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**STANDING COMMITTEE ON RAILWAYS
(2010-11)
FIFTEENTH LOK SABHA**

**MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

**NEW RAILWAY RECRUITMENT POLICY
TWELFTH REPORT**



**LOK SABHA SECRETARIAT
NEW DELHI**

August, 2011/ Bhadrapada, 1933 (Saka)

TWELFTH REPORT

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(2010-11)**

(FIFTEENTH LOK SABHA)

**MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

NEW RAILWAY RECRUITMENT POLICY

Presented to Lok Sabha on 30.08.2011

Laid in Rajya Sabha on 30.08.2011



**LOK SABHA SECRETARIAT
NEW DELHI**

August, 2011/ Bhadrapada, 1933 (Saka)

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COMPOSITION OF THE STANDING COMMITTEE ON RAILWAYS (2010-11)

Shri T. R. Baalu - Chairman

MEMBERS

LOK SABHA

2. Shri Khiladi Lal Bairwa
3. Shri Kameshwar Baitha (Palamu)
4. Smt. Rajkumari Chauhan
5. Dr. Ram Chandra Dome
6. Smt. Maneka Gandhi
7. Shri Pralhad Joshi
8. Shri. Bapi Raju Kanumuru
9. Dr. Nirmal Khatri
10. Dr. (Smt.) Botcha Jhansi Lakshmi
11. Shri Anand Prakash Paranjpe
12. Shri Somabhai G. Koli Patel
13. Shri Rudra Madhab Ray
14. Smt. Satabdi Roy
15. Smt. Sushila Saroj
16. Smt. Yashodhara Raje Scindia
17. Shri Gopal Singh Shekhawat
18. Chaudhary Lal Singh
19. Shri Uma Shankar Singh
20. Shri Lalji Tandon
21. Dr. Girija Vyas

RAJYA SABHA

22. Shri K.E. Ismail
23. Shri Om Prakash Mathur
24. Shri Nandi Yellaiah
25. Smt. Kusum Rai
26. Shri Ambeth Rajan
27. Shri Tarini Kanta Roy
28. Shri T.M. Selvaganapathi
29. Shri Ishwar Singh
30. Shri Ramchandra Prasad Singh
31. Ms. Sushila Tiriya

LOK SABHA SECRETARIAT

- | | | | |
|----|------------------------|---|---------------------|
| 1. | Shri K. Vijayakrishnan | - | Joint Secretary |
| 2. | Shri Abhijit Kumar | - | Director |
| 3. | Shri Arun K. Kaushik | - | Additional Director |
| 4. | Smt. Geeta Parmar | - | Under Secretary |

INTRODUCTION

I, the Chairman of the Standing Committee on Railways (2010-11), having been authorised by the Committee to present the Report on their behalf, present this Twelfth Report of the Standing Committee on Railways on 'New Railway Recruitment Policy'.

2. The Committee took evidence of the representatives of the Ministry of Railways (Railway Board) on 23.11.2010, 11.01.2011 and 01.02.2011.

3. The Committee considered and adopted the Report at their sitting held on 17.08.2011. Minutes of the related sittings are given in appendix to the Report.

4. The Committee wish to express their thanks to the officers of the Ministry of Railways (Railway Board) for appearing before the Committee and furnishing the material and information which the Committee desired in connection with the examination of the subject 'New Railway Recruitment Policy'. They would also like to place on record their appreciation of the assistance rendered to them by officials of Lok Sabha Secretariat attached to the Committee.

5. For facility of reference and convenience, the observations and recommendations of the Committee have been printed in bold letters in Part-II of the Report.

NEW DELHI;
29 August, 2011
7 Bhadrapada , 1933 (Saka)

T.R. BAALU
Chairman,
Standing Committee on Railways

REPORT

NEW RAILWAY RECRUITMENT POLICY

Introductory

For the first time in the history of the Indian Railways, in July 1942, a Service Commission with a Chairman and two members was established, as an experimental measure, for recruitment of Subordinate Staff on the then North West Railway. The position was reviewed in 1945 and Service Commissions were set up at Bombay, Calcutta, Madras and Lucknow under the Railway Board. These Commissions were introduced with the two-fold functions of recruiting Class III staff and also to tender advice to General Managers for dealing with appeals from subordinate staff on disciplinary matters.

