

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

NO. E(O)III 98 PL/4

New Delhi, dtd. 8.5.1998.

The General Managers
All Indian Railways including Production Units
(As per Standard List ('A'))

Sub: Posting of Husband and Wife at the same
station - instructions in respect of
Group 'A' and 'B' Railway Officers.

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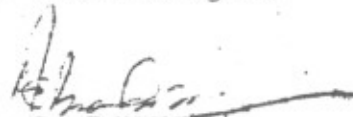
The Fifth Central Pay Commission has recommended that not only the existing instructions regarding the need to post husband and wife at the same station need to be reiterated, but the scope of these instructions should also be widened to include the provision that where posts at appropriate level exist in the organisation at the same station, the husband and wife may invariably be posted together in order to enable them to lead a normal family life and look after the welfare of the children especially till the children are 10 years of age.

2. The extant instructions in regard to posting of husband and wife at the same station are contained in Department of Personnel and Training O.M. No. 28034/7/86-Estt(A) dated 3.4.86. DOP&T vide their O.M. No. 28034/2/97-Estt(A) dated 12.6.97 have conveyed Government's acceptance of Fifth Central Pay Commission's recommendation on the subject and have reiterated that guidelines laid down in their O.M. dated 3.4.86 should be strictly adhered to while deciding on the requests of posting of husband and wife at the same station.

3. Ministry of Railways have now decided that DOP&T's guidelines as laid down in their O.M. No. 28034/2/97-Estt.(A) dated 12.6.97 (copy enclosed) should be followed mutatis mutandis in case of Group 'A' and 'B' Railway Officers also, subject to posts at appropriate level being available at the relevant station and no administrative problem arising out of such postings.

4. Receipt of these instructions may be acknowledged.

Encl.: As above.


(A. C. BAKSHI)
JOINT SECRETARY (G)
RAILWAY BOARD.

Railway Board
Ministry of Personnel, Public Grievances & Pensions
(Department of Personnel & Training)
7-6-1997

No.28034/2/97-Estt.(A)
Government of India
Ministry of Personnel, Public Grievances & Pensions
(Department of Personnel & Training)

New Delhi, the 12th June, 1997

OFFICE MEMORANDUM

Sub:- Posting of husband and wife at the same station.

The undersigned is directed to say that on the subject mentioned above, Government had issued detailed guidelines vide OM No. 28034/7/86-Estt.(A) dated 3.4.86. The Fifth Central Pay Commission has now recommended that not only the existing instructions regarding the need to post husband and wife at the same station need to be reiterated, it has also recommended that the scope of these instructions should be widened to include the provision that where posts at the appropriate level exist in the organisation at the same station, the husband and wife may invariably be posted together in order to enable them to lead a normal family life and look after the welfare of the children, especially till the children are 10 years of age.

2. The Government, after considering the matter, has decided to accept this recommendation of the Fifth Central Pay Commission. Accordingly, it is reiterated that all Ministries / Departments should strictly adhere to the guidelines laid down in OM No. 28034/7/86-Estt.(A) dated 3.4.86 while deciding on the requests for posting of husband and wife at the same station and should ensure that such posting is invariably done, especially till their children are 10 years of age, if posts at the appropriate level exist in the organisation at the same station and if no administrative problems are expected to result as a consequence.

3. It is further clarified that even in cases where only the wife is a government servant, the concession elaborated in para 2 of this O.M. would be admissible to the government servant.

4. These instructions would be applicable only to posts within the same department and would not apply on appointment under the Central Staffing Scheme.

5. A copy of this Department's OM No. 28034/7/86-Estt.(A) dated 3.4.86 is enclosed for ready reference and guidance.
6. Hindi version of the OM is enclosed.

Harinder Singh

(Harinder Singh)
Joint Secretary to the Govt. of India
Tel.No. 301 1276

New Delhi, dated 3.4.1986

OFFICE MEMORANDUM

Subject: Posting of husband and wife at the same station.

The question of formulation of a policy regarding the posting at the same place of husband and wife who are in Government service or in the service of Public Sector Undertakings has been raised in Parliament and other forums on several occasions. Government's position has been that requests of government servants and employees of public sector undertakings for posting at the same station usually receive sympathetic consideration, and that each case is decided on merits, keeping in view the administrative requirements.

