

The draft Recruitment Rules of Railway Protection Force (Group 'A' posts) of Indian Railways are being uploaded on the official website of Ministry of Railways for seeking comments of the stakeholders. Comments/suggestions, if any, on the draft RRs may be sent to email id egrr349@gmail.com.

**JDE(Gaz.)
Railway Board
21.06.2019**

MINISTRY OF RAILWAYS
(RAILWAY BOARD)

New Delhi, Dated . . .2019

G.S.R. (E).- In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India read with Section 21 of the Railway Protection Force Act, 1957, (XXIII of 1957) and in supersession of the Railway Protection Force (Group 'A' and Group 'B' posts) Recruitment Rules, 1981 and Railway Protection Force [Group 'A' posts of Deputy Inspector General (Railway Protection force), Deputy Chief security Commissioner/ Senior Security Commissioner, Security Commissioner and Assistant Security Commissioner] Recruitment Rules, 1994, except in respect of things done or omitted to be done before such supersession, the President hereby makes the following rules regulating the method of recruitment to Group 'A' posts of Railway Protection Force, namely:-

1. **Short title and commencement:**

- i) These rules may be called the Railway Protection Force (Group 'A' posts), Recruitment Rules 2019.
- ii) These shall come into force on the date of their publication in the Official Gazette.

2. **Definitions:** In these rules, unless the context otherwise requires:-

- (a) 'Government' means the Central Government.
- (b) 'Controlling Authority' means the Ministry of Railways, Government of India.
- (c) 'Commission' means the Union Public Service Commission.
- (d) 'Force' means Railway Protection Force.
- (e) 'Departmental Promotion Committee' (DPC) means a Group 'A' Departmental Promotion Committee specified in Schedule-III for considering the cases of promotion or confirmation to Group 'A' posts of the Service.
- (f) 'Duty Post' means the posts which are included in Schedule-I.
- (g) 'Examination' means the Civil Services Examination conducted by Union Public Service Commission.
- (h) 'Grade' means grades of duty posts specified in Column -2 of Schedule-I.
- (i) 'Regular service' in relation to any grade, means the period or periods of service in a grade rendered after selection according to the prescribed procedure to that grade—
 - i. Taken into account for the purpose of seniority in the case of those appointed at the time of initial constitution of the Service;
 - ii. During which an officer would have held a duty post in that grade but for being on leave or otherwise not being available for holding such post.

- (j) 'Schedule' means the schedules annexed to these Rules.
- (k) "Pay Matrix" means Matrix specified in Part A of the Schedule to the Railway Services (Revised Pay) Rules, 2016, with Levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay or scale.
- (l) "Level" in the Pay Matrix shall mean the Level specified in third row of Part A of the Schedule to the Railway Services (Revised Pay) Rules, 2016.
- (m) 'Screening Committee' means a committee referred to in column (5) under Schedule-III of this notification to consider officers for non-functional up-gradation in Pay Band-3 or Pay-Band-4 of Railway Protection Force, Group 'A' in terms of DOP&T's OM No. AB.14017/64/2008-Estt(RR) dated 24.04.2009.
- (n) The expressions 'Scheduled Castes', 'Scheduled Tribes', 'Other Backward Classes', 'Economically Weaker Sections (EWSs)' and 'Persons with disabilities' shall have the meaning respectively assigned to them in the Constitution of India/ Acts of Parliament.

3. **Constitution:**

Classification, Grades and Pay Structure of Force shall be as under:-

- (i) On the date of commencement of these rules, the Force shall consist of persons:-
 - (a) who have already been appointed on a regular basis to Group 'A' duty posts of the Force.
 - (b) appointed to the Force in terms of these rules.
- (ii) For the persons referred to in sub-rule (i), regular service rendered prior to the commencement of these rules shall continue to be counted as regular service for the purpose of seniority, confirmation, promotion, pension (if applicable) etc. under these rules.
- (iii) All the Duty Posts in the Force, as specified in Schedule-I, shall be classified as Group 'A' posts.

