Government of India / Bharat Sarkar
Ministry of Railways / Rail Mantralaya
(Railway Board)

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No.83-E(SCT)42/1 New Delhi, dated 14 -4-83

The General Managers
All Indian Railways including CLW, DLW, ICF

MTP(Railways) Calcutta and G.M.(Const.)
Southern Railway, Bangalore
The Director General, R.D.S.O., Lucknow
The Chief Administrative Officer, Indian Railways Diesel Component Works, Nabha Road, Patiala (147001)

The Chairman, Railway Service Commission, Allahabad/Bombay/Calcutta/Madras/Muzaffarpur/Gauhati/Secunderabad/Bangalore.

The Principal, Railway Staff College, Vadodara

The Principal, Indian Railway Institute of Mechanical and Electrical Engg., Jamalpur

The Principal, Indian Railway Instt.of Signal Engg.& Telecom., Secunderabad

The Director, Rail Movement, Calcutta

The Joint Director, Rail Movement, Mughalsarai

The Chief Administrative Officer, MTP(Railways) New Delhi, Bombay Madras.

The Secretary, Railway Rates Tribunal, Madras.28

The Joint Director, Iron & Steel, 3-Koilaghat Street, Calcutta

The Railway Liaison Officer, New Delhi

The General Secretary, IRCA, New Delhi

The Chief Engineer, Railway Electrification Allahabad.

Indian Railway Construction Co.Ltd., 18-Rattan Jyoti, Rajindra Place, New Delhi-110008

Rail India Technical & Economic Services Ltd., 1st Floor, New Delhi House, 27 Barakhamba Road, New Delhi-110001

Central Organisation For Modernization of Workshops, 1 Eastern Avenue, Maharani Bagh, New Delhi-110064

Sub: Reservation for Scheduled Castes/Scheduled Tribes in posts filled by promotion.

Some Railways have come up for clarifications on certain points in regard to the applications of reservation rules for Scheduled Castes/Scheduled Tribes in posts filled by promotion. The clarifications on the points referred to by the Railways are given below :

i) Whether a Junior SC/ST employee who qualifies in the selection of non-safety categories as per general standards laid down i.e. obtains 60% marks will be preferred to a senior SC/ST candidate who passes with marks of relaxed standard i.e. 50% for placement against reserved vacancy and whether this action will not amount to supersession of SC/ST employees?

The concession in qualifying marks is granted to fill up the reserved vacancies only. This has already been clarified vide item 2 of Board's letter No.E(SCT)68CM15/10 dated 23.10.69. It is, however, further clarified that by applying the general standard for qualifying a selection and empanelment, the selection committee should first draw a list of candidates who can be empanelled. This list should be checked up whether this contains the required number of candidates belonging to SC and ST as per the 40-Point roster. In case of deficiency, the same should be made good by including the other reserved candidates who pass by applying relaxed standards.

ii) Whether SC/ST employee who passes by relaxed standard is not to be placed on the panel against unreserved vacancy, though he is the seniormost SC/ST employee.

No. The relaxation is given to the SC/ST candidates only against the reserved vacancies.

iii) When selection is conducted for posts in which there is no reserved vacancy whether the SC/ST candidates should be called for interview in a separate block and whether in such a selection inclusion of a SC/ST officer in the Selection Committee is necessary?

It is not necessary to call the SC/ST candidates for interview in a separate block when the reserved candidates are considered against the unreserved vacancies. However, the inclusion of a SC/ST member in the Selection Committee is necessary.

iv) Whether pre-promotional training is necessary to be imparted to SC/ST candidates when they are required to appear for selection as per general seniority in which there is no reserved vacancy?

Not necessary.

v) Whether pre-promotional training is required for SC/ST candidates when they have to appear in a selection against reserved vacancies, though the selection is to be conducted for the next higher grade or the same category in which the SC/ST employees are working where there is no difference in the working experience of the lower and the higher grades for shouldering higher responsibility?

contd/-3..

Yes, as the pre-promotional training would enable the SC/ST candidates to qualify in the selection.

vi) Whether relaxation of 10% in the qualifying marks is to be given to SC/ST candidates who are considered to fill up unreserved vacancies in seniority-cum-suitability posts or they have to secure the minimum marks fixed for the general candidates for the qualifying the test in the category where safety aspects are not involved.

The SC/ST candidates have to obtain the minimum marks fixed for general candidates to fill up the unreserved vacancies. The concession in qualifying marks are granted only to fill up reserved vacancy.

vii) At what point of time, the failed SC/ST candidates earmarked for promotion on ad-hoc basis for 6 months should be promoted?

As the promotion is to be ordered according to the roster point, the failed SC/ST candidates may be promoted against the reserved vacancies as per the roster points on adhoc basis.

viii) Whether the roster point will be treated as consumed in the circumstances mentioned below :-

(a) A junior SC person was promoted against a roster point through mistake and later on a senior SC person is required to be promoted by reverting the junior person.

No. The senior SC candidate will be promoted against the same roster point against which the junior SC person was promoted earlier

(b) An SC candidate has been promoted on adhoc basis However, shortly after his promotion he resigns

Yes, the point on which promotion has been made on adhoc basis will be treated as consumed but not the reserved point on roster or regular promotion.

(c) A persion has been promoted being a SC/ST . Subsequently, it is discovered that he is not a SC/ST, and his claim was incorrect. He is reverted as he does not come up for his seniority as a general candidate.

No, the roster point will not be treated as having been operated or consumed. The next SC/ST person should be promoted in his place.

contd/-4.

(d) In the case mentioned at (c) above, if the candidate has become due for promotion as per his seniority as a general candidate and he is not required to be reverted on the date of considering his case.

No, The reserved roster point will remain unconsumed. Correct SC/ST person should be promoted against the reserved point. The unreserved person wrongly promoted earlier as SC/ST should be adjusted against subsequent UR points.

(e) In terms of Railway Board's letter No.E(SCT) 70CM15/10 dated 29.4.70, the vacancies filled on or after 25.3.70 should be shown in the revised roster unless selection for filling recruitment/promotions vacancies were made prior to 25.3.70. A clarification is required whether the names of such persons who were placed on panel prior to 25.3.70 but promoted after 25.3.70 are required to be shown in the revised roster.

The person placed on panel prior to 25.3.70 but promoted after that date need not be shown in the revised roster.

A Hindi version will follow.

Dhingra 7/4/83

(D.S.Nigam)
Addl.Director,Estt(R)
Railway Board.