



**दक्षिण रेलवे/SOUTHERN RAILWAY**

No.P(R)535/P/Promotion/Vol.VI

प्रधानकार्यालय/ Headquarters Office  
कार्मिक शाखा/ Personnel Branch  
चेन्नै/Chennai - 600 003  
दि./ Dated: 05-07-2016

**आर बी ई सं/RBE No.77 / 2016**

**पी बी सी सं/ PBC No.76 / 2016**

All PHODs / DRMs / CWMs / CEWE / CAO / CPM / Dy.CPOs / Sr.DPOs /  
DPOs / SPOs / WPOs / APOs of HQ / Divisions / Workshops / other Units,  
etc.,

(As per mailing list –'A' )

विषय/Sub:Recommendations of Committee to review the existing  
channel of promotion for Safaiwalas / Jamedars –  
Providing adequate improvement opportunities.

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A copy of Railway Board's letter E(NG)I-2015/CFP/12 dated  
24-06-2016 (RBE No.77 / 2016) on the above subject is enclosed for  
information, guidance and necessary action.

संलग्न/Encl: as above

(B.Indumathy)  
Asst. Personnel Officer/M&E.  
कृते मुख्य कार्मिक अधिकारी  
For Chief Personnel Officer

प्रतिलिपि/Copy to : The Genl Secy / SRMU  
The Genl Secy / AISCSTREA  
The Genl Secy / AIOBCREA

The Genl Secy / NFIR



**RB/ESTT. NO. 77/2016**

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

No.E(NGI)-2015/CFP/12

New Delhi, dated 24.06.2016

*SR*

**The General Managers (P)**  
All Zonal Railways &  
Production Units.  
(As per standard list)

**Sub:- Recommendations of Committee to review the existing channel of promotion for Safaiwalas/Jamadars - Providing adequate improvement opportunities.**

The issue of providing adequate improvement opportunities to Safaiwalas was raised in the 44<sup>th</sup> meeting of PREM Group and also by the staff side in DC/JCM forum. Pursuant to the above, Board had constituted a Committee of five SAG level officers and two representatives from both the Federations viz. AIRF and NFIR, to review the existing channel of promotion for Safaiwalas/Jamadars. The recommendations made by the Committee have been considered in consultation with concerned Directorates. Board's decisions taken thereon are given below in juxtaposition for implementation and compliance by the Zonal Railways:

**Recommendations**

**Decision Taken**

- |                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                         |
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| <p>(i) In the Medical Department where strength of Safaiwalas is more, 10% of sanctioned strength of Safaiwalas, including those working in Railway Colonies and Railway Stations with 5 years regular service should be given an option every year to go to other departments in same grade on bottom seniority.</p> | <p>: Accepted : It may be noted that provision is already in place that Safaiwalas of all departments are eligible to be transferred to the Mechanical Workshop, Works Branch, Traffic and Commercial Deptt. against 10% annual quota of vacancies.</p> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

- (ii) In all the departments, Safaiwalas should be included in the cadre of Helper/Khalasis after 5 years of service on bottom seniority and be eligible for further promotion as Technician Gr.III in GP Rs.1900 as per seniority/suitability and their qualifications. : Accepted : Technician Grade III in GP Rs.1900 is a skilled grade and 25% of vacancies are filled by direct recruitment, 25% through LDCE from unskilled and semi-skilled staff with educational qualification of course completed Act apprentices or ITI qualified in the relevant trade, and 50% by promotion of staff in lower grade as per prescribed procedure, i.e. on the basis of trade test. Henceforth, in all departments, Safaiwalas should be included in the cadre of Helper/Khalasis after 5 years of service assigning them bottom seniority, and be made eligible for further promotion as Technician Gr.III in GP Rs.1900 as per seniority/suitability and their qualifications.
- (iii) A channel of opportunity should be available to Safaiwalas in various departments where it does not exist so that Safaiwalas of that department can get reasonable chance to appear in the selection for promotion in higher grade pay Rs.1900. This can be decided by the Railways Administration in consultation with their recognized unions. : Accepted : Instructions already exist vide Board's letter No. E(NG)I-2010/PM1/22 dated 03.01.2014 that all erstwhile Group 'D' categories in GP Rs.1800, since upgraded as Group 'C', will continue to be eligible for selection to Group 'C' posts as per AVC already provided, if they possess the required eligibility criteria, i.e. prescribed educational qualification and residency period etc. Principally, the recommendation has been accepted and Safaiwalas may be permitted to appear in the selection for GP Rs.1900 in those departments where channel of promotion does not exist. Changes in AVC may be decided, as necessary, in consultation with the recognized Unions.

- (iv) Safaiwalas of all departments : The recommendation is accepted should be made eligible to appear in the examination for ministerial staff of all the department against 16-2/3% quota if they have requisite educational qualifications and also in the category of Accounts Clerk in GP Rs.1900 against 8-1/3% LDCE quota and of TC against 16-2/3% quota provided they possess requisite qualification. subject to framing of relevant AVCs by the Railway administration in consultation with their recognized unions subject to such employees passing selection/suitability test and possession of requisite educational qualification.
- (v) Safaiwalas of all the departments may also be considered for selection to the post of Motor Vehicle Driver in all departments if they have requisite educational qualification and having driving license/experience. Selection will be done by trade test. : Accepted subject to passing selection/suitability test and possession of Driving License and required educational qualification prescribed for the post.
- (vi) The present system of separate seniority group for Safaiwalas in medical department, i.e. those relating to hospital and that of Railway Colonies/Station should continue. : Accepted : Seniority of incumbent may be maintained separately in terms of para 302 and 303 of IREM, Vol.I, 1989 (Revised Edition-1989), First Re-print Edition-2009 by the Railway Administration themselves.

Please acknowledge receipt.

Hindi version shall follow.

  
(M.K. Meena)  
Deputy Director Estt.(N)  
Railway Board