4. **Grades, Authorised Strength and its review:**

- a) The names, designation, level in the pay matrix, grades, sanctioned numbers (strength), of the duty posts on the date of commencement of these rules shall be as specified in Schedule-I.
- b) Notwithstanding anything contained in sub-rule (a), by notification in Official Gazette, the Government may, from time to time -
 - i. make additions, alterations, substitutions or modifications to the number of Duty Posts or Grades, designation and Level in Pay Matrix specified in Schedule-I;
 - ii. in consultation with the commission, include in the service any Duty Post or exclude from the Force any duty post included in Schedule-I;

- iii. in consultation with the commission, appoint an officer to a Duty Post included in the Force under sub-clause (ii) to the appropriate Grade.

5. **Members of the Force:**

The following persons appointed from time to time in the appropriate Grade or Duty Post shall be the members of the Service-

- a) Persons appointed in terms of sub-rule (a) of rule 3;
- b) Persons covered under clause (iii) of sub-rule (b) of rule 4; and
- c) Persons appointed to the Duty Posts, in terms of rule 6.

6. **Future maintenance of the Force and method of recruitment to the Force:**

- a) From the commencement of these rules, the initial appointments to the Force shall be made in the Junior Time Scale, as specified in Schedule-I.
- b) The method of recruitment and appointment to the Junior Time Scale shall be 50% of vacancies by direct recruitment through examination conducted by the commission, 40% by promotion and 10% by re-employment of Armed Forces Personnel failing which by promotion, in accordance with the provisions contained in Schedule-II.
- c) The method of recruitment and appointment to the Grades above Junior Time Scale shall be by promotion.
- d) The field of selection for appointment by promotion to the various Grades of the Force shall be as specified in Schedule-II.
- e) Promotion, confirmation and placement in specific level in the Pay Matrix for which Non-Functional Up-gradation is applicable, in terms of DOP&T's OM No. AB-14017/64/2008-Estt (RR) dated 24.04.2009, and any other instructions issued from time to time, shall be done by the Controlling Authority on the basis of the recommendations of the Departmental Promotion Committee(s) (DPC)/Departmental Confirmation Committee (DCC) or the Screening Committee(s), as the case may be, constituted under Schedule-III, and in accordance with the instructions issued by the Government/ Controlling Authority on such matters from time to time.

7. **Seniority:**

- (1) The seniority of members of the Force already appointed to any Grade or Duty Post shall be governed by their relative seniority in the respective Grade or Duty Post immediately before the date of commencement of these rules;

Provided that if the seniority of any such member had not been determined on the said date, the same shall be determined by the Controlling Authority on the basis of the rules as were applicable to such member before the commencement of these rules.

- (2) The seniority of officers appointed to the Force in any grade/duty post other than those appointed under Rules 6 shall be determined in accordance with the general instructions or orders or guidelines issued by the Government/ Controlling Authority

in the matter from time to time.

- (3) The fixation of inter-se seniority between the direct recruits and the officers promoted to Junior Time scale will be done in accordance with the rules applicable & instructions issued by the Government/Controlling Authority from time to time in this regard.
- (4) In the cases not covered by sub-rules 7(1) and 7(2) above, seniority shall be determined by the Controlling Authority in consultation with the Department of Personnel & Training/Union Public Service Commission.

8. **Deputation to other departments or organizations:**

Notwithstanding anything contained in these rules, officers appointed to the Force shall be liable to be sent on deputation to any other Central or any of the States or Union Territories or the autonomous bodies or public sector enterprises of Government or State Governments or any foreign country having an agreement in this regard with the Government or State Government Department in public interest, subject to the Government instructions or orders in force from time to time for such deputation.

9. **Liability for service in any part of India:**

Any person appointed to the Force shall, if so required, be liable to serve anywhere in India or abroad in public interest with duties of fieldworks on land or offshore.

