



दक्षिण रेलवे/SOUTHERN RAILWAY

No.P(R)171/P/Policy/SCT

प्रधान कार्यालय/ Headquarters Office
कार्मिक शाखा/ Personnel Branch
चेन्नै/Chennai - 600 003
दि./ Dated: 20-02-2020

आर बी ई सं/RBE No. 209 / 2019

पी बी सी सं/ PBC No: 24 / 2020

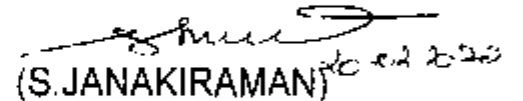
All PHODs / DRMs / CWMs / CEWE / CAO / CPM / Dy.CPOs / Sr.DPOs /
DPOs / SPOs / WPOs / APOs of HQ / Divisions / Workshops / other Units,
etc.,

(As per mailing list - 'A')

विषय/Sub : Operation of New Post Based Roster for Direct
Recruitment for Schedule Castes, Schedule Tribes,
Other Backward Classes and Economically Weaker
Sections – Clarification regarding.

A copy of Railway Board's letter No.2019-E(SCT)/25/1 dated
10-12-2019 alongwith Annexure – I on the above subject is enclosed for
information, guidance and necessary action.

Railway Board's letter dated 07-02-2019 and 05-02-2019 referred to has
been circulated as PBC No. 17 / 2019 and PBC No. 16 / 2019 respectively.


(S.JANAKIRAMAN)

वरिष्ठ कार्मिक अधिकारी/नियम

Senior Personnel Officer/Rules

For Principal Chief Personnel Officer

संलग्न/Encl: as above

प्रतिलिपि/Copy to : The Genl Secy / SRMU
The Genl Secy / AISCSTREA
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**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No. 2019-E(SCT)I/25/1

New Delhi, dated/0.12.2019

The General Manager (P)
All Indian Railways and Production Units.

Sub: Operation of New Post Based Roster for Direct Recruitment for Scheduled Caste-
Scheduled Tribes, Other Backward Classes and Economically Weaker Sections-
Clarification regarding.

Ref: i) Board's letter No. 2019-E(SCT)I/25/1 dated 07.02.2019.
ii) Board's letter No. E(NG)II/2019/Misc/2 dated 05.02.2019.

Attention is invited to Railway Board's letter No. 2019-E(SCT)I/25/1 dated 07.02.2019 (RBE No. 21/2019) enclosing therewith a copy of Ministry of Personnel, Public Grievances and Pensions, Department of Personnel & Training's O.M. No. 36039/1/2019-Estt (Res) dated 31.01.2019 regarding reservation for Economically Weaker Sections (EWSs) in direct recruitment in civil posts and services in the Government of India.

2. Clarifications have been sought from Railway Board regarding the method for operating the new post based roster issued by Railway Board's letter No. 2019-E(SCT)I/25/1 dated 07.02.2019 (RBE No. 21/2019).

3. In this regard, attention is invited to Para 6.2 of DOP&T's O.M. No. 36039/1/2019-Estt (Res) dated 31.01.2019, which states that every Government establishment shall now recast group-wise post-based reservation roster register for direct recruitment in accordance with format given in Annexure II, III, IV and V, as the case may be, for effecting 10% reservation for EWSs interpolating them with the SCs, STs and OBCs. While fixing roster point, if the EWS roster point coincides with the roster points of SCs/STs/OBCs the next available UR roster point has been allotted to the EWSs and also the principle of "squeezing" has been kept in view. While drawing up the roster, the cadre controlling authorities may similarly "squeeze" the last points of the roster so as to meet prescribed 10% reservation.

4. Further para 6.1 of DOP&T's O.M. No. 36039/1/2019-Estt (Res) dated 31.01.2019 mentions that the general principles for making and operating post based reservation roster would be as per the principles laid down in DOP&T's OM No.36012/2/96-Estt. (Res) dated 02.07.1997 regarding implementation of Post Based Reservation Roster. The principles in this regard are under the heading 'INITIAL OPERATION' in the DOP&T's OM No.36012/2/96-Estt. (Res) dated 02.07.1997.

5. As far as backlog vacancies of SC/ST/OBC's are concerned, they will be treated as separate and the ceiling of 50% reservation on filling of reserved vacancies would apply only to the vacancies which arise in the current year. Further, on recasting of roster, the excess persons belonging to SC/ST/OBC category may be adjusted as per principles prescribed in 'Para 4' above. Also, to adjust excess/additional persons belonging to SC/ST/OBC category (including backlog vacancies) in Model Roster for cadre strength upto 13 posts (small scale Roster/L Shape Roster), it may be stretched to the next cycle/cycles.

