

## SOUTH CENTRAL RAILWAY

Headquarters Office,  
Personnel Department/SC  
Dated: 07-03-2012

No. P[R]39/V  
**ALL CONCERNED**

**PERSONNEL BRANCH SERIAL CIRCULAR No.24/2012**

Copy of Board's letter No.E(MPP)2006/3/34 dated 21.02.2012 together with their letter dated 19.9.1998 is forwarded for information, guidance and necessary action. ***This circular is also available on the website and can be accessed at the address [www.scr.indianrailways.gov.in](http://www.scr.indianrailways.gov.in).***

  
(M. SREERAMULU)  
SPO/Rules

For Chief Personnel Officer

Copy of Board's letter No. E(MPP)2006/3/34 dated 21.02.2012 [RBE No.23/2012]

***Sub: Man power planning on Indian Railways.***

Railways are aware that surrender and creation of posts are an integral part of Manpower Planning. Manpower Planning process adopted by the Railways already provides for adequate safeguards to protect the promotional prospects of staff.

Further, vide letter No.E(MPP)98/1/1 dated 17.09.1998, the Ministry of Railways had decided that in cases of surrender of large percentage of posts in a particular category and where the safeguard, in regard to promotional prospects of employees, are likely to be infringed, the recognized unions should be explained the reasons and rational for such surrender of posts. The views of the recognized Unions in the matter should be given due consideration.

In view of the discussions, in the meeting of PREM Group held at Apex Level on 11<sup>th</sup> November, 2011, the instructions circulated vide Railway Board's letter No. E(MPP)98/1/1 dated 17/09/1998 are reiterated for strict compliance. The recognized unions may also be consulted and their views given due consideration when large number of posts are being surrendered from an activity centre.

Sd/-  
[K. Harikrishnan ]/Director (MPP) /RB

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Copy of Bd's letter. No. E(MPP)98/1/1 dated 17.9.1998 ( R.B.E. No. 212/ 98 )

***Sub: Manpower planning on Indian Railways.***

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In the meeting of PNM/ NFIR held on 5<sup>th</sup> & 6<sup>th</sup> May, 1998, Federation insisted that there should be prior consultation with them before taking any decision on surrender of posts.

Surrender and creation of posts are integral parts of Manpower Planning to meet the changing pattern of workload and skill needed to perform various activities. Manpower Planning process adopted by the Railways already provides for adequate safeguards to protect the promotional prospects of surplus staff so that occasions for frequent consultations do not arise.

However, pursuant to the demand raised by the NFIR, the Ministry of Railways have decided that in cases of surrender of large percentage of posts in a particular category and where the safeguard, in regard to promotional prospects of employees are likely to be infringed, the recognized unions should be explained the reasons and rational for such surrender of posts. The views of the recognized unions in the matter should be given due consideration.

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