

## 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

स्थापनाक्रमांक/Estt. Srl. No. 98/2021

पूतरे/कार्मिक/आर/ECOR/Pers/R/Promotion

Date: 12.08.2021

सेवा मे,

सभी प्रमुख विभागाध्यक्षों/समन्वयक विभागाध्यक्षों, पूतरे/भुवनेश्वर  
मं.रे.प्र/व.मं.का.अधिकारी/मं.का.अधिकारी-खोरधा रोड, बालतेरू, संबलपुर,  
मु.कारखाना प्रबंधक/कारखाना कार्मिक अधिकारी- मंचेश्वर, अतिरिक्त रजिस्ट्रार/रेल दावा अधिकरण,  
उ.मु.का अधिकारी(नि.)/भुवनेश्वर  
महासचिव/इकोर श्र. कां., महासचिव/इकोर श्र. यू.,  
महासचिव/एआईओबीसीआरईए, महासचिव/ एआईएससीएसटीआरईए

**Sub: Filling up of reserved posts due to non availability of SC/ST candidates- Ad-hoc promotions.**

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उपर्युक्त विषय पर रेलवे बोर्ड पत्र सं. 1999-E(SCT)I/25/10 दिनांक 20.07.2021 की प्रतिलिपि सूचना, मार्गदर्शन एवं आवश्यक कार्रवाई हेतु अग्रेषित है।

A copy of Railway Board's letter No. 1999-E(SCT)I/25/10 dated 20.07.2021 on the above quoted subject is forwarded herewith for information, guidance and necessary action.

Encl: As above,

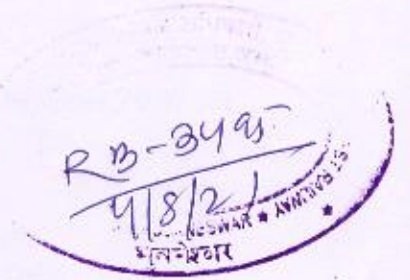
(H.K. Mahanand)

Senior Personnel Officer-I  
For Principal Chief Personnel Officer

प्रतिलिपिप्रेषित/Copy to :

- 1) महाप्रबंधककेसचिव/पूर्वतटरेलवे, भुवनेश्वर
- 2) मुकाधि/मुकाधि(प्रशा.), उपम.प्र. अध्यक्ष(रेलवेभर्तीप्रकोष्ठ)
- 3) उपमुख्यप्रबंधक(सू.प्रौ), उपमुकाधि(औ.सं.एवंकल्याण), बकाधि(इंजी.)
- 4) बकाधि(स्टाफ), बकाधि(मुख्या. एवंन्याया.)
- 5) मुकाधिकेनिजीसचिव/सहा.कार्मिकअधि.(मुख्या.),सहा.कार्मिकअधि(कल्याण), सहा.कार्मिकअधि.(बिल),

GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
(RAILWAY BOARD)



No. 1999-E(SCT)I/25/10

New Delhi, dated: 20.07.2021

The General Managers (P),  
All Indian Railways  
And Production Units.

*E. Co R. Bhubaneswar*

*PCPO  
CPO(A)*

*9*

Sub:-Filling up of reserved posts due to non availability of SC/ST candidates  
- Ad-hoc promotions.

Ref:-(i) Railway Board's letter No. 99-E(SCT)I/25/10 dated 11.05.1999  
(RBE No. 102/99).

(ii) Railway Board's letter No. 99-E(SCT)I/25/10 Pt. dated 29.06.1999  
(RBE No. 151/99)

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Please find enclosed herewith a copy of this Ministry's letter of even no. dated 11.05.99, regarding the above mentioned subject, wherein certain positive steps were mentioned for filling up of reserved posts due to non-availability of SC/ST candidates.

Furthermore, vide this Ministry's letter No. 99-E(SCT)I/25/10 Pt. dated 29.06.1999 further clarifications were issued regarding filling up of reserved posts by temporary downgrading due to non availability of SC/ST candidates.

The instructions are being reiterated once again for information/strict compliance bringing to the notice of all concerned.

DA: As above.

*U. N. Mehta*

(U. N. Mehta)  
Joint Director Estt.(Res.)I

Cont./-

RBE No/51/199

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

No. 99-E(SCT)/1/25/10 Pt.

