



दक्षिण रेलवे/SOUTHERN RAILWAY

No.P(R)676/P/Committee

प्रधानकार्यालय/ Headquarters Office
कार्मिक शाखा/ Personnel Branch
चेन्नै/Chennai - 600 003
दि./ Dated: 12-09-2014

पी बी सी सं/ PBC No: 140 / 2014

All PHODs / DRMs / CWMs / CEWE / CAO / CPM / Dy.CPOs / Sr.DPOs /
DPOs / SPOs / WPOs / APOs of HQ / Divisions / Wokshops / other Units, etc.,
(As per mailing list -'A')


विषय/Sub: Implementation of Supreme Court Judgement dt. 31-10-
2013 & WP(C)82/2011 -- Positng / Transfer in Railways.

Ref : Board's letter No.E(O)III/2014/PL/03 dt. 29-08-2014.

Copies of the undermentioned Railway Board's letter on the above
subject is enclosed for information and necessary action.

- i) E(O)III/2014/PL/03 dt. 10-06-2014.
- ii) E(O)III/2014/PL/03 dt. 04-07-2014.
- iii) E(O)III/2014/PL/03 dt. 29-08-2014.

संलग्न/Encl: as above


(V.SRINIVASAN)
वरिष्ठ कार्मिक अधिकारी/नियम
Senior Personnel Officer/Rules
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

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)



No. E(O)III-2014/PL/03

New Delhi, dated: 29/08/2014

**General Managers,
All Indian Railways/Production Units
(As per Standard List).**

Sub: Implementation of Supreme Court's Judgement dated 31.10.2013 in WP(C) 82/2011 - Postings/Transfers in Railways.

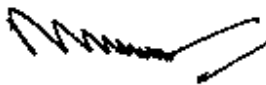
Ref: Board's letters/circulars of even number dated 10.06.14 and 04.07.14.

References have been received from different Railways/Units raising various queries/seeking clarification from Board with reference to instructions contained in Board's circular of even number dated 10.06.14 read with 04.07.14. After considering the various issues/queries raised by different Railways/Units, the following clarifications are issued for adherence by Railways/Units:-

S.No.	Issues raised/clarifications sought by Railways/Units	Clarification by the Railway Board.
1.	If, in the case of Personnel Department, 2 personnel officers are required while forming Placement Committee for JAG/SG officers or if one can meet the demand.	In the case of transfer/ posting of personnel officers, Jr. Scale/Sr. Scale/JA/SG/ SAG there should be 3 officers' Committee (2 can be from Personnel side and one should be from outside department.
2.	If 2 personnel officers are needed in the Group 'C' Placement Committee of Personnel Department.	The same principle as stated above will apply to Group 'C' also.
3.	Who will be the representative of Personnel Branch when Sr. Scale officer (DPO) is incharge of Personnel Branch of Division office.	Railways may nominate Sr. Divisional Officer or officer-in-charge of the respective Departments in such cases.
4.	How will be Placement Committee be formed in Divisions where no officer of SS/JAG/SG is available?	Railway may nominate Sr. Divisional Officer or officer-in-charge of the respective Departments in such cases.
5.	Depots are not under the control of DRM/ADRM, but under the control of HQ/COS. How will Placement Committees be formed in such cases.	Railway can form Placement Committees accordingly.

