



PBC No. 159 / 2025



दक्षिण रेलवे Southern Railway
प्रधान मुख्य कार्मिक अधिकारी कार्यालय
Office of the Principal Chief Personnel Officer
प्रधान कार्यालय, कार्मिक विभाग, चेन्नै-600003
Headquarters, Personnel Department, Chennai-600003

सं/No: P(R) 113 / P / PWD / Vol.II

दिनांक/Dated: 29.07.2025

All PHODs/ DRMs/ CWMs/ CEWE/ CAO/ CPM/ PDA/ Dy.CPOs/ Sr.DPOs/ Secy to GM,
Chairman/RRB/MAS,TVC, Addl.Registrar/RCT/MAS, Secretary/RRT/MAS,
Principal MDZTI/TPJ, SRCETC/TBM, ZETTC/AVD,
DPOs/SPOs/WPOs/APOs of HQ/Divisions /Workshops/Units.

**विषय/Sub:Reservation in Promotion to the Persons with Benchmark
Disabilities (PwBDs) Promotion from Group C to Group-B
posts-Clarifications-reg.**

A copy of the Railway Board's letter No. 2025-E(SCT)I/133/10 dated 04.07.2025 on the above subject is enclosed for information, guidance, and necessary action.

Railway Board's letters dated 18.08.2022 and 08.02.2024 referred to therein has been circulated as PBC No.141 / 2022 and PBC No. 20 / 2024, respectively.

Railway Board's letter dated 27.02.2024 and Northern Railway's letter dated 25.02.2025 referred therein, copies of which are enclosed for reference.

DOP&T'S O.M's dated 17.05.2022 and 28.12.2023 referred to therein have been circulated as PBC No. 220 / 2022 and PBC No. 15 / 2024.

संलग्नक/Encl. 05 pages

सहायक कर्मचारी संबंधी अधिकारी/Asst Personnel Officer / IR & Trg.
कृते प्रमुकाधि/For Principal Chief Personnel Officer

प्रतिलिपि/Copy to: The General Secretary/SRMU
The General Secretary / DREU
The General Secretary/AISCTREA
The General Secretary/AIOBCREA
The General Secretary/NFIR
IT Section/PB/HQ - to upload in the SR website.

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No.2025-E(SCT)I/133/10

New Delhi, Dated -२५.07.2025

The General Managers(P):
All the Zonal Railways and Production Units; and

The Director General/RDSO/Lucknow etc.

**Sub: Reservation in Promotion to the Persons with Benchmark Disabilities(PwBDs)-
Promotion from Group C to Group-B posts-Clarifications-reg.**

Ref: (i) Northern Railway's letter No. 752-E/Misc./2024 dated 25.2.2025
(ii) Board's letter No.E(GP)2022/2/20 dated 18.8.2022 and 08.02.2024.
(iii) Board's letter No. E(GP)/2022/2/20/PwBD dated 27.02.2024.

One of the Railway viz. Northern Railway vide letter under reference (i) sought Board's clarification on the following:

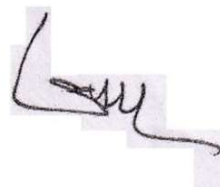
i) It may be clarified whether the single PwBD roster register is to be prepared w.e.f. 30.6.2016 and accordingly the roster register already prepared w.e.f. 01.01.2023(assessment year 01.01.2023 to 31.12.2024) may be extended backwards till 30.06.2016, or otherwise, in order to give benefit of reservation in promotion to PwBDs on notional basis in terms of DOP&T's O.M. dated 28.12.2023?

ii) Whether the instructions issued by Railway Board vide letter dated 08.02.2024(under reference ii above) for providing relaxation to PwBDs at par with SC/ST candidates in Selection and LDCEs is to be implemented prospectively or retrospectively for considering grant of notional promotions w.e.f. 30.06.2016 to PwBD candidates?

