



दक्षिण रेलवे/ **SOUTHERN RAILWAY**

NO.P(R)532/Promotion/GAZ

प्रधानकार्यालय/ Headquarters Office  
कार्मिक शाखा/ Personnel Branch  
चेन्नै/ Chennai - 600 003  
दि./ Dated: 13-03-2018

आर बी ई सं/ RBE No. 33 / 2018

पी बी सी सं/ PBC No.40 / 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' )

विषय/ Sub: Fixation of Inter-se-seniority, of Direct Recruit Group A  
officers and Promotee Gr.B officers (of eight organized  
Railway Services) on induction to Group 'A' Junior Scale.

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A copy of Railway Board letter No. E(O)/2014/SR-6/11CC pt. dt. 05-03-  
2018 (RBE No.33 / 2018) alongwith its Annexure – I on the above subject is  
enclosed for information, guidance and necessary action.

Extract of Railway Board's letter dated 28-02-2003 referred therein is  
enclosed for reference.

(V. SRINIVASAN)

वरिष्ठ कार्मिक अधिकारी/नियम  
Senior Personnel Officer/Rules  
For Principal Chief Personnel Officer

मन्वग्र/Encl: as above

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)**

**RBE NO. 33/2018**

No.E(O)/2014/SR-6/11CC pt.

New Delhi, Dt. 05.03.2018.

The General Managers.  
All Indian Railways and PUs.  
All Training Institutes, Indian Railways.

**Sub: Fixation of Inter-se-seniority of Direct Recruit Group A officers and Promotee Gr. B officers (of eight organized Railway Services), on induction to Group 'A' Junior Scale.**

The undersigned is directed to refer to the subject mentioned above and to state that the fundamental principles of inter-se seniority of direct recruits and promotee officers circulated vide Board's letter No. E(O)/99/SR6/2 dated 28.02.2003 as contained in IREM-I, stands superseded/modified in pursuance of Hon'ble High Court Patna's order dated 12.05.2017 in Civil Writ Petition No. 10669 of 2016 arising out of order dated 03.05.2016 in O.A. No. 050/00460/2015 in R K Kushwaha Vs. Union of India.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution the President have further decided that principles for inter-se-seniority of Direct Recruit Group 'A' officers and Promotee Group 'B' officers inducted into Group 'A' Junior Scale effective from the panel year 2012-13, stands modified/amended as per **Annexure -I**.

This shall be applicable in all cases of fixation of inter-se seniority of Promotee officers of 2012-13 panel onwards and Direct Recruit 2006 Examination onwards.

**( B Majumdar )  
Jt. Secretary (E)**

## ANNEXURE-I

327. General.- The rules contained in paragraph. 328 to 336 of this Section lay down the principles that may be followed for determining the relative seniority of Group 'A'. Junior Scale officers of all the services on Indian Railways except the officers of Medical, Railway Protection Force, Chemists and Metallurgists, Printing and Stationery, Rajbhasha departments and other miscellaneous categories.

328. The Seniority of officers, appointed to various Indian Railway Services Group 'A'. Junior Scale shall be determined on the basis of the year of allotment to be specifically made in each case in accordance with the principles in the following paragraphs.

329. Unless otherwise stated, officers appointed to the Indian Railway Services Group 'A' (earlier referred to as Class-1) on the basis of competitive examinations held by the Union Public Service Commission upto 2005 Examination batch and Special Class Railway Apprentices (SCRAs) upto 2002 Examination batch, shall count service for seniority, from the date they commence earning increments in the regular scale as Junior Scale Officers in Group 'A' (earlier referred to as Assistant Officers) subject to the condition that the inter-se seniority of officers in each service recruited as probationers in a particular year shall be regulated by their place in the order of merit.


330. Unless otherwise stated, officers appointed to the Indian Railway Services (Group 'A') on the basis of competition examinations held by the Union Public Service Commission (UPSC) w.e.f. 2006 Examination year and Special Class Railway Apprentices (SCRAs) w.e.f. 2003 examination, shall count service for seniority from the year of allotment. The year of allotment of a direct recruit officer shall be the year following the year in which the competitive examination was held. The year of allotment of an SCRA will be fifth year following the year of examination. Provided that if a direct recruit officer is permitted to join probationary training with direct recruit officer of a subsequent year of allotment, then he shall be assigned that subsequent year as the year of allotment. The inter-se seniority of officers in each service recruited as probationers in a particular year will be regulated by their place in the order of merit, which shall be determined on the basis of marks obtained by them during the probationary training and at the competitive examination conducted by the Union Public Service Commission (Apprenticeship training in the case of SCRAs). For this purpose, the marks obtained in the competitive examination conducted by UPSC (Apprenticeship training in the case of SCRAs) and those obtained during probationary training shall be reduced/increased to the base of 2050 and 1250 respectively.