10. **Probation & Confirmation:**

- (a) Every person appointed to the Force in Junior Time Scale by direct recruitment/by promotion shall be on probation for a period of two years during which the service of the officers will be liable to termination on three month's notice in writing on either side. Officers on probation will be required to undergo practical and institutional training for a period prescribed by the Controlling Authority from time to time. Those who complete this training successfully and are otherwise considered suitable will be placed in charge of a working post provided they have passed the prescribed departmental and other examination as decided by the Controlling Authority from time to time. Failure to pass any of the examinations may result in the termination of Service and will in any case involve stoppage of increments.

Provided that the Controlling Authority may extend the period of probation in accordance with the instructions issued by the Government from time to time.

- b) If for any reason, a probationer wishes to withdraw from training or probation he/ she shall be liable to refund any money paid to him/ her, including the pay and allowances, travelling expenses to join appointment and all expenses that shall or may have been incurred by the Controlling Authority for the probationary training. Probationers who withdraw from training are liable to be discharged from service.
- c) On the conclusion of period of probation, Controlling Authority may confirm the probationers against the posts in the Grade of Junior Time Scale as per the prescribed procedure. If however their work or conduct has in the opinion of Controlling Authority been unsatisfactory, Controlling Authority may either discharge them from the Force or may extend their period of probation for such further period as the Controlling

Authority may think fit.

- d) A person will commence drawing pay and allowances from the date of his/her joining as a probationer. The qualifying service for increments will also count from the same date.
- e) Officers recruited under these rules shall be eligible for leave in accordance with the leave rules in force from time to time, as applicable to officers of Indian Railways.
- f) Officers will be employed on the Zonal Railway/Production Unit to which they may be posted on first appointment and will have no claim as a matter of right to transfer to some other Zonal Railway/Production Unit, but the Controlling Authority reserves the right to transfer such officer, in the exigencies of service to any Zonal Railway/Production Unit or Project in or out of India.
- g) The probationers will be required to pass any departmental examination or examinations (including examination in Hindi) that may be prescribed by the Controlling Authority from time to time for earning increments during probation.
- h) In all matters not specifically provided for herein, the probationers will be governed by the provisions of the Indian Railway Establishment Codes/Manuals as amended from time to time and other orders in force issued by the Controlling Authority from time to time.

Note: In the case of a person already in Government service his/her pay on appointment as Probationer will be fixed in accordance with the rules and regulations issued by the Government/ Controlling Authority from time to time.

11. **Non-Functional Upgradations:**

- a) Whenever any Indian Administrative Service officer of the State or Joint Cadre is posted at the Centre to a particular grade carrying pay in a specific level in the Pay Matrix for which Non-functional upgradation is applicable, the members of the Force, who are senior to such Indian Administrative Service officer by two years or more and have not so far been promoted to that particular grade, would be granted the same grade on non-functional basis from the date of posting of the Indian Administrative officers in that particular grade at the Centre, in accordance with Government of India, DOP&T O.M. No. 14017/64/2008-Estt.(RR) dated 24.4.2009 and instructions or orders issued by the Government on the subject from time to time.
- b) All the prescribed eligibility criteria and promotional norms including 'benchmark' for non-functional upgradation to a particular grade shall have to be met at the time of screening by the Screening Committee as specified in Schedule III for grant of pay in higher level in the Pay Matrix, under these orders referred to in sub rule (a).

12. **Other Conditions of Service:**

The conditions of service of the members of the Force, in respect of matters for which no provision is made in these rules shall, unless the Government otherwise orders, be the same as are applicable from time to time to officers of the Central Civil Services Group 'A' of Railways.

13. **Disqualification:**

No person:

- a) who has entered into or contracted a marriage with a person having a spouse living; or
- b) who having a spouse living has entered into or contracted marriage with any person, shall be eligible for appointment to the Force.

Provided that the Controlling Authority may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

14. **Regulation of Pay, Leave and Pension:**

The pay, increments, leave, pension and other conditions of service of officers of the various grades shall be regulated in accordance with the Indian Railway Establishment Code Vol. I & Vol. II and Indian Railway Establishment Manual or other relevant instructions in force from time to time issued by the Government/Controlling Authority.

