

Government of India
Ministry of Railways
(Railway Board)

NO. E(NG)I-82-PMI-132

New Delhi, dated 9-7-1982.

The General Managers,
All Indian Railways,
CLW, DLW & ICF.

The Director General,
R.D.S.O.,
LUCKNOW.

The Principal, Railway Staff College, Baroda.
The Principal, Indian Railways Institute of Adv. Track
Technology, Pune.
The Principal, Indian Railways Institute of Sig. Engg. &
Telecommunication, Secunderabad.
The Principal, Indian Railways Institute of Mech. & Elec.
Engg., Jamalpur.
The Chairmen, Railway Service Commission, Allahabad, Bombay,
Calcutta, Madras, Muzaffarpur, Patna, Gauhati, Bangalore,
Secunderabad.
The General Manager, Metro Railways, Jawaharlal Nehru Road,
Calcutta - 700071.
The CAOs, MTP(R) Delhi, Bombay and Madras.
The Railway Liaison Officer, New Delhi.
The General Manager, Wheel & Axle Plant, 18, Millers Road,
Bangalore - 46.
The General Secretary, I.R.C.A., New Delhi.
The Secretary, Railway Rates Tribunal, Madras.
The C.A.O., Central Organisation for the modernisation of
Workshops, 1, Eastern Avenue, Maharani Bagh, New Delhi.

Subject : Selection for promotion of Class III
staff - Ad hoc promotees.

An extract of the record note of a meeting held by the then Deputy Minister for Railways and the Railway Board with the Heads of the Personnel Departments of the Railway Administrations on 27th November 1975 was sent to the Railways, Production Units and RDSO vide Board's letter NO. E(NG)I-75-PMI-24 dated 25-1-1976. It was also stated in this letter that instructions should be issued to all concerned for strict compliance of the decision as contained in the extract of the minutes referred to above, particularly in regard to persons belonging to Scheduled Castes and Scheduled Tribes. The extract of the record note is reproduced below for ready reference :-

"2.2. Panels should be formed for selection posts in time to avoid ad hoc promotions. Care should be taken to see while forming panels that employees who have been working in the posts on ad hoc basis quite satisfactorily are not declared unsuitable in the interview. In

particular any employee reaching the field of consideration should be saved from harassment."

2. It would appear that the instructions referred to above have led to the normal rules and procedure of selection as contained in the Indian Railway Establishment Manual and other cognate orders issued from time to time not being followed in some cases. With a view to ensuring that such departures do not take place, it is hereby clarified that the intention of the instructions conveyed in the Board's letter of 25-1-1976 referred to above was not to bypass or supersede in any manner, the normal rules of selection as contained in the Indian Railway Establishment Manual and other orders issued from time to time but only to serve as a broad guideline for the Departmental Promotion Committees and the authorities who are required to consider and approve employees for promotion. In any case, there was no intention to confer any right on employees officiating on ad hoc basis in higher posts to be selected and included in the panels for these posts. You are requested to issue instructions to all concerned accordingly.

3. The instructions contained herein will also apply to all selections which are pending finalisation as on the date of issue of this letter and also to the selections to be held in the future. They will, however, not have the effect of prejudicing any orders already passed by competent courts in individual cases based on the court's interpretation of the provisions contained in the letter of 25-1-1976 referred to above.

(D.D. AGGARWAL)
JOINT DIRECTOR ESTABLISHMENT
RAILWAY BOARD

NO. E(NG)I-82-PMI-132

New Delhi, dated 9-8-1982.

Copy to:-

- i) The General Secretary, A.I.R.F., 4, State Entry Road, New Delhi. (with 25 spares).
- ii) The General Secretary, N.F.I.R., 3, Chelmsford Road, New Delhi. (with 25 spares).
- iii) All Staff Side Members, Departmental Council/National Council.
- iv) The Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi.

For Secretary, Railway Board