2. Subsequently, more Railway Service Commissions were established from time to time for catering to direct recruitment of Group 'C' categories of posts in the Railways.

3. In January 1985, the Railway Service Commissions were renamed as Railway Recruitment Boards (RRBs). At present, 21 Railway Recruitment Boards are functioning with specified jurisdiction on the railway network. Each RRB is headed by a Chairman and has a Member Secretary and/or an Assistant Secretary and supporting non-gazetted staff.

4. Up to March 1998, some of the Chairmen/RRBs were drawn from the Railways whereas many others were appointed from amongst ex-MPs, retired Railways/Government officers and others.

5. The Safety Review Committee, 1998, set up by the Railway Board under the Chairmanship of Justice H.R. Khanna (Retd.) had gone into the aspects of recruitment through the RRBs. The Committee, *inter-alia*, recommended that the post of Chairman of RRB should be filled only by serving Railway officers in the Senior Administrative Grade (SAG) with an outstanding record of service and impeccable integrity. This recommendation was accepted by the Railway Board.

6. Presently, the appointment of Chairmen/RRBs is made from amongst serving Railway SAG Officers. Member Secretaries are appointed from serving Junior Administrative Grade Officers and Assistant Secretaries are appointed from Group B officers of the contiguous Railway catered by an RRB.

7. In the wake of several allegations of irregularities and malpractices against RRBs, the Railway Board had to cancel a large number of examinations in 1998-99 and undertake a review of the set-up and functioning of the RRBs. Amongst other things, the following important measures were taken to ensure fair and transparent working of the RRBs:

- (i) A Railway Recruitment Control Board (RRCB) was constituted at the Railway Board with Member (Staff) Railway Board, as Chairman; Additional Member (Staff) and Additional member (Vigilance) as Members; and Executive Director, Establishment(EDE)(RRB), Railway Board, as Secretary. The RRCB issues policy guidelines, monitors closely the work of all RRBs, evaluates their

performance and advises them on priorities, from time to time.

- (ii) Services of all ad-hoc Chairmen were terminated and SAG Railway Officers with proven integrity were posted in their place. Other officers and staff were also replaced.
- (iii) The practice of associating non-official members belonging to SC/ST/minorities and OBC communities in the Interview Committees was given up and serving officers from these communities are being associated. In case of their non-availability, retired railway officers of proven integrity belonging to these communities are being associated.
- (iv) A system of Answer Sheets in duplicate has been introduced. The duplicate is produced by a carbonless duplicating process. As the candidate marks his answer on the first sheet, the impression gets reproduced on the duplicate Answer Sheet. All question papers are objective type only.
- (v) Answer Sheets are sent directly from the venue of the examination to the evaluating agency for evaluation by Optical Mark Reader (OMR) process and duplicate copies to RRCB in Delhi for record and reference. This eliminates the probability of tampering with the Answer Sheets.
- (vi) A Grievances Redressal mechanism has been set up to deal systematically with complaints/representations regarding the functioning of RRBs and selections conducted by them under the control of EDE (RRB), Railway Board.
- (vii) Interviews have been done away with in most of the selections, thus eliminating the possibility of subjectivity.

8. To a specific query, it has been stated that after review of the functioning of the RRBs in 1998-99, it was only in the year 2009 when an announcement was made by the Minister of Railways in Parliament that a Committee had been constituted to review the system of recruitment in RRBs and to suggest measures for expeditious formation of panels. As a result of the review, instructions regarding streamlining the working of RRBs were issued on 28.10.2009.

9. The Committee desired to know why a need was felt to review the Railway Recruitment Policy. In reply, it has been stated that after the revamping of the RRBs in 1998-99, review of the recruitment policy had been done in 2009. The review was necessitated by many events of resentment and dissatisfaction amongst people, coupled with the incidence of disturbances of RRB examination at Mumbai on 19.10.2008, incidents of leakage of question papers of RRB/Allahabad on 14.12.2008 and RRB/Ajmer on 15.02.2009. Based on the review, revised instructions for streamlining the working of RRBs were issued on 28.10.2009.