New Delhi, dt. 29.06.1999

The General Manager,  
All Indian Railways and Production Units.  
The Officer on Special Duty: East Coast Railway, Bhubaneswar/ North Central Rly.,  
Allahabad/ East Central Rly., Hazipur/ North Western Rly., Jaipur/South Western Rly.  
Bangalore/ West Central Rly. Jabalpur/ New Railway Zone, R.E. Office Complex,  
Bilaspur  
The Director General/ RDSO/Lucknow  
The CAO, DCW, Patiala  
The CAO: MTP(Rlys.), Mumbai and Chennai  
The Chairman, Railway Recruitment Board:  
Allahabad/Ahmedabad/Ajmer/Bangalore/Bhopal/Bhubaneswar/Calcutta/  
Chandigarh//Chennai/Gorakhpur/ Guwahati/Jammu &  
Shrinagar/Malda/Mumbai/Muzaffarpur/Patna/Ranchi/Secunderabad/Trivandrum  
The Principal, Railway Staff College, Vadodara  
The Director IRISSET, Secunderabad/IRIMEE,  
Jamalpur/IRIEE, Nashik/IRICEN, Pune/IRCAMTECH, Gwalior.  
The Railway Liaison Officer, Jeevan Tara Building, Parliament Street, New Delhi  
The General Secretary, IRCA, New Delhi,  
The C.A.O. /COFMOW, Rly. Offices Complex, Tilak Bridge, New Delhi-110002  
The Secretary, Railway Rates Tribunal (Chennai), 50 Mc. Nichola Road, Chetpet,  
Chennai.  
The Exe. Director, CRIS, Safdarjang Rly. Stn. Building Chanakyapuri, New Delhi,  
The Director (Movement), Railways 17 N.S.Rd, Calcutta  
The Joint Director, (Iron & Steel) 3 Kollaghat Street, Calcutta.  
The General Secretary, NFIR, 3 Chelmsford Road, New Delhi.  
The General Secretary, AIRF, 4 State entry Road, New Delhi.  
All Members of National Council/Department Council and the Secretary of the Staff Side  
of the National Council, 13-C, Ferozeshah Road, New Delhi.  
All India SC/ST Railway Employees Association, Central Office, 171-B/3, Basant Lane  
Railways Colony, New Delhi-55  
General Secretary, All India OBC Railway Employees Federation, 96/3, Naya Bazar,  
Railway Colony, New Delhi.  
Secretary General, Indian Railway Class II Officers Federation, Office of C.E  
(Const.), N.E. Railway Gorakhpur.  
Railway Class II Officers Federation, Rail Nilayam, Secunderabad  
The Railway Board Ministerial Staff Association, Room No.7-B, Rail Bhawan  
Secretary General, Indian Railway Promotee Officers Federation, Room No.268, Rail  
Bhawan, New Delhi  
Railway Board Class II Officers Association, Room No.521, Rail Bhawan  
Railway Board Class I Officers Association, Room No. 256-B, Railway Board, Rail  
Bhawan  
Railway Board Class IV Staff Association, Room No. 7-C, Rail Bhawan  
The Managing Director, RITES/IRCON/CONCOR/KRCL.

The Commanding Officers:

- No. 1 Bn/RPSF/Lumding (Assam)
- No. 2 Bn/RPSF/Gorakhpur UP)
- No. 3 Bn/RPSF/Talkatora, Alambagh, Lucknow
- No. 4 Bn /RPSF/P.P. Bhaktinagar/New Jalpaiguri (W.B.)
- No. 5 Bn/RPSF/Tiruchirappalli (Tamil Nadu)
- No. 6 Bn/RPSF/Dayabasti, Delhi-36
- No. 7 Bn/RPSF/Maula Ali, Secunderabad
- No. 8 Bn/RPSF/ Technical Training Institute, Chittaranjan (W.B.)

Sub: *Filling up of reserved posts by temporary down-gradation due to non-availability of SC/ST candidates.*

Ref: Railway Board's letter No.99-E(SCT)-I/25/10 dated 11.5.1999.