6. As the reservation for EWS category will be applicable only on 10% of vacancies notified on or after 01.02.2019, the roster points belonging to EWS category can only be filled upto 10% of vacancies notified on or after 01.02.2019 and the remaining roster points of EWS in the cadre will be vacant. Also, in new post based roster issued by Railway Board's letter No. 2019-E(SCT)I/25/1 dated 07.02.2019 (RBE No.21/2019), as the number of roster points allocated to the UR category has mainly got shrunken so the persons of UR category will be in excess than the roster points allocated to UR category. Thus, persons belonging to UR category which are in excess of UR roster points needs to be accommodated against EWS roster points which are in excess of 10% of vacancies notified on or after 01.02.2019 for EWSs. Still, if there are vacant roster points of EWSs (despite allocating 10% of notified vacancies to EWS on or after 01.02.2019 & adjusting excess UR persons), the remaining roster points belonging to EWS category (which could not be operated as present incumbency/vacancies being sent belonging to EWS category is having the ceiling limit of 10% of notified vacancies on or after 01.02.2019) may be operated by indenting UR vacancies against them. In due course of time, EWS roster points will be filled up with EWS category persons and UR persons will vacate the EWS roster points. Thus, in a span of time, all the roster points belonging to EWS category will get operated by persons belonging to EWS category.

7. An illustration in this regard is enclosed as Annexure-I.

DA : As above.



(U.N. Mehta)

Joint Director Estt.(Res.)I

The following illustration clarifies the operation of new post based reservation roster:-

(i) Suppose there is a cadre of 1000 posts which was filled by direct recruitment on all India basis by open competition. The number of SC, ST and OBC employees to be appointed by reservation in the cadre should ideally be 150, 75 and 270 respectively when all the posts are filled. [Reservation for SCs, STs and OBCs in such a case is 15%, 7.5% and 27% respectively]. Also, the number of SC, ST and OBC employees appointed by reservation is 150, 75 and 270 respectively.

(ii) (a) Suppose 200 vacancies occur in the cadre in the recruitment year 2018, out of which 38 are vacated by SCs, 10 by STs, 72 by OBCs. There is thus, a shortfall of 38 SCs, 10 STs and 72 OBCs in the cadre in that year. Though there is a higher shortfall of SCs, STs and OBCs in the cadre, only 100 of these vacancies could be earmarked reserved because all the 200 vacancies are current vacancies and ceiling limit of 50% on reservation in a year would apply on these vacancies.

(b) Shortfall of STs is 10 i.e. less than 7.5% of total vacancies. Therefore, 10 vacancies could only be earmarked reserved for STs. Shortfall of SCs and OBCs is more than 15% and 27% respectively of the current vacancies. Therefore, 15% of the current vacancies straightway earmarked reserved for SCs and 27% for OBCs i.e. 30 vacancies earmarked reserved for SCs and 54 vacancies for the OBCs. Applying the above principle, 94 vacancies are earmarked reserved. Thus, this left room for 6 $\{100-(10+30+54)\}$ more vacancies to be earmarked reserved to make up the shortfall. These 6 vacancies are to be apportioned between SCs and OBCs in the ratio of percentage of reservation prescribed for these categories viz. 15: 27 subject to the condition that the number of vacancies earmarked reserved for any category is not more than the shortfall of that category. Thus, the earmarking of reservation in respect of the vacancies of the year 2018 would be 32 for SCs, 10 for STs and 58 for OBCs.

(c) Suppose only 20 SC candidates, 5 ST candidates and 50 OBC candidates could be appointed in the recruitment year 2018 against the vacancies reserved for them. Thus, 12 vacancies of SCs, 5 vacancies of STs and 8 vacancies of OBCs which earmarked reserved could not be filled and remained vacant. These 12 vacancies of SCs, 5 vacancies of STs and 8 vacancies of OBCs which are earmarked reserved but remained vacant in the recruitment attempt will be treated as backlog reserved vacancies for the subsequent recruitment year. After the recruitment process for the year 2018 concludes, total number of posts filled would be 975, out of which 132, 70 and 248 will be held respectively by SCs, STs and OBCs. It may be noted that shortfall of reservation of SCs, STs and OBCs at this stage is 18, 5 and 22 respectively but number of backlog reserved vacancies of SCs, STs and OBCs is 12, 5 and 8 respectively.