10. When asked whether some periodicity had been fixed by the Railways to review the railway recruitment policy, it has been replied in the negative. It has been stated that based on field experience, whenever considered necessary, the recruitment system is reviewed and necessary remedial action taken for system improvement.

Salient features of the new Railway Recruitment Policy

11. The Committee have been informed that the following major changes have been introduced in the new Railway Recruitment Policy:

- (a) **Examination on same day:** It has been decided to hold the examination for a particular post on the same date

simultaneously by all the RRBs. All the RRBs shall advise the nodal RRB about the number of vacancies to be filled up, category-wise, together with a break-up of the reserved vacancies. The nodal RRB will issue a Centralized Employment Notice on behalf of all participating RRBs, clearly indicating the vacancies to be filled up by each participating RRB, along with other details.

(b) **Setting of Question Papers in local languages:**

In addition to Hindi, Urdu and English, Question Papers shall be set in local languages listed in the Eighth Schedule of the Constitution of India, falling within the jurisdiction of that RRB. For this purpose, the first official language(s) of the State(s) in which all the Divisions/Units of that RRB are located, is taken as the local language(s).

(c) **Waiver of Examination Fee:** It has also been decided to waive the examination fees for women, minorities and economically backward sections of society, having annual family income of less than Rs. 50,000/-.

12. In this context, the Chairman, Railway Board, during evidence before the Committee, submitted as under:

“.....Now, as per the announcement during the Budget Session 2009-2010 in the Parliament, the functioning of the Railway Recruitment Board was streamlined to make the recruitment system more transparent, efficient and fair. As per new methodologies, the examination for a particular post will be held on the same date simultaneously by all RRBs. This is one thing which was really hurting everybody and every RRB was holding the examination in its own jurisdiction on a date selected by them which was possible for a candidate to appear in 21 different examination for the same type of post in 21 RRBs. Now, we have introduced a system by which recruitment for a particular post all over Indian Railways including all the 16 Zonal Railways organized by 21 RRBs is on a particular date in a calendar year. So, a person

will appear only in one RRB of his choice wherever he wants to appear and the number of posts are declared in the advertisements which comes out. And this encourages the local candidates to appear in the examination conducted by the RRBs in the area of their jurisdiction. The question papers for RRB examination are set in the local languages listed in the 8th Schedule of the Indian Constitution falling within the jurisdiction of that RRB in addition to Hindi, Urdu and English. It has been decided to waive off examination fee for candidates belonging to women, minorities like Muslims, Christians, Sikhs, Buddhists, Zoroastrians etc. and economically backward classes with family income less than Rs. 50,000 per annum.....”

13. To a pointed query as to how specific is the new railway recruitment policy to make the system of recruitment more fair and transparent, it has been stated that by issuing Centralized Employment Notifications by the nodal RRBs on behalf of all participating RRBs indicating vacancies of particular post(s), holding examination on the same date by all the RRBs and making available question papers to candidates in local languages also, fairly equal opportunities have been provided to aspiring candidates who have an idea about the number of vacancies notified by all the RRBs. These aspects, coupled with other measures like waiver of examination fee for women and candidates belonging to minority community and economically backward sections having annual family income less than Rs. 50,000/-, the recruitment has been made people friendly, fair and transparent.

14. As regards the criteria for selecting an RRB as the nodal RRB, it has been stated that ten major RRBs out of the 21 RRBs have been selected as nodal RRB for issuing Central Employment Notifications (CENs) for particular category(s) on behalf of all participating RRBs. Each nodal RRB has been entrusted with specific categories of posts for compiling vacancy position and issuing CENs. Receipt of

applications and subsequent recruitment activities are done by the participating RRBs themselves.