2. The matter has been examined in this office in terms of extant guidelines contained in DOP&T's O.M. No. 36012/1/2020-Estt.(Res.-II) dated 17.05.2022 and dated 28.12.2023 and Board's circulars referred to above and clarified as under:

2.1. As regards para1(i) above, it is clarified that giving the benefit of reservation in promotion to PwBDs on notional basis w.e.f 30.6.2016, in terms of DOP&T's O.M. dated 28.12.2023, is the case of recasting of Reservation Roster(s) (100 points Roster for PwBD) of the relevant cadres w.e.f 30.6.2016. For the modalities of granting notional promotions to the PwBD candidates w.e.f. 30.6.2016, para No. 5 of DOP&T's above O.M. dated 28.12.2023 may please be referred to.

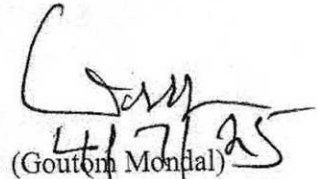
2.2. Regarding para- 1(ii) above, please refer to para- 5(i) of DOP&T's OM dated 28.12.2022 where in it is laid down as under:



"...for grant of the benefit of reservation in promotion upto lowest rung of Group-A on notional basis w.e.f. 30.6.2016 subject to their fulfillment of the eligibility conditions as laid down in DOP&T OM of even number dated- 17.5.2022 regarding reservation in promotion to PwBDs".

In view of the above, it is clarified that the detailed provisions/guidelines including provisions of relaxations to PwBDs as contained in DOP&T's O.M. dated 17.5.2022, would also be applicable while considering for notional promotions to PwBDs w.e.f. 30.6.2016, retrospectively that is w.e.f. 30.6.2016 itself, subject to the fulfillment of eligibility conditions.

3. The above may please be brought to the notice of all concerned for information and guidance.



(Goutom Mondal)

Joint Director Estt.(Res.)

Railway Board

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Tel. No. 011-23047225

Copy to: General Manager(P), Northern Railway, New Delhi-

This disposes off Northern Railway's letter No. 752-E/Misc./2024 dated 25.2.2025.

Northern Railway

Headquarters Office,
Baroda House,
New Delhi.

No. 752-E/Misc./2024

Dated 25.02.2025

The Secretary,
Railway Board,
Rail Bhawan,
New Delhi.

(Kind attention: Ms. Pallavi Goswami, DE(GC), Rly.Bd.)

Sub: Reservation in Promotion to the Persons with Benchmark Disabilities (PwBDs) – Promotion from Group ‘C’ to Group ‘B’ posts.

Ref: (i) Railway Board’s letter No. E(GP)2022/2/20 dated 18.08.2022 and 08.02.2024.

(ii) Railway Board’s letter No. 2022/2/20/PwBD dated 14.02.2024 and 27.02.2024.

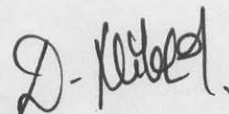
With reference to above, kind attention is drawn to Railway Board’s letter dated 18.08.2022 referred above wherein the decision for grant of reservation in promotion to PwBD in promotion from Group ‘C’ to Group ‘B’ posts was communicated. These instructions were applicable in Selections/LDCE for promotion to Group ‘B’ posts to be notified after the date of issue of these instructions.

2. Further, Railway Board vide letter dated 14.02.2024 referred above have communicated the decision that the instructions issued by DoP&T vide their O.M. dated 28.12.2023 may be made applicable mutatis mutandis for grant of notional promotions to PwBDs candidates w.e.f. 30.06.2016 in promotion from Group ‘C’ to Group ‘B’ posts.