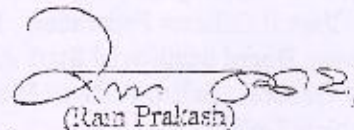
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Reference is invited to para 2(ii) of Board's letter quoted above wherein it is suggested that, for filling up of reserved posts remaining unfilled due to non-availability of SC/ST candidates, for promotion to the categories in which direct recruitment is not permissible, the possibility of down-grading the posts and filling up the same by promotion to the lower grade may be considered; If the same is not feasible, it is also to be examined whether such downgraded posts can be filled up by direct recruitment.

2. In this connection, one of the Railways has asked for clarification whether the down graded posts will continue to be kept as a part of the cadre strength of the higher grade or will be counted in the cadre strength of the lower grade posts.

3. It may be stated that the issue was earlier deliberated in the CPOs' Conference held in Board's office on 10.12.1998 and the consensus emerged that the temporary downgradation of the reserved posts and filling up of the same by candidates belonging to SC/ST category is done with a view to achieve the prescribed percentage of representation in the higher grade at a future date. Therefore, the downgraded posts will continue to be counted against the cadre strength of the higher grade posts. In such cases, as and when the reserved community candidates become available for promotion in future, the reserved posts shall be restored to the original grades and shall be filled up by promotion of reserved candidates.

Please acknowledge receipt.

  
(Ran Prakash)

Executive Director, Estt.(Res.)  
Railway Board.

25 6 99

RBE No. 102/99

GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
(RAILWAY BOARD)

No.99-E(SCT)/25/10

New Delhi, dt. 11-5-99

The General Manager,  
All Indian Railways and Production Units.  
The Officer on Special Duty: East Coast Railway, Bhubaneswar/ North Central Rly.,  
Allahabad/ East Central Rly., Hazipur/ North Western Rly., Jaipur/South Western Rly.  
Bangalore/ West Central Rly. Jabalpur, New Railway Zone, R.E. Officer Complex,  
Bilaspur.  
The Director General/ RDSO/Lucknow  
The CAO, DCW, Patiala  
The CAO: MTP(Rlys.), Mumbai and Chennai  
The Chairman, Railway Recruitment Board:  
Allahabad/Ahmedabad/Ajmer/Bangalore/Bhopal/Bhubaneswar/Calcutta/  
Chandigarh//Chennai/Gorakhpur/ Guwahati/Jammu &  
Shrinagar/Malda/Mumbai/Muzaffarpur/Patna/Ranchi/Secunderabad/Trivandrum  
The Principal, Railway Staff College, Vadodara  
The Director IRISSET, Secunderabad/TRIMEE,  
Jamalpur/TRIBE, Nashik/IRICEN, Pune/IRCAMTECH, Gwalior.  
The Railway Liaison Officer, Jeevan Tara Building, Parliament Street, New Delhi  
The General Secretary, IRCA, New Delhi,  
The C.A.O. /COFMOW, Rly. Offices Complex, Tilak Bridge, New Delhi-110002  
The Secretary, Railway Rates Tribunal (Chennai), 50 Mc. Nichola Road, Chetpet,  
Chennai.  
The Exe. Director, CRIS, Safdarjang Rly. Stn. Building Chanakyapuri, New Delhi,  
Railway Claims Tribunal, Ghaziabad Bench, KA-15 Kavinagar, Ghaziabad  
The Director (Movement), Railways 17 N.S.Rd, Calcutta  
The Joint Director, (Iron & Steel) 3 Koilaghat Street, Calcutta.  
The General Secretary, NFIR, 3 Chelmsford road, New Delhi.  
The General Secretary, AIRF, 4 State entry Road, New Delhi.  
All Members of National Council/Department Council and the Secretary of the Staff Side  
of the National Council, 13-C, Ferozeshah Road, New Delhi.  
All India SC/ST Railway Employees Association, Central Office, 171-B/3, Basant Lane  
Railways Colony, New Delhi-55  
General Secretary, All India OBC Railway Employees Federation, 96/3, Naya Bazar,  
Railway Colony, New Delhi.  
Secretary General, Indian Railway Class II Officers Federation, Office of C.E  
, (Const.), N.E. Railway Gorakhpur.  
The Railway Board Ministerial Staff Association, room No.7-B, Rail Bhawan  
Railway Class II Officers Federation, Rail Nilayam, Secunderabad  
Railway Board Class II Officers Association, Room No.521, Rail Bhawan  
Railway Board Class I Officers Association, Room No. 256-B, Railway Board, Rail  
Bhawan  
Railway Board Class IV Staff Association, Room No. 7-C, Rail Bhawan  
The Managing Director, RITES/IRCON/CONCOR/KRCL.

