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Copy of Railway Board's D.O. letter No. E(NG)57PMI/24 dated 17.3.1959 from P.B. Jain, address to Dy. C.P.O., Northern Railway New Delhi and others.

Sub: Procedure for filling up Selection posts-  
Non-gazetted.

Please refer to your D.O. No. E-381/0-III(L) dated 20th February 1959 on the above subject. The Board consider that while the condition of 18 marks out of 30 for "professional ability and capacity to do the particular job" must be adhered to, they are averse to fixing a minimum limit for the total aggregate marks, as the criterion whether a person is suitable for being selected must be a matter for the Selection Board to determine and the latter must decide from the list of eligible candidates those who merit selection. Having done that, the 'outstanding' ones, securing more than 75% marks, should be picked out first and placed on the top of the list in the order of their seniority, irrespective of the marks secured by them. The other 'suitable' candidates should be placed in the order of their seniority, below the 'outstanding' ones.

The Board, however, observe that the hypothetical case cited by you is a little abnormal, in that, at a selection, 11 out of 16 persons have secured, on the aggregate, over 60% marks. If the men be really as good as their marks seem to indicate, anybody getting less than 60% should not be considered. Therefore, in such a case, if four persons are required, the panel should be in the order of serial Nos. 4, 10, 1 and 3, and if more men are required the order will be serial No. 4, 10, 1, 3, 5 to 8, 11, 13 and 16.