6.	What will be the composition of Placement Committee for Construction organisation.	Placement Committee can consist of CE(Con.)/CAO(Con.) + two other officers.
7.	Whether these instructions are also applicable to Accounts and Security Departments.	Yes. The instructions have to be complied with in case of all services.
8.	If any dispute arises before the Placement Committee members, how will it be dealt with.	General Manager can decide.
9.	If any dispute arises in a transfer after the recommendation of Placement Committee, its acceptance by the Competent Authority and issue of order, how will be same cancelled or modified.	General Manager can decide.
10.	In case of HQ controlled posts in Division/Unit and vice-versa, which committee and Competent Authority will deal with such cases.	General Manager can decide.
11.	Procedure to be followed when employees of one department are employed in other with the previous consent of HOD of the Department in which they are employed.	The case can be considered by the Placement Committee of the Department where he is posted.
12.	Whether applicable mutatis-mutandis to cases of mutual transfers/own request transfers, transfers ordered by Vigilance etc./transfer of office bearers of unions, who are governed by separate orders, inter-Divisional transfer of ticket checking staff indulging in malpractices, Railway servants posted to HQ controlled posts of Divisions/ Units and vice-versa.	The instructions should apply to all these cases.
13.	Procedure for dealing with out of turn transfers under the powers of GM/PHOD/CHOD/DRMs.	The instructions should apply to these cases also.

2. This also disposes of the clarifications sought by SEC Railway vide their letter No. P-HQ/RUL/116/1/2420 dated 08.07.2014.


(N. Soman)
Joint Secretary(Gas.)
Railway Board.
Rly. 43339
DOT & FAX (23382765)

10 JUL 2014

दक्षिण रेलवे / Southern Railway
चेन्नाई / Chennai-600 003

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. E(O)III-2014/PL/03

New Delhi, dated: 07/07/2014

General Managers,
All Indian Railways/Production Units
(As per Standard List)

Director General,
RDSO/Lucknow.

Sub: Implementation of Supreme Court's Judgement dated 31.10.2013 in WP(C) 82/2011 - Postings/Transfers in Railways - Corrigendum regarding.
Ref: Board's letter of even number dated 10.06.14.

Please refer to paras 2(i) & 2(ii) of Board's letter referred to above and read the same as under:-

2(i) For officers of the level of **Junior Administrative Grade and Selection Grade** in the Zonal Railways and Production Units/Construction Organizations/RDSO etc. and Workshops.

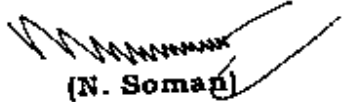
- (a) PHOD/CHOD/Cadre Controlling Officer of the concerned department.
- (b) Chief Personnel Officer/HOD of Personnel Department and standby officer would be another SAG, IRPS officer.
- (c) One PHOD/CHOD of a Department outside the concerned department.

Competent Authority: The Competent Authority to accept the recommendations of the above Placement Committee will be General Manager/Head of the Organisation.

2(ii) For officers of the level of **Junior Scale and Sr. Scale** in the Zonal Railways and Productions Units/Construction Organizations/RDSO etc. and Workshops.

- (a) HOD of the concerned cadre.
- (b) HOD of the Personnel Department.
- (c) HOD from another Department.

Competent Authority: The Competent Authority to accept the recommendations of the above Placement Committee will be the PHOD of the Cadre.


(N. Somani)
Joint Secretary(Gaz.)
Railway Board.
Rly. 43339
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**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**



No.E(O)III/2014/PL/03

Dated : 10.6.2014

**General Managers
All Indian Railways/Production Units
(As per Standard List)**

Sub : Implementation of Supreme Court's Judgement dated 31.10.2013 in WP(C) 82/2011 – Postings/Transfers in Railways.

1. The Hon'ble Supreme Court in its judgement dated 31.10.2013 in Writ Petition (C) 82/2011 interalia directed that:-

"There should be a Committee to be constituted at appropriate levels to decide postings and transfers of all Group 'A', 'B' and 'C' officials even if within the same zone. The postings/transfer to be regulated by transparent policies with assured minimum tenure. Policy provision may, therefore, be framed."

