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

NO.E(NG)I/92/PM1/22

New Delhi, dated 21/11/1994

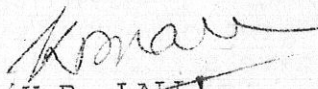
The General Managers(P)
All Indian Railways &
Production Units
(As per Standard List)

DG/RDSO

Sub:- Number of opportunities for
appearing in Psycho-Tests

Please find enclosed extracts of Para 30 and 31 of the recommendations of the High-Powered Committee on working of the Psycho Technical Cell of RDSO on the above subject and furnish your Railway's comments in the matter, inter alia advising (a) (if the employees on your Railway have been given promotion(s) without passing the Psycho-Test beyond the stage where Psycho-Test is mandatory and (b) whether the existing orders to allow the employees who might have failed in the Psycho-Test earlier to take Psycho-Test again when fresh selection proceedings are initiated have caused any confusion.

DA/As above.


(K.B. LALL)
DIRECTOR, ESTABLISHMENT (N)
RAILWAY BOARD

EXTRACTS TAKEN FROM THE RECOMMENDATIONS OF THE
COMMITTEE CONSTITUTED TO REVIEW THE WORKING OF
THE PSYCHO TECHNICAL CELL OF RDSO

H. SECOND OPPORTUNITY IN IN-SERVICE SELECTIONS

30. The Committee was perplexed to find that for inservice psycho-testing, different practices exist and unlimited number of opportunities are given to candidates to enable them to pass psycho-test for promotion to Pointsman/Leverman and Engine Cleaner. It is noted that there is a large backlog of non-screened staff working on the job and numerous instances exist where the staff get more than 2 to 3 promotions beyond the stage where psycho testing is mandatory. The failure rate of about 15% in these categories has not caused any concern among the railwaymen in general, perhaps, due to repeated opportunities being given to clear the tests. It appears that departmental psycho-testing has not been taken in a serious manner. This problem has been compounded because of two reasons.

Railway Board vide their circular No.E(NG)I/77/PM-1/247 dated 26th April, 1979 indicated that the staff who failed in the psycho-test would be diverted to the maintenance side in loco sheds or brakemen, train clerks and other clerical categories, as the case may be. But it however, did not specify whether a 'second' opportunity would be given to candidates who failed at the first opportunity. Secondly, RDSO on their own, have stipulated that "the failures in psycho-test would not bar candidates from taking the test again as and when fresh selection proceedings are gone through. No appeal will lie against results of psycho test." This has resulted in confusion with no uniform or standard procedure being followed by the Zonal Railways.

31. The Committee is of the firm view that present aberrations should not be allowed to continue. It is recommended that not more than two opportunities be given to any staff to qualify in psycho-test. The second opportunity is recommended in view of a likelihood of transient disturbances occurring during the first testing. The second opportunity may be given only after a lapse of six months. The record pertaining to this aspect has to be maintained properly on the Zonal Railways.

भारत सरकार
रेल मंत्रालय रेलवे बोर्ड

सं० ई रेल जी० ११/९२/पी एम १/२२

नई दिल्ली, दि० २१.११.९४


महाप्रबंधक रेल. रेल.
सभी भारतीय रेलें एवं
उत्पादन इकाइयां
रेलमंत्रालय के अनुसार
महानिदेशक/अ.अ.मा.सं.

विषय:- मनो परीक्षा में शामिल होने के लिए अवसरों
की संख्या.

-X-

उक्त विषय पर अ.अ.मा.सं. के तकनीकी कक्ष की कार्य प्रणाली संबंधी
उच्चाधिकार प्राप्त समिति की सिफारिशों के पैरा ३० और ३१ के उद्घरण संलग्न
हैं कृपया इस मामले में अपनी रेलवे की टिप्पणी प्रस्तुत करें और अन्य बातों के साथ-
साथ बताएं कि रेलवे क्या आपकी रेलवे पर कर्मचारियों को उस स्थिति, जिसमें
मनो-परीक्षा पास करना अनिवार्य है, मनो-परीक्षा पास किए बिना पदीन्नति रेलों
दी गई है और रेलवे क्या ऐसे कर्मचारियों, जो पूर्ववर्ती मनो-परीक्षा में उत्तीर्ण न
हो पाए हों, को नए सिरे से प्रवर्ण प्रक्रिया आरंभ करते समय पुनः मनो-परीक्षा में
शामिल होने का अवसर प्रदान करने संबंधी मौजूदा आदेशों से कोई भ्रंति उत्पन्न हुई
है.

संलग्न: यथोक्त


रेल. बो. लाल
निदेशक, स्था. अराज,
रेलवे बोर्ड.