Provided further that if two or more probationers have secured equal number of marks in the aggregate, their order of merit shall be the order of their dates of birth, the older ranking senior.

331. Deleted

332. Deleted

333. Deleted



334. In the case of Group 'B' officers permanently promoted to Junior Scale of Group 'A' services:

1. Officers of a particular department promoted from the earlier panel shall rank senior to officers promoted from the later panel.

2. If two or more than two officers are promoted from the same panel, the relative seniority of officers shall be in the order of their position in the panel.

3. The year of allotment of a promotee officer shall be determined by giving weightage with reference to the year for which the meeting of the Committee to make selection, to prepare the select list on the basis of which he was appointed to the Service, was held and with regard to the continuous service rendered by him in Group 'B' both officiating and permanent upto the 31<sup>st</sup> day of December of the year for which meeting of the Committee to make selection was held to prepare the select list on the basis of which he was appointed to the Service, in the following manner:-

a. For the total number of years of continuous service in Group 'B', both officiating, and permanent, with reference to the year for which the meeting of the Committee to make selection, to prepare the select list on the basis of which he was appointed to the Service, was held he shall be given a weightage of one year for every completed two years of service, subject to maximum of 5 years. Provided the year of allotment of senior in the panel shall not be less than the junior of the same panel.

4. The integrated seniority of the officers on All Indian Railways basis, shall be determined as under:-

i. The integrated seniority shall be on the basis of the year of allotment, the officers having earlier year of allotment being senior. SCRA and Direct Recruit of the same allotment year shall rank inter-se in the same order, i.e. SCRA followed by Direct Recruit officer of the same allotment year.

ii. The inter-se seniority of officers having same year of allotment shall be in the order of the panel.

335. Deleted

336. Officers permanently appointed to the Group 'A' Junior Scale from the category mentioned at paragraphs 334 above, against quotas of vacancies reserved for them shall be placed below the direct recruits of the same year of allotment, i.e. a promote allotted to year 2006 after admissible weightage will be placed below the Direct Recruit allotted to year 2006.

337.No Change

338.No. Change

339.No Change

340.No Change

341.No Change



R.B.E. No. 23/2003

Subject : Amendment to IREM - Vol. I.

[No. E(O)/99/SR-6/2, dated 28.2.2003.]

The Ministry of Railways are pleased to direct that the Indian Railway Establishment Manual, Vol. I (Revised edition, 1989) may be amended as per Advance Correction Slip No. 145, enclosed.

**ADVANCE CORRECTION SLIP NO. 145**

**Indian Railway Establishment Manual Vol. I  
(Revised Edition, 1989)**

1. The subject of Chapter-III shall be *substituted* as under :  
"RULES REGULATING SENIORITY OF RAILWAY SERVANTS".
2. 'SECTION-A : NON-GAZETTED' shall be *inserted* above paragraph 301.
3. Word 'Chapter' appearing in paragraph 301 and the note thereunder shall be *substituted* by the word 'Section'.
4. 'SECTION-B : GAZETTED' shall be *inserted* below paragraph 326.
5. Under the newly inserted 'SECTION-B : GAZETTED' paragraph 327 to paragraph 41 shall be *inserted* as under :

"327. **General** : The rules contained in paragraphs 328 to 336 of this Section lay down the principles that may be followed for determining the relative seniority of Group 'A', Junior Scale Officers of all the services on Indian Railways *except* the officers of Medical, Railway Protection Force, Chemists and Metallurgists, Printing and Stationery, Rajbhasha departments and other miscellaneous categories.

328. The seniority of officers, appointed to various Indian Railway Services Group 'A', Junior Scale shall be determined on the basis of the 'date for increment on the time scale' (DITS) to be specifically determined in each case in accordance with the principles in the following paragraphs.

329. Unless otherwise stated, officers appointed to the Indian Railway Services, Group 'A' (earlier referred to as Class-I) on the basis of competitive examinations held by the Union Public Service Commission upto 1985 Examination batch and Special Class Railway Apprentices (SCRAs) upto 1982 batch, shall count service for seniority from the date they commence earning increments in the regular scale as Junior Scale Officers in Group 'A' (earlier referred to as Assistant Officers) subject to the condition that the inter-se seniority of officers in each service recruited as probationers in a particular year shall be regulated by their place in the order of merit.

330. Unless otherwise stated, officers appointed to the Indian Railway Services (Group 'A') on the basis of competitive examinations held by the Union Public Service Commission (UPSC) w.e.f. 1986 Examination batch and Special Class Railway Apprentices (SCRAs) w.e.f. 1983 batch, shall count service for seniority from the date they commence earning increments in the regular scale as Junior Scale Officers in Group 'A' subject to the condition that the inter-se seniority of officers in each service recruited as probationers in a particular year will be regulated by their place in the order of merit, which shall be determined on the basis of marks obtained by them during the probationary training and at the competitive examination conducted by the Union Public Service Commission (Apprenticeship training in the case of SCRAs). For this purpose, the marks obtained in the competitive examination conducted by UPSC (Apprenticeship training in the case of SCRAs) and those obtained during probationary training shall be reduced increased to the base of 2050 and 1250 respectively.