3. It is also submitted that Railway Board vide letter dated 08.02.2024 referred above have communicated the decision that the extent of relaxation provided to SC/ST candidates in Selections and LDCEs for promotion from Group ‘C’ to Group ‘B’ posts may be extended to PwBD candidates, in case sufficient number of PwBD candidates are not available on prescribed standards. Further, in case PwBD candidates also belong to SC/ST category, they would be eligible to be considered either as a SC/ST category or PwBD category candidate for availing relaxation of standard of Departmental Examination but not both. **In these instructions it was not mentioned that the instructions are to be implemented from any retrospective date.**

4. Subsequently, Railway Board vide letter dated 27.02.2024 have given a clarification to South Eastern Railway wherein the following was clarified:

“2. So far as the date of applicability of these instructions (i.e. letter dated 08.02.2024) is concerned, herein it is clarified that the guidelines followed for examination of the current vacancy cycle of 01.01.2023 to 31.12.2024 may be followed for the Selections/LDCE under special drive



also as it is a part of Selection and LDCE notified and concluded earlier for the said vacancy cycle. Besides in any case, these instructions shall also have to be followed for modifying the previous panels as in terms of Board's letter of even number dated 14.02.2024, notional promotions to PwBD candidates have to be granted w.e.f. 30.06.2016."

5. While implementing the above directions of Railway Board the following points are required to be clarified:

- (i) It may be clarified whether the single PwBD roster register is to be prepared w.e.f. 30.06.2016 and accordingly the roster register already prepared w.e.f. 01.01.2023 (assessment year 01.01.2023 to 31.12.2024) may be extended backwards accordingly till 30.06.2016, or otherwise.
- (ii) Whether the instructions issued by Railway Board vide letter dated 08.02.2024 for providing relaxation to PwBDs at par with SC/ST candidates in Selection and LDCEs is to be implemented prospectively or retrospectively for considering grant of notional promotions w.e.f. 30.06.2016 to PwBD candidates, **as in the said letter it was not mentioned that the instructions are to be implemented from any retrospective date.**

It is requested that clarification on above points may be provided to this office so that further necessary action may be taken.

This has the approval of Pr.CPO/NR.

[Handwritten Signature] 25/02/25

(Nikhil Dhongari)
Dy.CPO/Gaz.
For General Manager (P)

SM-46

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD**

No 2022/2/20/PwBD

New Delhi, dated: 27.02.2024

The General Manager,
S.E. Railway,
Kolkata.

(Kind attn.: Shri Ravi Kumar, CPO(G))

Sub.: Group 'B' Selection (70%) – Relaxations available to PwBD candidates.

Ref.: SER's letters No. SER/P-HQ/Gaz. Cell/260/II/ACM 70%/2023-24 dated 04.01.2024 and 30.01.2024.

With reference to S.E. Railway's aforementioned letter dated 04.01.2024, it is advised that the applicability of relaxed standards of suitability for Persons with Benchmark Disabilities (PwBDs) in line with relaxation available to SC/ST candidates as clarified vide DOP&T's OM No.36035/1/2023-Estt.(Res-II) dt.29.05.2023 has since been adopted in promotions from Group 'C' to Group 'B' posts vide Board's letter No. E(GP)/2022/20/20 dated 08.02.2024.

2. So far as the date of applicability of these instructions is concerned, herein it is clarified that the guidelines followed for examinations of the current vacancy cycle of 01.01.2023 to 31.12.2024 may be followed for the Selection/LDCE under special drive also as it is a part of Selection and LDCE notified and concluded earlier for the said vacancy cycle. Besides in any case, these instructions shall also have to be followed for modifying the previous panels as in terms of Board's letter of even number dated 14.02.2024, notional promotions to PwBD candidates have to be granted w.e.f. 30.06.2016.

3. Further, as regards applicability of 'Best among Failed' scheme for SC/ST in Selections to PwBD candidates, the instructions contained in Board's aforesaid letter dated 08.02.2024 are quite explicit and need no further elucidation.

M. Saluja
27/2/24
(Meenakshi Saluja)
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Railway Board
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Copy to: General Managers(P), All Indian Railways & PUs for information and necessary action.