



दक्षिण रेलवे/SOUTHERN RAILWAY

No.P(R)30/P/CGA

प्रधानकार्यालय/Headquarters Office  
कार्मिक शाखा/Personnel Branch  
चेन्नै/Chennai - 600 003  
दि./ Dated: 06-12-2018

आर बी ई सं/RBE No. 181 / 2018

पी बी सी सं/ PBC No.253 / 2018

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')

Sub: Appointment on Compassionate Grounds – Priority No. 1  
case – reg.

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A copy of Railway Board letter No. E(NG)II/2018/RC-1/44 pt. dated  
27-11-2018 (RBE No.181 / 2018) on the above subject is enclosed for  
information, guidance and necessary action.

Extract of Railway Board's letter dated 03-12-1991 is enclosed for  
reference.

संलग्न/Encl: as above

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

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RBE No. 181/2018.

No. E(NG)II/2018/RC-1/44

महसबंधक का कार्यालय  
GENERAL MANAGER'S OFFICE

New Delhi, dated 27.11.2018

03 DEC 2018

The General Manager(P)  
All Indian Railways & PUs.

दक्षिण रेलवे/Southern Railway  
चेन्नै/Chennai-600 003


**Sub: Appointment on Compassionate Grounds - Priority No. 1 case – reg.**

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Attention is invited to this office letter para 10 (i) and 10 (c) of Board's letter No. E(NG)II/90/RC-1/117 dated 12.12.1990 wherein it had been laid down regarding order of priority in offering appointment on compassionate grounds.

Priority No. 10 (i) - Dependents of employees who die or are permanently crippled in the course of duty and 10 (c) - a time limit of one month should be observed within which appointment should be given and Para 6 of Board's letter No. E(NG)II/91/RR-1/20 dated 03.12.1991 wherein it had been laid down that Compassionate appointment in the clerical categories should be avoided to the extent possible. For any such appointment, General Manager should be personally satisfied that, the same is unavoidable, and offered as a last resort.

It has been decided by the Board that for the dependants of employees who die or are permanently crippled in the course of duty (Priority No.1), there should be no restriction on offering him/her clerical post and this power is hereby delegated to DRMs/CWMs solely for the dependants of employees who die or permanently crippled in the course of duty.

  
( Neeraj Kumar )  
Director Estt. (N)II,  
Railway Board.

R.B.E. No. 210/91

(Supplementary Circular No. 2/91 to Master Circular No. 32)

**Subject : Vacancies in Clerical Cadre—Direct Recruitment Quota.**

*No. E(NG) 11/91/RR-1/20, dated 3.12.1991*

In the context of manpower planning exercises, Board have had a series of meetings with the Principal HODs of the concerned Departments in the recent past, primarily with a view to impress upon them the need to contain manpower in the present day trend of rising staff cost. During discussions in the Board, several directives were given, asking the Railways to have a critical review of the requirement of staff following the zero based budgeting principle, identify surplus staff in each unit and take immediate steps to re-deploy them into alternative productive categories, simultaneously surrendering the posts not required and crediting the surplus bank to that extent. Railways would have already taken appropriate action to implement these directions in the right earnest.

2. In so far as clerical cadre on Indian Railways is concerned, because of series of measures adopted by Railways in regard to modernisation of offices, introduction

of modern gadgets like photocopying machines, electronic typewriters, computerisation activities etc. It is felt that there is a lot of scope to review the clerical strength and contain the same. While Railways, no doubt, will continue to conduct such reviews and take appropriate action as required, having regard to the quantum of surpluses likely to be generated in this category, as an immediate interim measure, Board have decided that for the next 2 years 25% of the vacancies falling to the share of direct recruitment quota in the category of clerks in Grade Rs. 950-1500 and Senior Clerks in grade Rs. 1200-2040 should not be filled up in all departments and these should be frozen. No *ad hoc*/regular officiating arrangements against these vacancies should be made by promoting staff from the lower grades or by any other method. The indents on Railway Recruitment Board for recruitment should also be suitably amended in accordance with this reduced level of direct recruitment. Vacancies falling to the share of promotee quota as also those falling to the share of LDCE quota will however continue to be filled up by promotions or LDCE, hitherto. Even here promotions will be made after due process of selection and under no circumstances *ad hoc* arrangements should be made.

3. Board also desire that the Railways should critically review these unfilled direct recruitment quota vacancies and progressively surrender posts wherever not required, taking the credit to the surplus bank so that it is possible to create posts with matching surrenders in productive categories wherever required.

4. These instructions will also be applicable to Accounts Department. However, keeping, *inter alia*, in view the comparatively higher percentage of direct recruitment quota in the Accounts Department, 20% of the vacancies falling to the share of direct recruitment quota in the category of Junior Accounts Assistant and Accounts Clerks (erstwhile CG-I and CG-II) will not be filled in. These should be frozen.

5. Posts of Commercial Clerks in Grade Rs. 975-1540 and E.C.R.Cs in grade Rs. 1200-2040 are however excluded from the scope of these instructions.

6. Compassionate appointments in the clerical categories should be avoided to the extent possible. For any such appointment General Manager should be personally satisfied that the same is unavoidable as a last resort.

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