2. The Government of India have given the utmost importance to the enhancement of women's status in all sectors and all walks of life. Strategies and policies are being formulated and implemented by different Ministries of the Central Government to achieve this end. It is also considered necessary to have a policy which can enable women employed under the Government and the Public Sector Undertakings to discharge their responsibilities as wife/mother on the one hand, and productive workers on the other, more effectively. It is the policy of the Government that as far as possible and within the constraints of administrative feasibility, the husband and wife should be posted at the same station to enable them to lead a normal family life and to ensure the education and welfare of their children.

3. In February 1976, the then Department of Social Welfare had issued a circular D.O. letter to all Ministries and Departments requesting them to give serious consideration to the question of posting husband and wife at the same station. However, representation continue to be received by the Department of Women's Welfare in the Ministry of Human Resources Development from women seeking the intervention of that Department for a posting at the place where their husbands are posted. It has, therefore, now been decided to lay down a broad statement of policy at least with regard to those employees who are under the purview of the Central Government/Public Sector undertakings. An attempt has, therefore, been made in the following paragraphs to lay down some guidelines to enable the cadre controlling authorities to consider the requests from spouses for a posting at the same station. At the outset, it may be clarified that, it may not be possible to bring every category of employee within the ambit of this policy as situations of husband/wife employment are varied and manifold. The guidelines given below are, therefore, illustrative and not exhaustive. Government desire that in all other cases the cadre controlling authority should consider such requests with utmost sympathy.

4. The classes of cases that may arise, and the guidelines for dealing with each class of case, are given below:-

- i) Where the spouses belong to the same All India Service or two of the All India Services, namely, IAS, IPS and Indian Forest Service (Group 'A').
 - The spouses will be posted to the same cadre by providing for a cadre transfer of one spouse to the cadre of the other spouse subject to their not being posted by this process to their home cadre. Postings within the cadre will, of course, fall within the purview of the State Government.
- ii) Where one spouse belongs to one of the All India Services, and the other spouse belongs to one of the Central Services:-
 - The cadre controlling authority of the Central Service may post the officer to the station, or if there is no post in that station, to the State where the other spouse belonging to the All India Service is posted.
- iii) Where the spouses belong to the same Central Service:
 - The cadre controlling authority may post the spouses to the same station.
- iv) Where one spouse belongs to one Central Service and the other spouse belongs to another Central Service:
 - The spouse with the longer service at a station may apply to the appropriate cadre controlling authority and the said authority may post the said officer to the station, or if there is no post in that station to the State, where the other spouse belonging to the other Central service is posted.
- v) Where one spouse belongs to an All India Service and the other spouse belongs to a Public Sector undertaking:-
 - The spouse employed under the Public Sector Undertaking may apply to the competent authority and said authority may post the said officer to the station, or if there is no post under the PSU in that station, to the State where the other spouse is posted.
- vi) Where one spouse belongs to a Central Service and the other spouse belongs to PSU:-
 - The spouse employed under the PSU may apply to the competent authority and the said authority may post the officer to the station, or if there is no post under the PSU in that station, to the state where the other spouse is posted. If, however, the request cannot be granted because the PSU has no post in the said station/State, then the spouses belonging to the Central Service may apply to the appropriate Cadre controlling authority and the said authority may post the said Officer to the station, or if there is no post in that station, to the State where the spouse employed under PSU is posted.

(vii) Where one spouse is employed under the Central Government and the other spouse is employed under the State Government:

The spouse employed under the Central Government may apply to the competent authority and the competent authority may post the said office to the station or if there is no post in that station, to the State where the other spouse is posted.

5. As will be seen from the illustrations given above they do cover all possible categories of cases which may arise. In fact it is not possible to anticipate all the categories of cases. Each case, not covered by the above guidelines, will have to be dealt with keeping in mind the spirit in which those guidelines have been laid down and the larger objective of ensuring that a husband and wife are, as far as possible and within the constraints of administrative convenience, posted at the same station.

6. Ministry of Finance etc. are requested to bring the above instructions to the notice of all administrative authorities under their control and ensure compliance.

7. In so far as persons serving in Indian Audit and Accounts Department are concerned, these orders are issued in consultation with the Comptroller and Auditor General of India.

8. This is issued with the concurrence of the Department of Public Enterprises.

Sd/-

(Aarti Khosla)

Joint Secretary to the Govt. of India.