

SOUTH CENTRAL RAILWAY

Headquarters Office
Personnel Branch/SC
Date: 15.06.2018

No. P[R]268/II

ALL CONCERNED

PERSONNEL BRANCH SERIAL CIRCULAR No. 106/2018

Copy of Board's letter No. E(NG)II/2018/RC-1/GenI/17 dated 07.06.2018 together with their letter dated 25.06.85 is forwarded for information, guidance and necessary action. Board's letters dated 16.05.91 together with 02.11.89, 28.4.99, 21.09.01, 02.03.12 quoted therein were circulated under S.C. Nos.85/91, 146/99, 219/2001 and 28/2012, respectively.


[K. RAVI KUMAR]
Secy. to PCPO

For Principal Chief Personnel Officer

Copy of Board's letter No.E(NG)II/2018/RC-1/GenI/17 dated 07.06.2018[RBE No.81/2018]

Sub: Appointment on compassionate grounds- Suitability Test- regarding

Attention is invited to this Ministry's letter No.E(NG)II/84/RC-1/174 dated 25.06.1985, No. E(NG)II/88/RC-1/1/Policy dated 02.11.1989 read with para 2(i) of letter No. E(NG)II/88/RC-1/1/Policy dated 16.05.1991, stipulating inter-alia, that suitability of a person to be considered for appointment on compassionate grounds should be assessed by an appropriate suitability test, keeping the compassion in view. Board's letter dated 25.06.1985 has laid down that such appointment be considered as per the educational qualification possessed by the candidate.

2. As regards number of chances, this Ministry's letter dated 28.04.1999 (RBE No. 84/1999), 21.09.2001(RBE No. 192/2001) and dated 02.03.2012 (RBE No. 28/2012), specify the number of chances to be given to a candidate (wards as well as widow/wife), for appearing in the suitability test for appointment on compassionate grounds to Non-Gazetted posts on the Railways. Accordingly, at present, there are three (03) and four (04) chances available for wards and widow/wife respectively.

3. It has come to the notice that not only the procedure adopted for conducting suitability test and additional chances to be given to candidates for appointment on compassionate grounds by the Zonal Railways vary from the instructions issued at paras 1 and 2 above, but the directives/intent of stipulation made in the instruction ibid are also not being followed in true spirit.

4. Accordingly, the matter has been looked into. It has now been decided by the Board that in compliance of letters mentioned at para 2 above, maximum of three such chances to the wards and four chances may be given to widow/wife commensurate with their educational qualification to the post and suitability may be adjudged accordingly. Second chance should be given as a rule and uniformly followed.

5. It is also reiterated that 2nd chance to wards and widow should be given with the approval of competent authority (DRMs/HODs/CWMs as the case may be). However, 3rd chance to ward/widow/wife and 4th chance to widow/wife will require personal approval of the General Manager.

6. In case a request has been received from the candidate for appointment on other Railway, his/her case may be transferred alongwith all relevant papers to that Railway. Assessment of suitability may be done by the Railway where the candidate is to be appointed.

sd/-

[Neeraj Kumar]/DE[N]II

Copy of Board's letter No. E(NG)II-84/RC1/174 dated 25.06.1985

Sub: Appointment on compassionate grounds.

In the meeting of the Departmental Council of the J.C.M. held in December 1984, the Staff Side pointed out that instructions issued by this Ministry in regard to appointment on compassionate grounds are not being observed by the Railways in their proper spirit. In particular, they mentioned the following types of difficulties faced by the Railway employees or their families in the matter of appointment on compassionate grounds in accordance with the instructions issued by this Ministry, from time to time:

- (i) The written test held for adjudging the suitability of a candidate for appointment, is of an unduly high standard. The test should be consistent with the spirit of Board's instructions of appointment on compassionate grounds.
- (ii) If a ward is not found suitable for Group 'C' post, he is offered appointment in Group 'D' posts, instead of considering him for appointment to another Group 'C' post.
- (iii) Appointments are not made within a short time as envisaged in the instructions.
- (iv) Wards of Group 'D' staff are offered appointment only in Group 'D' posts even though they have the requisite qualifications for and are suitable for appointment in Group 'C' posts.

2. In this connection, attention of the Railway Administrations is invited to this Ministry's letter No. E (NG) II-83/RC1/73 dated 18.01.1984 in which the Railways etc. were advised to consider requests for appointment on compassionate grounds sympathetically and within the framework of the instructions issued by this Ministry from time to time. Insofar as aforementioned points raised by the staff side are concerned, attention is invited in particular to the following:

- (i) As clarified in this Ministry's letter No. E(NG) III/79/RC-1/62, dated 05.03.1982, while a suitability test is to be held for judging the suitability of an applicant for compassionate appointment, the standards for the same need not be rigid. It was added that it has only to be ensured that the persons concerned would be in a position to discharge the duties of the post being offered to him and also the test is designed to assess the aptitude of the person for the particular job.
- (ii) If the ward possesses the prescribed minimum educational qualification, he should be considered for appointment in a Group 'C' post for which he may be suitable and eligible. If however, he is found unsuitable for one Group 'C' post, he should be considered for an alternative Group 'C' post for which he is eligible and suitable.
- (iii) Railways should endeavour to make compassionate appointments as early as possible.
- (iv) It is not necessary that the ward of a Group 'D' employee should be appointed in a Group 'D' post only. If such a ward is eligible for compassionate appointment and possesses the qualification, prescribed for a Group 'C' post in which compassionate appointment is permissible, his case for such appointment should be considered.

3. The Ministry of Railways desire that these instructions should be adhered to in their proper spirit.

sd/-
[S.C.Jain]/DDE[N]

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