2. Board has, therefore, decided that there should be Placement Committee to recommend transfer/postings of all Railway servants as per Hon'ble Supreme Courts' decisions. The following shall be the Placement Committees :-

- i) For officers of the level of Group 'B' to Selection Grade in the Zonal Railways and Production Units/Construction Organisations/RDSO etc and Workshops.
 - a) PHOD/CHOD/Cadre Controlling Officer of the concerned department.
 - b) Chief Personnel Officer/HOD of Personnel Department and standby officer would be another SAG, IRPS officer
 - c) One PHOD/CHOD of a Department outside the concerned department

Competent Authority: The Competent Authority to accept the recommendations of the above Placement Committee will be General Manager/Head of the Organisation.

ii) For officers of the level of Jr. Scale and Sr. Scale in the Zonal Railways and Production Units/Construction Organisations/RDSO etc and Workshops.

- a) HOD of the concerned cadre
- b) HOD of the Personnel Department
- c) HOD from another Department

Competent Authority : The Competent Authority to accept the recommendations of the above Placement Committee will be the PHOD of the Cadre.

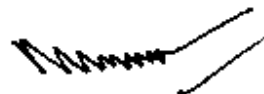
iii) For officials of the level of Group 'C' in Zonal Railway Headquarters.

- a) JA/SG officer of Personnel Branch.
- b) The concerned JA/SG Officer of the concerned Department.
- c) One JAG/SG officer of a Department outside the concerned department.

Competent Authority : The Competent Authority to accept the recommendations of the above Placement Committee will be the PHOD/CHOD of the Cadre.

iv) For officials of the level of Group 'C' in Railway Divisional Office:

- a) JA/SG officer of Personnel branch.
- b) Cadre Controlling Officer of the Department (JAG/SG/Sr.Scale).
- c) JA Grade officer outside the Department (JAG/SG/Sr. Scale).



Competent Authority : The Competent Authority to accept the recommendations of the above Placement Committee will be DRM/ADRM.

v) For officials of the level of Group 'C' in Production Units and RDSO/Workshop:

Production Units/Workshops

- a) Sr. Scale/JA/SG officers of Personnel Department.
- b) One JA/SG officer of a department outside the concerned department.
- d) One JA/SG officer of the concerned Department

Competent Authority : The Competent Authority to accept the recommendations of the above Placement Committee will be CME/CWE/CWM.

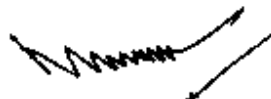
For RDSO the placement committee shall be :-

- a) JA/SG Officer of Personnel Department
- b) JA/SG officer of a department outside the concerned department.
- c) JA/SG officer Personnel Department

Competent Authority : The Competent Authority to accept the recommendations of the above Placement Committee will be Sr ED/In-Charge of the Cadre.

Note : (i) The concerned PHOD/CHOD of the Cadre will nominate the officer from his cadre in various Placement Committee. The GM/DRMs and Heads of Organisations may suitably modify the Placement Committee depending upon the availability of members of the Committee.

(ii) They will nominate suitable stand by members.



3. **Functions:** The following will be functions of the Placement Committee :-

- (i) To consider and make recommendations for transfer and posting of officers/staff and to make recommendation as per explicitly stated applicable norms under various extant instructions on transfer/postings.
- (ii) For postings for various posts in Board, the suitability for a particular post will be governed by guidelines issued by the concerned Functional Board Member.
- (iii) The Placement Committee would meet at least once in three months and also when required at the time of transfers on promotions.

(b) Tenure in Zonal Railway, Production Units/Workshops

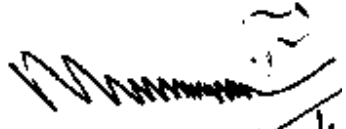
- (i) The minimum tenure in any post upto SAG will be 2 years & maximum 4 years, subject to guidelines issued in connection with posting in sensitive posts.

(c) Tenure in RDSO

A minimum of 2 years and a maximum of five-year tenure will be permitted for the officers of the rank of Joint Director, Director and Executive Director.

Note : The Respective Competent Authority may overrule the recommendations of the Placement Committee by recording the reasons in writing.

Please acknowledge receipt.


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