

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

NO.E(NG)I-87-PM1/1.

New Delhi, dated 13.3.87.

OFFICE MEMORANDUM

Sub: Criterion for classification of posts  
in Group 'C' and 'D' as selection or  
non-selection.

...

The undersigned is directed to refer to Shri S. Regunathan, Jt. Secy., Ministry of Personnel, Public Grievances and Pension's D.O. letter No.1/3/86-PP.I dated 30.12.86 on the above subject and to state that there are a number of categories and grades in Groups 'C' and 'D' all over the Indian Railways and Production Units and the pattern of recruitment and promotion to these posts also is different depending upon the technical and operational requirements of the Railways. Rules and administrative instructions for posts in Group 'C' are issued by the Railway Board from time to time prescribing percentages for direct recruitment and for promotion, qualifications, age limits etc. for direct recruitment and conditions governing promotion. Classification of posts as "selection" and "non-selection" for purpose of promotion has also been prescribed by the Railway Board. Broadly stated, posts in the initial grades at the level at which staff are required to exercise supervision or are required to shoulder a substantial degree of personal responsibility, are classified as "selection" posts. Such posts on the Railways are generally in scale Rs.1400-2300(RS). Thereafter, normally, posts in alternate grades are classified as "selection" posts. There are, however, exceptions to this pattern whereby two consecutive grades may be classified as "selection" or as "non-selection". For classifying individual category of posts as "selection" or "non-selection", the nature of duties which the incumbents in a particular grade have to discharge, and the responsibility they have to shoulder, are guiding factors. It has been the practice generally that before the classification of a post as "selection" or "non-selection" is changed, the two labour Federations namely, All India Railwaymen's Federation and National Federation of Indian Railwaymen who have been accorded negotiating facilities with the Railway Board, are consulted.

.....2/-

215

2. It may be added that elaborate rules and instructions exist regarding procedure governing selections for promotions to posts classified as selection. Even in regard to non-selection posts Railway Adms. have been given the discretion to adjudge suitability through written or oral tests. Again a sizeable number of Group 'C' posts is in the category of Artisans, where suitability for promotion is adjudged on the basis of trade tests.

3. In Group 'D' also there are a number of categories and grades. Posts in Group 'D' are not, however, classified as selection posts.

4. In the circumstances indicated above, it will be appreciated that it will not be possible for this Ministry to furnish the information regarding "non-selection" posts in Group 'C' and 'D' in the prescribed format.

(K.B. LALL)  
Joint Director, Estt. (W)  
Railway Board.

Department of Personnel & Training,  
Ministry of Personnel & Public Grievances & Pensions,  
New Delhi. (Attn: Shri S. Regunathan, Jt. Secretary).

244