



दक्षिण रेलवे/SOUTHERN RAILWAY

No.P(R)532/Promotion/GAZ

प्रधानकार्यालय/ Headquarters Office
कार्मिक शाखा/ Personnel Branch
चेन्नै/Chennai - 600 003
दि./ Dated 26-06-2014

आर बी ई सं/RBE No. 45 / 2014

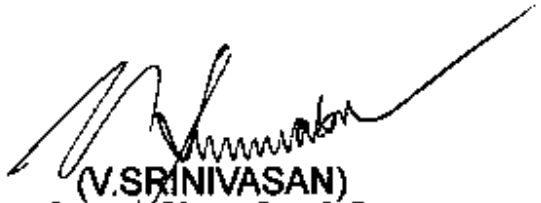
पी बी सी सं/ PBC No: 88 / 2014

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: Selection Grade in Group 'A' Services – Application of
Sealed Cover procedure in grant of Non-functional
Selection Grade.

A copy of Railway Board's letter No.E(D&A) 2009 RG6-46 dt.09-05-
2014 (RBE No. 45/2014) on the above subject is enclosed for information,
guidance and necessary action.

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

RBE No. 45/2014

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. E(D&A) 2009 RG6-46

New Delhi, 9/05/2014

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

Sub: Selection Grade in Group 'A' Services - Application of Sealed
Cover procedure in grant of Non-functional Selection Grade.

Railway Board's letter no. E(D&A) 88 RG6-2 dated 05.02.1993 refers to application of sealed cover procedure at the time of considering grant of Non-Functional Selection Grade to Group 'A' officers. However, this letter does not indicate the circumstances in which the sealed cover procedure is to be adopted. NFSG is a segment of Junior Administrative Grade and appointment to NFSG is, therefore, not a case of promotion, but merely a placement in a higher pay-scale. Consequently the provisions relating to adoption of sealed cover procedure by the DPC while considering cases of regular promotion as prescribed in Railway Board's letter no. E(D&A) 92 RG6-149(B) dated 21.01.1993 are not directly applicable in such cases:

2. It is clarified that the Internal Selection Committee while considering the issue of grant of NFSG, shall also place the recommendation for grant of NFSG in a sealed cover, if the officer(s) concerned are covered by any of the following three situations as on the 1st January of the relevant calendar year in which the case of the concerned officers matures for grant of NFSG, unless such meeting is held in advance of the relevant year in which case the date of the meeting of the Internal Selection Committee will be relevant:

- a) Where the officer is under suspension;
- b) Where a charge sheet has been issued and the departmental proceedings for disciplinary action are pending; and
- c) Where prosecution for a criminal charge is pending in a court of law.


3. The same procedure will be followed by the subsequent Internal Selection Committees convened till the disciplinary case/criminal prosecution against the Officer concerned is concluded. On conclusion of the disciplinary case/criminal prosecution, if it results in dropping of the case against the Officer, the sealed cover (or covers) shall be opened. In case, the officer is recommended for placement in NFSG, the same shall be allowed from the relevant year in which he has been recommended for grant of NFSG by the Internal Selection Committee. He shall also be entitled to arrears of pay and allowances for such period.

4. If however, the disciplinary proceedings against the Railway servant results in the imposition of any of the minor penalties of Censure, Stoppage of Passes/PTOs, recovery from pay, reduction to a lower stage in the time scale of pay and withholding of increments, the officer may also be allowed placement in NFSG prospectively with reference to the recommendations of the Internal Selection Committee. In the case of those imposed with minor penalty of reduction to a lower stage in time scale of pay or withholding of increment they cannot, however, be granted NFSG before the expiry of the penalty. However, where the penalty of withholding of increment is to become operative from a future date, the person concerned should be granted NFSG in his turn prospectively with reference to the recommendations of the Internal Selection Committee and the penalty imposed in the NFSG. The pay in such cases should be fixed under the normal rules with reference to the date of actual placement in NFSG.

5. If, however, the disciplinary proceedings/criminal case against the Railway servant ends in a punishment/penalty other than those specified in para 4 above, the findings of the Internal Selection Committee in the sealed cover/covers shall not be acted upon. The officer's case for grant of NFSG may be considered by the next Internal Selection Committee held in the normal course subsequent to the date on which the pending case was decided against him, having regard to the penalty imposed on him.

6. It is also clarified that as NFSG is a mere placement in a higher scale and non-functional in character, there is no functional requirement of another officer being allowed NFSG in place of the officer whose case is placed in the sealed cover by the Internal Selection Committee. Also there is no requirement of allowing NFSG on ad-hoc basis to the officer whose case is delayed as his monetary interests are fully protected by the decision that in the event of his exoneration in the pending disciplinary/criminal case, he will be entitled to appointment in NFSG from the relevant year in which he has been recommended for grant of NFSG by the Internal Selection Committee, with arrears of pay and allowances.

7. Please acknowledge receipt.


(S. Modi)
Dy. Director Estt. (D&A)
Railway Board