15. The Committee asked what exactly the areas of concern were in the previous recruitment system and how the present recruitment policy would address those concerns. In reply, it has been stated that earlier, different RRBs were holding their examinations of the same category separately on different dates and as a result, same candidate used to get selected at a number of RRBs for a particular post(s). This resulted in shortfall as one candidate could join at one place only. Local candidates also wanted to have question papers in local languages with a view to understanding the questions better. These were the causes of resentment amongst the public. Under the new recruitment policy, with the holding of examinations for a particular post on the same date simultaneously by all the RRBs and the availability of question papers in local languages, the issues stand redressed.

16. The Committee have been informed that as per the new railway recruitment policy, free travelling authority is issued to the SC/ST candidates for attending the examination. In this context, when enquired about a similar provision, if any, for women, minorities, economically backward classes, PH and OBC candidates also, it has been replied in the negative. Further, no such proposal is stated to be under consideration of the Ministry.

Recruitment Procedure

17. As regards the recruitment policy for **Group 'A' posts** in the Indian Railways, it has been informed that there are nine Group 'A' organised services and one other Group 'A' service, i.e. RPF in the Railways. Recruitment to these services is made through direct

recruitment as well through promotion as per the prescribed percentage in the respective Recruitment Rules. Direct recruitment to Group A organised services and RPF is made through examinations conducted annually by the UPSC. The indenting of vacancies/examination/result/ appointment process is an annual exercise as per the fixed calendar of the UPSC.

18. Recruitment through promotion quota vacancies to Group 'A' organised services is made from Group 'B' except RPF (where there is no Group 'B' cadre and promotions are made from Group 'C' to Group 'A') in terms of the provisions of the Recruitment Rules of the above Services/Departments. The promotions are made through DPCs conducted by the UPSC. After the DPC recommendations are received, the panels are issued after obtaining the approval of the Minister for Railways.

19. In addition to the Group 'A' organised services and the RPF, there are Group 'A' Miscellaneous Cadres. Recruitment to the Miscellaneous Cadre is made through direct recruitment as well as through promotion. Direct recruitment is made through the UPSC as and when the vacancies arise. Promotions are made as per the Recruitment Rules through DPCs conducted by the UPSC.

20. The Committee have been informed that recruitment to the **Group 'B' posts** in the Indian Railways is done through direct recruitment as well as through promotion. Direct recruitment is made for only one category, *i.e.* Jr. Scientific Officer, Psycho Technical Cell. Recruitment to this post is made through selection conducted by the UPSC as and when vacancies arise and indent placed. Vacancies in Group 'B' posts are filled through promotion by the respective Zonal Railways on the basis of selection of eligible Group 'C' employees and also on the basis of Limited Departmental Competitive Examination

(LDCE), where applicable. Where the scheme of LDCE is in force, selection is held to fill 70% of the vacancies and LDCE is held to fill the remaining 30% of the vacancies.

21. Further direct recruitment to **Group 'C' posts** is made by the RRBs within their respective jurisdictions. Vacancies are assessed on the Zonal Railways / Production Units. Indents are placed on RRBs by the Zonal Railways / Production Units. RRBs publish employment notices for All India notification, indicating vacancies, qualifications, age limits, etc. and invite applications. Written examinations for all eligible candidates are held by the RRBs. For selection where the number of applications is very high, 1st stage written examinations are conducted, followed by 2nd stage written examinations. The RRBs send the panel of selected candidates to the Railway/units which, in turn, offer appointment to the candidates in order of merit after verification of character, antecedents, their passing the medical examination, etc.

22. As far as recruitment to **Group 'D' posts** is concerned, they are done at the Zonal Railway level where Railway Recruitment Cells are constituted for the purpose. Each Zonal Railway after receiving the requirements from all Divisions/Workshops/Production Units and other organizations falling within its territorial jurisdiction will publish a detailed Employment Notice in leading newspapers and indicative notice in the Employment News/Rozgar Samachar and national newspapers giving reference of the advertisement. Selection procedure consists of a qualifying Physical Efficiency Test (PET), followed by written test of successful candidates. With effect from 02.02.2011 the selection process has been revised to list by written test followed by PET.