(iii) (a) Suppose 200 vacancies arise in the recruitment year 2019 of which 30 are vacated by SCs, 10 by STs and 50 by OBCs. At this stage shortfall of SCs, STs and OBCs will be 48, 15 and 72 respectively. Total vacancies in the year would be $200+12+5+8=225$, of which 200 are current vacancies and 25 are backlog vacancies. 25 backlog reserved vacancies of SCs, STs and OBCs will be treated as a separate and distinct group and will be kept reserved-12 for SCs, 5 for STs and 8 for OBCs. Of the 200 current vacancies, not more than 100 can be earmarked reserved for SC/ST/OBC. By applying the same principles as in the year 2018, out of 200 current vacancies, 32 are earmarked reserved for SCs, 10 for STs and 58 for OBCs. Thus the number of vacancies reserved for SCs, STs and OBCs in the recruitment year 2019, including the backlog reserved vacancies, will be 44, 15 and 66 respectively. Suppose, these vacancies are notified on or after 01.02.2019, thus reservation for Economically Weaker Sections (EWSs) has to be provided upto 10% of vacancies notified on or after 01.02.2019. Therefore, 10% of the current year vacancies (200) are straightway earmarked reserved for EWSs i.e. 20 vacancies. As the cadre strength is 1000, there will be 100 roster points belonging to EWSs. However, only 10% of vacancies notified on or after 01.02.2019 can only be allotted to EWSs, i.e. 20 number of vacancies can be reserved for EWSs in the recruitment year 2019, and remaining points can be utilised as UR vacancies. Thus the number of vacancies reserved for SCs, STs, OBCs and EWSs in the recruitment year 2019 (notified on or after 01.02.2019), will be 44, 15, 66 and 20 respectively and the remaining vacancies (80) are to be treated as UR vacancies.

(b) Suppose only 34 SC candidates, 5 ST candidates, 56 OBC candidates and 15 EWSs candidates could be appointed in the recruitment year 2019 against the vacancies reserved for them. Thus, 10 vacancies of SCs, 10 vacancies of STs, 10 vacancies of OBCs and 5 vacancies of EWSs which are earmarked reserved could not be filled and remained vacant. These 10 vacancies of SCs, 10 vacancies of STs and 10 vacancies of OBCs which are earmarked reserved but remained vacant in the recruitment attempt will be treated as backlog reserved vacancies for the subsequent recruitment year (vacancy earmarked for EWSs which not filled due to non-availability of suitable candidate belonging to EWSs, shall not be carried forward to next recruitment year as backlog). After the recruitment process for the year 2019 concludes, total number of posts filled would be 955, out of which 136, 65, 254 and 15 will be held by SCs, STs, OBCs and EWSs respectively. It may be noted that shortfall of reservation of SCs, STs and OBCs at this stage will be 14, 10 and 16 respectively but number of backlog reserved vacancies of SCs, STs and OBCs is 10, 10 and 10 respectively.

(iv) Suppose 200 vacancies occur in the recruitment year 2020, out of which 35 are vacated by SCs, 10 by STs, 50 by OBCs and 5 by EWSs. At this stage shortfall of SCs, STs and OBCs will be 49, 20 and 66 respectively. Total vacancies in the year would be $200+10+10+10=230$, of which 200 are current vacancies and 30 are backlog vacancies. 30 backlog reserved vacancies of SCs, STs and OBCs will be treated as a separate and distinct group and will be kept reserved-10 for SCs, 10 for STs and 10 for OBCs. Of the 200 current vacancies, not more than 100 can be earmarked reserved for SC/ST/OBC. By applying the same principles as in the year 2018 & 2019, out of 200 current vacancies, 34 are earmarked reserved for SCs, 10 for STs and 56 for OBCs. Thus the number of vacancies reserved for SCs, STs and OBCs in the recruitment year 2019, including the backlog reserved vacancies, will be 44, 20 and 66 respectively. As these vacancies will be notified on or after 01.02.2019, hence reservation of Economically Weaker Sections (EWSs) has to be provided upto 10% of vacancies notified on or after 01.02.2019. Therefore, 10% of the vacancies notified on or after 01.02.2019 would be reserved for EWSs which means 10% of vacancies notified in 2019 and 2020 ($200+200=400$), subject to 10% of the total strength of the cadre. Thus 10% of 400 i.e. 40 roster points can be reserved for EWSs upto recruitment year 2020 out of which 10 has already been occupied by EWSs (15 could be appointed in the recruitment year 2019 against EWSs reservation out of which 5 vacated). As the cadre strength is 1000, there will be 100 roster points belonging to EWSs. However, only 10% of vacancies notified on or after 01.02.2019 can only be allotted to EWSs, i.e. 30 (40-10) number of vacancies can be reserved for EWSs in the recruitment year 2020 (10 already occupied by the EWSs, as out of 15 appointed in the year 2019 against EWS reservation, 5 got vacated) leading to a total of 40 i.e. 10% the vacancies (400) notified on or after 01.02.2019, and remaining points can be utilised as UR vacancies. Thus the number of vacancies reserved for SCs, STs, OBCs and EWSs in the recruitment year 2020, will be 44, 20, 66 and 30 respectively and the remaining vacancies (70) will be treated as UR vacancies.
