GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD

RBE No.251/99

No.E(MPP)96/1/28 New Delhi dated 29.9.99

General Manager/OSD
All Indian Railways
Production Unit
CORE, Allahabad

Metro Railway/Calcutta
DG/RDSO, Lucknow

Sub:- Redeployment of Surplus Staff on Indian Railways.

Railway Administrations are aware that instructions have been issued from time to time regarding early redeployment of surplus staff by according highest priority to their absorption by giving it precedence over all other modes of recruitment.

2. However, a significant number of surplus staff including steam surplus both from the maintenance and running streams still continue to be placed against special supernumerary posts in absence of their gainful redeployment.

3. This aspect has been adversely commented upon by various parliamentary forums in the recent past as well as the Federations who have expressed anguish for the delay in redeployment of surplus staff on Railways. After careful consideration of the matter, the following guidelines are herewith emphasised for implementation by the Railway Administration: -

i) Each Railway Administration shall draw out a time bound action plan for redeployment of surplus staff and advise Board the results thereof.

ii) Surplus staff should be considered on priority basis for redeployment in any department, by imparting necessary retraining as required and without insisting on the prescribed educational qualifications as applicable to these posts. It may, however, be noted that this relaxation will not apply for surplus steam maintenance staff for their absorption/redeployment in running categories.

iii) Surplus staff working against grades in which an element of Direct recruitment exists, should be straight away re-deployed against Direct Recruitment vacancies including those in other departments after necessary screening.

iv) Wherever it is not possible to re-deploy surplus staff as indicated in para(i) to para (iii) of Board's letter No.E(NG)II-84/RE-1/10 dated 21.4.89 or as indicated above, in such cases surplus staff should be re-deployed in alternative activities against vacant posts, even if these vacancies are in the lowest grades. Vacant posts in the lowest grade, set aside for the purpose should be frozen and kept unfilled till the Cadre Balancing is achieved.

v) While ordering manning of post at new locations, Railway Administration may ensure posting of a mix of direct recruits, experienced staff of the department and surplus staff from other departments so that within the mixed group transfer of skills is smooth and each member mutually benefits from such an association.

vi) Each Railway should maintain a surplus employee data bank indicating inter-alia:

i) Name of the employee
ii) Educational qualification including special qualification (if any):
iii) Date of Birth:
iv) Last pay drawn on being declared surplus
v) Preference of posting in various departments. (order of preference of employees may be obtained including for a particular category):
vi) Medical history of the employee including medical classification of fitness.
vii) Date of superannuation:

4. This data should be made use of frequently to fill up various posts including those created against new assets.

5. Railways are directed to suitably act upon the above guidelines and devise suitable monitoring machinery to ensure that surplus staff are gainfully re-deployed in the quickest possible time. Board may be kept informed of the progress of redeployment of surplus staff through a column in the monthly PCDO from CPO to Board(MS).

6. Receipt of this communication may be acknowledged.

(R.R. PRASAD)
DIRECTOR(MANPOWER PLANNING)
RAILWAY BOARD

No.E(MPP)96/1/28 New Delhi, dated 29.9.99

Copy to:-

1. The General Secretary, NFIR, 3 Chelmsford Road, New Delhi for information with 35 spares.
2. The General secretary, AIRF, 4, State Entry Road, New Delhi for information with 35 spares.
3. The Secretary General, FROA, R.No.256-A, Rail Bhawan, New Delhi for information with 5 spares.
4. The Secretary General, IRPOF, R.No.268, Rail Bhawan, New Delhi for information with 5 spares.
5. All Members, Departmental Council and National Council and Secretary Staff Side National Council, 13-C Ferozeshah Road, New Delhi (90 spares)

For Secretary, Railway Board.

Copy to :
AM(STAFF), AM(MECH), OSD(MS), EDE(N), EDE(IR), JDE(L), DDE(LR)I EN(G)I, EN(G)II