



**दक्षिण रेलवे/SOUTHERN RAILWAY**

No.P(R)676/P/No.IV

प्रधानकार्यालय/ Headquarters Office  
कार्मिक शाखा/ Personnel Branch  
चेन्नई/Chennai - 600 003  
दि./ Dated: 13-08-2014

**आर बी ई सं/RBE No. 85 / 2014**

**पी बी सी सं/ PBC No: 125 / 2014**

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: Posting of Government employees who have differently  
abled dependents - reg.**

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A copy of Railway Board's letter No.E(NG)/2014/TR/12 dt. 01-08-2014  
(RBE No. 85/2014) alongwith a copy of O.M. No. 42011/3/2014-Estt.(Res) dt.  
06-06-2014 issued by the Department of Personnel and Training on the above  
subject is enclosed for information, guidance and necessary action.

Railway Board's letter dated 13-05-1991 referred therein has been  
circulated under PBC No. 90/1991 dated 31-05-1991.

(V.SRINIVASAN)

वरिष्ठ कार्मिक अधिकारी/नियम  
Senior Personnel Officer/Rules  
कृते मुख्य कार्मिक अधिकारी  
For Chief Personnel Officer

संलग्न/Encl: as above

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

The Genl Secy / NFIR

RB/Estt. No. 85/2014



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

No. E(NG)/2014/TR/12

New Delhi, dated : 01/08/2014

The General Managers (P),  
All Indian Railways and Production Units  
(As per standard list).

**Sub:- Posting of Government employees who have  
differently abled dependents- reg.**

In view of a demand that Railway employee who is a care giver of the disabled child may not have to suffer due to displacement by means of routine transfer/rotational transfer, Department of Personnel & Training, in their O.M. No.42011/3/2014-Estt.(Res.) dated 06.06.2014, have widened the guidelines contained in their previous O.M. No. B14017/41/90-Estt.(RR) dated 15.02.1991 circulated to the Zonal Railways under this Ministry's letter No. E(NG)-I/91/TR/15 dated 13.05.1991. A copy of the latest O.M. containing revised instructions in this regard is enclosed for information and guidance. These instructions will mutatis-mutandis be applicable to Railway Servants.

Please acknowledge receipt.

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

No.42011/3/2014-Estt.(Res.)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training

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North Block, New Delhi  
Dated the 6<sup>th</sup> June, 2014

**OFFICE MEMORANDUM**

**Sub: Posting of Government employees who have differently abled dependents – reg.**

There has been demand that a Government employee who is a care giver of the disabled child may not have to suffer due to displacement by means of routine transfer/rotational transfers. This demand has been made on the ground that a Government employee raises a kind of support system for his/her disabled child over a period of time in the locality where he/she resides which helps them in the rehabilitation.

2. The matter has been examined. Rehabilitation is a process aimed at enabling persons with disabilities to reach and maintain their optimal physical, sensory, intellectual, and psychiatric or a social functional level. The support system comprises of preferred linguistic zone, school/academic level, administration, neighbours, tutors/special educators, friends, medical care including hospitals, therapists and doctors, etc. Thus, rehabilitation is a continuous process and creation of such support system takes years together.

3. Considering that the Government employee who has disabled child serve as the main care giver of such child, any displacement of such Government employee will have a bearing on the systemic rehabilitation of the disabled child since the new environment/set up could prove to be a hindrance for the rehabilitation process of the child. Therefore, a Government servant who is also a care giver of disabled child may be exempted from the routine exercise of transfer/rotational transfer subject to the administrative constraints. The word 'disabled' includes (i) blindness or low vision (ii) hearing impairment (iii) locomotor disability or Cerebral Palsy (iv) leprosy cured (v) mental retardation (vi) mental illness and (vii) multiple disabilities.

4. Upbringing and rehabilitation of disabled child requires financial support. Making the Government employee to choose voluntary retirement on the pretext of routine transfer/rotation

transfer would have adverse impact on the rehabilitation process of the disabled child.

5. This issues with the approval of MoS(PP).

6. All the Ministries/Departments, etc. are requested to bring these instructions to the notice of all concerned under their control.



(Debabrata Das)

Under Secretary to the Govt. of India

Tel. No. 23093307



आरबीई सं. 85/2014

भारत सरकार  
रेल मंत्रालय  
(रेलवे बोर्ड)

सं. ई(एनजी)/2014/टीआर/12

नई दिल्ली, दिनांक 01.08.2014


महाप्रबंधक (पी),  
सभी भारतीय रेलें एवं उत्पादन इकाइयां,  
(भानक सूची के अनुसार)

विषय:- ऐसे सरकारी कर्मचारियों, जिनके इतर रूप से सक्षम आश्रित हों, की तैनाती।

इस मांग को देखते हुए कि ऐसे रेल कर्मचारी, जिनकी अपने अशक्त आश्रित बच्चे की देखभाल करने की जिम्मेदारी हो, को रूटीन स्थानांतरण/रोटेशनल स्थानांतरण की वजह से कोई परेशानी न हो, कार्मिक एवं प्रशिक्षण विभाग के अपने दिनांक 06.06.2014 के का.जा.सं. 42011/3/2014-स्थापना(आरक्षण) के माध्यम से अपने दिनांक 15.02.1991 के पूर्ववर्ती कार्यालय जा. सं. बी 14017/41/90-स्थापना (आरआर) में उपरोक्त विषय पर निहित मार्गनिर्देशों, जिन्हें इस मंत्रालय के दिनांक 13.05.1991 के पत्र सं. ई(एनजी)-1/91/टीआर/15 के तहत क्षेत्रीय रेलों को परिपत्रित किया गया था, का दायरा व्यापक कर दिया है। नवीनतम का.जा. जिसमें इस संबंध में संशोधित अनुदेश दिए गए हैं, की प्रतिलिपि सूचना एवं मार्गदर्शन के लिए संलग्न है। ये अनुदेश रेल कर्मचारियों के मामले में भी यथावत लागू होंगे।

कृपया पावती दें।

संलग्नक: यथोक्त

  
(एम.के.मीना)

उप निदेशक स्था(अराज.)  
रेलवे बोर्ड