15. **Power to Relax:**

Where the Controlling Authority is of the opinion that it is necessary or expedient so to do, it may by order for reasons to be recorded in writing and in consultation with the Commission, relax any of the provisions of these rules with respect to any class or category of persons or posts.

16. **Saving:**

Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided to the Scheduled Castes, the Scheduled Tribes, Other Backward Classes, Economically Weaker Sections (EWSs), Persons with disabilities, Ex-Servicemen and other special categories of persons in accordance with the orders/ instructions issued by the Government from time to time in this regard.

17. **Interpretation:**

If any question relating to interpretation of these rules arises, it shall be decided by the Controlling Authority in consultation with the Commission.

SCHEDULE – I

(See Rules 2(e), 2(g), 2(j)-(k), 3(iii), 4(a)-(b) and 6(a))

The Grades, designations, number of sanctioned posts & level in the pay matrix of duty posts included in the Railway Protection Force (Group ‘A’ posts):-

S. No	Grades of Duty Post	Designation@		Level in the pay matrix	No. of posts*
		Railways	Railway Board		
1.	Senior Administrative Grade	Principal Chief Security Commissioner (in Zonal HQs/ Production Units / RPSF)	Inspector General	Level 14 (Rs. 144200-218200)	7
2.	DIG Grade	Chief Security Commissioner (in Zonal HQs/ Production Units/ RPSF)	Deputy Inspector General	Level 13A (Rs. 131100-216600)	21
3.	Non-Functional Selection Grade (NFSG)	i) Deputy Chief Security Commissioner (in Zonal HQs) ii) Senior Security Commissioner(in Production Units) iii) Senior Divisional Security Commissioner(in Divisions) iv) Senior Commandant (RPSF)	Director/RPF	Level 13 (Rs. 123100-215900)	48
4.	Junior Administrative Grade	i) Deputy Chief Security Commissioner (in Zonal HQs) ii) Senior Security Commissioner (in Production Units) iii) Senior Divisional Security Commissioner(in Divisions) iv) Senior Commandant (RPSF)	Joint Director	Level 12 (Rs. 78800-209200)	
5.	Senior Time Scale	i) Security Commissioner (in Zonal HQs/Production Units) ii) Divisional Security Commissioner(in Divisions) iii) Commandant (RPSF)	i) Deputy Director ii) Assistant Inspector General iii) Commanding Officer	Level 11 (Rs. 67700-208700)	74
6.	Junior Time Scale	Assistant Security Commissioner (in Zonal HQs and Divisions) Assistant Commandant(RPSF)	Assistant Security Commissioner Assistant Commandant (RPSF)	Level 10 (Rs. 56100-177500)	271#

*Subject to variation dependent on workload.

@ Subject to new designations being introduced based on nature of work.

After abolition of 16 JTS posts of Assistant Security Commissioner (Prosecution) for the purpose of formation of new Prosecution Cadre.

SCHEDULE II**(See Rules 2(c), 2(h) 6(b), 6(d))**

Method of appointment, field of selection and the minimum qualifying service for promotion to the higher duty posts(s) or Grade(s) of the Indian Railway Protection Force Service.