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- No. 3 Bn/RPSF/Talkatora, Alambagh, Lucknow
- No. 4Bn /RPSF/P.P. Bhaktinagar/New Jalpaiguri (W.B.)
- No. 5Bn/RPSF/Tiruchirappalli (Tamil Nadu)
- No. 6 Bn/RPSF/Dayabasti, Delhi-36
- No. 7Bn/RPSF/Maula Ali, Secunderabad
- No. 8 Bn/RPSF/ Technical Training Institute, Chittaranjan (W.B.)

Sub: Filling up of reserved posts due to non availability of  
SC/ST candidates --- Ad-hoc promotions.

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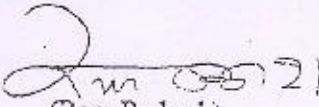
It has been brought to the notice of Board by Zonal Railways/Production Units that, sometimes, reserved posts for SCs/STs in important /essential, promotional categories remain unfilled due to non- availability of suitable SC/ST candidates, as such reserved posts cannot be de-reserved according to the instructions contained in para 9 of Railway Board's letter No. 95-E(SCT)I/49/5 (2) dated 21.8.97.

2. In this connection, it is clarified that, in cases where de-reservation is considered absolutely necessary and justified on the ground of safety of train operations, achievement of production target etc., proposals for de-reservation may be submitted to Board for consideration. Such proposals will be considered by the Board on merit as per extant procedure. However, before proposing any de-reservation, the following positive steps will be required to be taken to fill up the reserved vacancies by the reserved candidates:

- (i) Considering the possibility of direct recruitment where such direct recruitments are permissible in the grade in which promotions are required to be made, in terms of Railway Boards letter No. 90-E(SCT)I/25/23 dated 29.11.90.
- (ii) Where direct recruitments are not permissible, the possibility of down grading the post and filling up the same by promotion may be considered. If same is not feasible, it may also be examined whether such down graded posts can be filled up by direct recruitment if same is permissible.
- (iii) In exercise of the powers delegated to General Manager vide Board's letter No. E(NG)I-94/PM I/717 dated 11.11.94, the possibility of relaxing the condition of two years minimum service in the existing grade to one year in non- running category posts may be considered, so that the Scheduled Castes/Scheduled Tribes may be allowed to be promoted under these delegated powers.

3. Besides, where the work is of such important / urgent nature that the reserved posts cannot be kept vacant, Zonal Railways/Production Units may consider ad-hoc promotions for specific periods in accordance with Board's instructions on the subject with the personal approval of the GM, subject to fulfilment of the following conditions:-

- (i) The ad-hoc arrangement is absolutely necessary and justified on the ground of safety of train operations, achievement target etc.
- (ii) Any extension of the period of ad-hoc arrangement against reserved posts will also require GM's personal approval.
- (iii) The ad-hoc arrangement will be stop gap arrangement and will not be allowed to continue for unduly long duration.

  
(Ram Prakash)

Exe. Director Estt.(Res.)

10:5 29

Copy to: PSs to CRB, FC, MS, MM, MT, ME, ML, Secretary(R.B.)

PSs. to AM(S), AM(F), AM(MTP), AM(Elect), AM(B), AM(CE), AM(Mech),

AM(PU), AM(Sig), AM(Tele), AM(Com), AM(Traffic), AM(Stores),  
DG(RPS), DG(RPF), OSD(GA), EDPA, EDE(IR), EDE(G), EDE, EDPC,  
EDA, EDE(T&MPP), EDE(B), EDW, EDE(N),

Copy to: DE(N), DE(Res), Dir(MPP), Dir(Trg), JDE(Res)I, JDE(Gaz), JDE(GC),  
JDE(GP), JDE(RRB), JDE(Rep), JDE(P&A), DDE(Rep) I, II, JDE(D&A),  
E(RRB), E(Trg.), E(Rep)I, II, III, Sec(E), Sec(ABE), E(NG)I, II, E(W), E(LR)  
I, II, III, IV, E(SCT)II, E(RB)I, II, V, E(GR)I, II, E(GP), E(GC) Branches of  
Railway Board.

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