. कां., महा सचिव/दकोर थ. यू.,  
महा सचिव/एआई ओ बी सी आर ई ए, महा सचिव/ ए आई एस सी एस टी आर ई ए


**Sub: Introduction of 100%- Objective Type Multiple Choice paper for Promotional examination.**

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उपर्युक्त विषय पर बोर्ड पत्र सं. E(NG)I-2018/PM 1/4 दिनांक 14.06.2019 की प्रतिलिपि सूचना, मार्गदर्शन एवं आवश्यक कार्रवाई हेतु अग्रेषित है।

A copy of the Board's Lr. No- E(NG)I-2018/PM 1/4 dated 14.06.2019 on the above quoted subject is forwarded herewith for information, guidance and necessary action.

Encl: As above,

  
(G.Sathy)

Dy.Chief Personnel Officer(IR&W)  
For Principal 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(स्टाफ), वकाधि(मुख्या. एवं न्याया.)
- 5) मुकाधि के निजी सचिव/महा.कार्मिक अधि.(मुख्या.),महा.कार्मिक अधि.(कल्याण), महा.कार्मिक अधि.(विल),

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

RBE No. 97

No. E(NG)/2018/PM 1/4

New Delhi, dated, 14.06.2019

The General Managers  
All Zonal Railways &  
Production Units  
(as per Standard mailing list)

**Sub: Introduction of 100% - Objective Type Multiple Choice paper for Promotional examination.**

Reference instructions issued vide Railway Board's letter of even number dated 14.12.2018 regarding introduction of 100% Objective Type paper for promotional examinations.

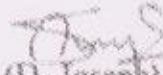
With regard to the implementation of these instructions, some of the Railways have sought clarification on certain aspects, while some Railways have given certain suggestions regarding the manner of implementation thereof. The matter was also discussed in a workshop on HR matters jointly conducted by Western and Central Railways at Western Railway Headquarters. The issues raised in the workshop and clarification sought/suggestions given by the Railways have been deliberated upon in detail in Board's office with a view to frame uniform guidelines for implementation of the instructions dated 14.12.2018 *ibid*.

Some of the points raised and their clarification in juxtaposition are enclosed herewith as Annexure 'A' for information and guidance.

Any further issues which may come up with regard to implementation of the instructions may be brought to the notice of the Board for suitable clarification.

Please acknowledge receipt.

DA: As above.

  
(D. Joseph)  
Joint Director Estt. (N)  
Railway Board

No. E(NG)/2018/PM 1/4

New Delhi, dated, 14.06.2019

Copy forwarded to:

1. The General Secretary, AIRF, Room No.253, Rail Bhawan, New Delhi (35 copies).

**ANNEXURE-A**

**Topic mentioned in the workshop: A. Outline of the new system**

S.No.	Issue raised/flagged at the HR workshop	Clarifications by Boards' office
1	For conducting a CBT there will be a requirement of a permanent question bank. It is a point to be noted whether these questions and answers are to be made public or otherwise.	Candidates can carry with them, the Question-paper on conclusion of examination in a pen & OMR system. For CBT, questions appearing in the examination (on the computer screen) can be shared/made available.
2	Should the key of the CBT be made public and a time period be given for challenging the same before the result is declared is another issue.	This should be done for the candidates who appear be it for Pen and OMR System or CBT. In present system there is no system of challenging the key.
3	In the CBT there will have to be 110 questions, at least, out of which 100 will have to be answered.	Yes, 10 questions (optional) will be in Rajbhasha. If, any candidate answers more than 100, the first 100 attempted questions will count.
4	A window of approx. 15 minutes must be given before the start of actual examination for conducting mock test of 10 questions to enable the employee to familiarize with the CBT.	Local administration can decide on time for CBT when conducted for the mock/familiarization drill.
5	Each Division/Zone can be asked to develop the comprehensive question bank for each category of selection which should be approved by the concerned PHOD.	There is no need of any 'approval from PHOD. Responsibility is of the officer nominated to set the paper.
6	All divisions should have the Central Testing Centre, which should be of capacity of at least 30 seats with separate server and thin client with the CCTV to administer the test. Cost of this infrastructure will be around 10 to 15 lacs.	This can be processed further by each Railway/PU as and when switchover to CBTs from pen & OMR is made.  It is also possible that there may be service providers in big cities in this regard (suggested by NFR)
7	The question bank will have to have static as well as dynamic questions.	Paper should be set as per prescribed syllabus.