S . N .	Name of the Duty Post, Grade & Level in Pay Matrix	Method of appointment	Field of selection and the minimum qualifying service for promotion.
1.	Senior Administrative Grade (Level 14)	By Promotion on the basis of selection.	Officers with eighteen years of regular service in Group 'A' including two years regular service as Deputy Inspector General in Level 13A of Pay Matrix.
2.	DIG Grade (Level 13A)	By Promotion on the basis of selection.	Officers in Selection Grade who have completed two years regular service in level 13 of pay matrix.
3.	Non-Functional Selection Grade (NFSG) (Level 13)	By placement on the basis of selection subject to suitability.	Officers in Junior Administrative Grade who have entered the fourteenth year of regular service in Group 'A' on the 1 st January of the year calculated from the year following the year of examination on the basis of which the officer was recruited or the year in which the officer was promoted to Group 'A' as the case may be.
4.	Junior Administrative Grade (Level 12)	By Promotion on the basis of selection.	Officers in the Senior Time Scale who have completed five years regular service in level 11 of pay matrix.
5.	Senior Scale (Level 11)	By Promotion on the basis of selection	Officers in Junior Time Scale who have completed four years regular service in Group 'A' in Level 10 of pay matrix.
6.	Junior Scale (Level 10)	(i) 50% of the posts by direct recruitment through Civil Services Examination;	As notified by Union Public Service Commission from time to time.
		(ii) 40% of the posts by selection and	Group 'C' Inspectors of the Railway Protection Force in Level 7 of the Pay Matrix with 5 years regular service in the Grade.
		(iii) 10% of the posts by Re-employment of Armed Forces Personnel, failing which by promotion	The Armed Forces Personnel who are due to retire/ get released in the rank of Captain or equivalent who possess the requisite qualification as prescribed by UPSC for direct recruitment through Civil Services Examination from time to time as per column 6(i) above. The maximum age limit for re-employment shall not be exceeding 56 years as on the closing date of the receipt of application.

Note: Where Juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying/eligibility Service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.

SCHEDULE-III

(See Rule 2(d), 2(l), 6(e) & Schedule I)

Departmental Promotion Committee for considering the cases of promotion or confirmation in Group 'A' duty posts of Indian Railway Protection Force & Screening Committee for considering the cases carrying pay in a specific Level in the Pay Matrix for which Non-Functional Upgradation is applicable:

S. N.	The Duty Post for which promotion, confirmation or Non Functional Upgradation is to be made	Composition of Group 'A' Departmental Promotion Committee to the respective Duty Post mentioned in Colum No.2		Departmental Promotion Committee for confirmation	Composition of Screening Committee for the Non-functional Upgradation in terms of DOP&T's OM No.14017/ 64/2008-Estt.(RR) dt.24.04.2009
(1)	(2)	(3)		(4)	(5)
1	Senior Administrative Grade	Chairman, Railway Board	Chairman	Not applicable	Composition of Screening Committee is same as DPC, given in column no. 3.
		Member Staff, Railway Board	Member		
		Any Board Member to be nominated by Chairman, Railway Board.	Member		
2	DIG Grade	Chairman, Railway Board	Chairman	Not applicable	Composition of Screening Committee is same as DPC, given in column no. 3.
		Member Staff, Railway Board	Member		
		Any Board Member to be nominated by Chairman, Railway Board.	Member		
3	Non-Functional Selection Grade	Chairman, Railway Board	Chairman	Not applicable	Not applicable
		Member Staff, Railway Board	Member		
		Any Board Member to be nominated by Chairman, Railway Board.	Member		
4	JA Grade	Chairman, Railway Board	Chairman	Not applicable	Not applicable
		Member Staff, Railway Board	Member		
		Any Board Member to be nominated by Chairman, Railway Board.	Member		
5	Senior Time Scale	Principal Chief Security Commissioner	Chairman	Not applicable	Not applicable
		Principal Chief Personnel Officer or Chief Personnel Officer	Member		
		HAG or SAG level officer of any Department (other than the department represented by officers at SN. 1 & 2 above) to be nominated by the General Manager of concerned Zonal Railway/P.U.	Member		
6	Junior Time Scale	Chairman or Member, Union Public Service Commission.	Chairman	Principal Chief Security Commissioner	Not applicable
		Inspector General in Security Directorate of Railway Board.	Member	Principal Chief Personnel Officer or Chief Personnel Officer	
		Executive Director in Management Services or Establishment Directorate of Railway Board.	Member	HAG or SAG level officer of any Department (other than the department represented by officers at SN. 1 & 2 above) to be nominated by the General Manager of concerned Zonal Railway/P.U. (Note: Senior most officer will act as Chairman of DPC for confirmation.)	