

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

74

No.E(NG)I-2002/RE3/10

New Delhi, dated 30-6-2003

The General Managers,
All Indian Railways,
(As per standard list)

Sub: Absorption of medically decategorised staff in alternative employment – Implementation of revised procedure prescribed in pursuance of the 'Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995.

In terms of para 1306 of IREM Volume I, 1989, as introduced vide Advance Correction Slip No. 77 issued under Board's letter No. E(NG)I/96/RE3/9(2) dt. 29.4.99 efforts should first be made for absorption in alternative employment of staff medically decategorised in the Unit of the officer under whom he was working as it is primarily his responsibility to find suitable alternative employment for medically decategorised staff.

2. In the PNM-NFIR meeting held on 20/21-05-03 the Federation pointed out that despite the above provision, medically decategorised staff are straight away being absorbed in posts filled entirely by promotion in other Departments without making efforts to find an alternative employment for him in the Department in which the medically decategorised staff was working. They cited an example of a Technical Supervisor in higher promotional grade, who, on medical decategorisation, was absorbed in Ticket Checking cadre in a post entirely filled by promotion without considering the possibility of his absorption in other Wings of the Department in posts carrying appropriate lower medical classification.

3. The Board wish to clarify that besides the provision referred to above regarding absorption in the same department in the first instance, the procedure also requires vide para 1304 of IREM *ibid* that the alternative employment should be in posts which the staff can adequately fill and as far as possible, should broadly be in allied categories where their background and experience in earlier posts could be utilised. Accordingly, the Board would like to reiterate that serious efforts should be made to find alternative employment for medically decategorised staff in other wings of the same department in posts carrying appropriate lower medical classification and only when it is not possible to do so the employee should be considered for absorption in other departments.

Please acknowledge receipt.


(J.S. Gusain)
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Railway Board