Provided further that if two or more probationers have secured equal number of marks in the aggregate, their order of merit shall be the order of their dates of birth, the older ranking senior.

331. In the case of officers, recruited otherwise than through the regular competitive examinations and who may be granted higher initial pay on recruitment, the date for increment on time scale for the purpose of seniority, shall be so adjusted as to allow suitable credit in assigning seniority.

332. Officers recruited as Temporary Assistant Officers (Unclassified), on permanent appointment to the Junior Scale (Class I) in various Indian Railway Services may be granted weightage in seniority on the basis of half of the length of the service, counted from the date of their joining service as Temporary Assistant Officers (Unclassified) to the date of their permanent appointment to the Junior Scale (Class I) of the respective service, subject to a maximum weightage of five years.

333. The order of selection by the Union Public Service Commission of officers, who are permanently appointed to the Junior Scale (Class I) from amongst Temporary Assistant Officers shall not be disturbed irrespective of the weightage

worked out in accordance with principle mentioned at para 332 above. The Government will be at liberty to restrict the date for increment on time scale in the case of an officer with longer service as Temporary Assistant Officer so as to place him in seniority below an officer who has been assigned a higher position based on merit although such an officer might have rendered lesser service as Temporary Assistant Officer.

334. In the case of Group 'B' officers permanently promoted to Junior Scale of Group 'A' services :

- (1) Officers of a particular department promoted from the earlier panel shall rank senior to officers promoted from the later panel.
- (2) If two or more than two officers are promoted on the same date, the following method shall be followed to determine their inter-se seniority within the Railway :—
  - (i) The relative seniority of officers of each Railway shall be in the order of their position in the panel for that Railway.
  - (ii) The DITS of the above officers, shall be determined by giving weightage based on :
    - (a) the year of service connoted by the initial pay on permanent promotion to Group 'A' service; or
    - (b) half the total number of years of continuous service in Group 'B', both officiating and permanent;
 whichever is more, subject to a maximum of 5 years; provided that the weightage so assigned does not exceed the total non-fortuitous service rendered by the officer in Group 'B'.
  - (iii) The DITS of the junior officer(s) in any Railway shall not be earlier than the DITS of his immediate senior in the same panel.
- (3) The integrated seniority of the officers on All Indian Railways basis, shall be determined as under :—
  - (i) The integrated seniority shall be on the basis of DITS, the officers having earlier DITS being senior.
  - (ii) The inter-se seniority of officers having same DITS shall be in the order of the length of on-fortuitous service in Group 'B'.

335. As permanent promotion from Group 'B' to Group 'A' (Junior Scale) service and permanent appointment of Temporary Assistant Officers to Junior Scale (Class-I) involves definite act of selection, the inter-se seniority of officers in each of the categories will be regulated by the date of permanent promotion or permanent appointment to Group 'A' Junior Scale services/Class-I.

336. Officers, permanently appointed to Group 'A' Junior Scale from the category mentioned at paragraphs 333 and 334 above, against quotas of vacancies reserved for them shall be placed below or above a particular batch of direct recruits accordingly as their DITS are earlier or later than the earliest date on which any one of the direct recruits in a particular batch joins service.

337. The seniority of officers, recruited to Group 'A' Junior Scale under the provision of the rules relating to 'Occasional admission of other qualified persons' shall be determined by the Government on the merits of each case.

338. Seniority of the released Emergency Commissioned Officers or Short Service Commissioned Officers appointed to various Indian Railway Services against vacancies, reserved for them, shall be determined keeping in view the instructions issued by the Cabinet Secretariat/Department of Personnel and Training.

339. In regard to officers appointed to the Indian Railway Medical Service at Group 'A' Junior Scale level on the basis of Combined Medical Services Examination held by the Union Public Service Commission, their inter-se seniority in a particular year shall be regulated by their place in the order of merit.

340. In regard to Senior Scale/Junior Scale posts in miscellaneous categories viz; Chemists and Metallurgists, Senior Rajbhasha Adhikaris, Printing and Stationery Department and Organisation of the Chief Mining Adviser, where both direct recruitment and promotion is resorted to, the relative seniority of direct recruits and promotees shall be determined according to rotation of vacancies between the direct recruits and promotees which will be based on the quotas of vacancies reserved for direct recruitment and promotion, respectively in the relevant recruitment rules.

341. In cases not covered by the above principles, seniority of officers appointed to the service, shall be governed by such orders as may be issued by the Government in consultation with the UPSC, wherever necessary.

[Authority : Railway Board's letter No. E(O)/99/SR-6/2, dated 28.2.2003.]