8	The level of difficulty in different exams such as GDCE, LDCE ex-cadre etc. are required to be clearly indicated by the Railway Board.	GDCE is already being conducted by RRB. Railway may decide themselves on regards other selections. The standard of LDCE testing should normally be higher than normal selection as merit and not seniority is the main criterion here. Job relevancy of questions in general to be ensured.
9	There might be categories in which descriptive questions, testing, writing skills such as drafting, noting etc. will be required for e.g. Clerical cadre.	A well designed question paper can easily test both depth and breadth of knowledge. Questions testing comprehension skills and logical analytical skills can also be framed in objective type. Having a descriptive paper in non-gazetted selections will lead to the same problems that the objective based system is trying to address. Objective type questions need not be restricted to factual questions. Comprehension passages, arranging points/arguments in chronological sequence, spotting flaws in language, arguments or rules quoted can all be assured through objective type questions and these can cover clerical and other ministerial categories and specialized categories such as CLAs etc.
10	It must be kept in mind that departmental exams cannot be compared with Competitive exams since, Competitive exams are having a percentile cut-off.	While competitive exams are arguably designed to eliminate/exclude, the intent here is to ensure that senior staff, who are competent in their normal work are facilitated in their career progression.
11	The issue of whether there will be an option "to un-attempt" a question or to change the answers once submitted.	In CBT, once 'Submit' button is pressed, the answer is final. In OMR based examination, there is no provision of correction/overwriting.
12	How the rules of moderation will apply in CBT will require an analysis.	The competent authority may consider cancellation and holding of a retest if, circumstances so warranted. As Departmental exam will be single-shift, inter-shift normalization will not be required.
	There can be system of downloading Admit Cards as well as communicating to those outside the cadre in the overall CBT itself.	There is no concept of Admit Card in Departmental examinations.

14	There has to be a serious deliberation on whether the question paper setter is the same as the evaluator.	Paper Setter and Evaluator are different officers.
15	Duration of exam is also to be decided which can be in the zone of 90 minutes to 120 minutes.	Yes, 90 - 120 minutes should be the usual time-frame.
16	The exam result must have a time frame of maximum 5 days from the date of issuance of result.	Yes.
17	Procedure regarding holding of supplementary examination is to be issued.	Supplementary, if required, will also be of similar objective type.
18	Very clear instructions regarding how to clean the Computer of any Buffer, cache or earlier data, is required to be issued after which the question paper can be set/loaded.	RRBs (who have vast experience in conducting CBTs through their ECAs) be consulted for likely protocols/guidelines on this. It should be noted that Departmental exam has to be in one shift only.
19	Perhaps there is a requirement to view the whole CBT in three phases viz. OMR, Digital question bank and finally CBT.	Yes, it can start with OMR and pen-based objective marking.

Topic as mentioned in the workshop: (B) Clarification by Board

1	How will the issue of providing Scribe in written test be dealt in CBT	In the same manner as provided at present for pen and paper departmental examination.
2	Whether pre-selection training can also be done by using the question bank	Pre-selection training where topics are taught and doubts clarified needs to be distinguished from administering tests through CBT. To familiarize candidates with handling of the computer, the mock-test drill at the beginning of the exam should suffice.

**Topic as mentioned in the workshop: (C) Augmentation of resources and system required for implementation of CBT system.**

1	Physical Infrastructure - An identified place where examination for large number such as 100/200 candidates can be conducted.	Yes, as per local feasibility, and also checking up service providers as in S.No.6 above.
2	Computers for the exam.	- As above -
3	Clarity on whether this entire process is to be outsourced.	- As above -
4	Location of examinations - within Railway premises or outside in hired areas.	Usually in Railway premises, including Railway schools/community halls etc. depending on local feasibility; unless service providers are engaged.
5	CCTV is to be provided or otherwise.	Not mandatory.

**Topic as mentioned in the workshop: (D) Suitable modification of Rules for the new system.**

1	On date there are a large number of rules regarding formation of committees, issue of results, separate paper setter, evaluator etc. These rules will have to be suitably modified so as to have a complete consonance of existing establishment rules, code, vigilance manual etc. with the new system.	Wherever guidelines presently issued are pointed out as insufficient, further guidelines / clarifications will be provided.
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