



NCRPS-6119/2022

Dated: 17/03/2022

No.797/E/NCR/Policy/Reservation/2022

DRMs- PRYJ, JHS & AGC
CWMs- JHS , STLI , CMLR & CPOH
Dy CMM, JHS & GSD/CNB

Sub: Reservation Policy – Implementation of Railway Board's instructions circulated vide Estt. Rule No. 150/2016 (RBE No. 117/2016) and Estt. Rule No. 183/2018 (RBE No. 91/2018) – reg.


In terms of instructions circulated vide RBE No. 117/2016 and arising out of contempt petition (C) No. 314/32016 in SLP (C) No. 4831/2012 in the matter of Santa Andolan Samiti through President Vs Sanjay Kothari and ors and subsequent instructions vide RBE No. 91/2018, the guidelines are being issued in order to regulate promotions. However, **all promotions will be provisional and subject to further orders which may be passed by the Hon'ble Supreme Court with regard to reservation in promotion.** The instructions may be implemented uniformly over NCR in the following manner: -

1	HQ/Divisions/Workshops should make assessment of vacancies including those where ad-hoc arrangement have been made or selections are withheld owing to pending court cases and fill these by regular promotion by selection/non selection/LDCE as the case may be subject to final outcome of the court cases.
2	All the promotions by Selection / non-selection / Trade Test on or after 30.09.2016 will be made by ignoring RBE No 126/2010 in view of instructions circulated vide RBE No 117/2016. ✓
3	In case the post is filled by non-selection, all employees, irrespective of their community, falling within the normal zone of consideration, shall be called for suitability test. The senior SC/ST employees will be first adjusted against SC/ST point. If no reserved points exists, SC/ST candidates will be promoted unreserved vacancies and set off against reserved points arising in future. In case vacancy reserved for SC/ST remains unfilled due to non-availability of reserved candidates of the respective community, the same will be carried forward as per extant rules.

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4	In case the post is filled by selection, all employees, irrespective of their community, falling within the zone of consideration, shall be called for selection and their suitability will be adjudged as per usual manner. The panel will be drawn by taking successful employees, equal to the number of vacancy as per extant rules. SC/ST employees finding place in the panel, in the 'UR' block, as per extant rules, will be first adjusted against reserved SC/ST points. If no reserved point exists or number of SC/ST employee finding place in the panel is more than the reserved points, they will be promoted and adjusted against reserved point available in future. If after applying the above criteria, vacancy reserved for SC/ST remains unfilled due to non-availability of reserved candidates of the respective community, the same will be carried forward as per extant rules.
5	In case the post is filled by General Selection/LDCE where eligible candidates are called without any restrictions of number, their suitability will be adjudged as usual manner. The panel will be drawn strictly in order of merit by taking successful employees equal to the number of vacancy. SC/ST employee finding place in the panel, in the 'UR' block, based on general merit will be first adjusted against reserved points. If no reserved point exists or number of SC/ST employee finding place in the panel is more than the reserved points, they will be promoted and adjusted against reserved point available in future. If after applying the above criteria, vacancy reserved for SC/ST remains unfilled due to non-availability of reserved candidates of the respective community, the same will be carried forward as per extant rules.
6	Where post is filled by Trade Test, the same procedure as prescribed for non-selection, shall be adopted.
7	Other terms and conditions governing promotions, except as provided in this policy, shall continue. Cases already decided as per earlier instructions need not be re-opened.
8	These instructions are applicable for filling up vacancies by promotion by Suitability/Selection/Trade Test/LDCE in all categories. These instructions may also be followed where court cases have been filed unless these are contrary to specific direction of the court in such matters.
9	In every promotion order, it should be mentioned that: "Promotion order is purely provisional and subject to further order/direction from SLPs pending before the Hon'ble Court and form Railway Board and other Courts of LAW".

This issues with the approval of Competent Authority.


17.03.2022

Dy.CPO/HQ
For General Manager/P

Copy to :- 1. All PHODs/NCR
2. All Dy CPO's/NCR/HQ & APO's/NCR/HQ