23. To a query, it has been replied that no fixed uniform time frame has been prescribed for completion of a recruitment process initiated

by RRBs in respect of Group 'C' posts and by Railway Recruitment Cells (RRCs) in respect of Group 'D' posts, as the time taken in the recruitment process depends on the number of vacancies, number of applicants and different steps/ stages to be followed in the recruitment process for particular post(s)/ categories. However, the recruitment process for Group 'C' post takes about one year and for Group 'D' it takes about one and a half years. The Group 'D' recruitment process takes more time as the number of applicants is huge; besides, physical Efficiency Test has to be carried out and a medical examination done before notifying the panel. Physical Efficiency Test is compulsory for Group 'D' recruitment done through open market as a majority of the jobs involve physical endurance.

24. In a written information, it has been stated that in view of the constant inputs of technology and changing traffic pattern, the Railways have been carrying out rightsizing which involves identification of activities which have become redundant as well as ensuring that there is sufficient strength by way of manpower available for manning new/expanding activities.

25. The representative of the Railway Board, in a briefing meeting, submitted that as far as abolition of posts is concerned, the activities of the Railways keep on changing. So, they redeploy persons from one area to another area where new activities are taken up or where the workload has increased. It is only sometimes that it becomes necessary to shift one activity from one area to another area because the technology is changing and the methods or working are changing. So, they keep on changing people.

26. The Committee enquired about the activities which have been declared redundant or reduced and further how many posts have been abolished/shifted to other activities in the last three years. In reply, it

has been stated that the Railway Ministry has advised the Zonal Railways a list of categories wherein review could be done in view of the changes in technology and work practices. Since changes are activity-based, year-wise account is not maintained.

27. On being asked, it has been stated that the induction of new generation of locomotive and rolling stock, modified Electrical Multiple Units or Diesel Multiple Units, Setting up of World Class Stations, planning for Dedicated Freight Corridor, use of Anti-Collision Device, Green toilets in coaches, laying of Optical Fibre, Interlocked Signals Voice/ Video communication, etc. are some of the new and expanding activities. These activities have been amplified in the VISION-2020 document submitted to the Parliament. Powers have been delegated to the General Managers to create posts as per laid down procedures for manning new and expanding activities. Thus, there are no difficulties in sanctioning new posts.

28. To another query, it has been clarified that the Indian Railways have a well laid down training policy prescribing induction, promotional and refresher training at specified intervals for each category of staff. The Railways also organize special courses to cater to specific requirements. Indian Railway personnel are deputed for training abroad for exposure to the latest state-of-the-art technology and also in the areas of management through agreements under transfer of technology and tie-ups with reputed Management/Business Schools abroad. These programmes are conducted on a regular basis and also as a part of the Structured Training Plan.

Staff strength

29. A statement indicating the sanctioned strength, on-roll strength and vacancies category-wise/post-wise in each Gp.'A', Gp.'B', Gp.'C' and Gp.'D' posts as on 01.04.2010 is as under:-

	Vacancy Position as in 31.3.10*			
Railway	Group	Sanctioned strength	On-Roll	Vacancy
CR	A+B	1224	1083	141
	C+D	128525	115816	12709
	TOTAL	129614	116899	12762
ER	A+B	1300	1117	183
	C+D	138369	122109	13865
	TOTAL	139486	123226	13950
ECR	A+B	1080	1032	48
	C+D	96056	79761	16295
	TOTAL	99523	80793	11820
ECoR	A+B	620	574	46
	C+D	52634	42036	10598
	TOTAL	52700	42610	6606
NR	A+B	1524	1556	-32
	C+D	175464	157484	17980
	TOTAL	177020	159040	18565
NCR	A+B	745	717	28
	C+D	79231	70058	9173
	TOTAL	82146	70775	6063
NER	A+B	786	630	156
	C+D	62734	58755	3979
	TOTAL	65684	59385	6472
NFR	A+B	840	926	-86
	C+D	74890	67777	7113
	TOTAL	78321	68703	9219
NWR	A+B	738	636	102
	C+D	63952	56913	7039
	TOTAL	65978	57549	6990
SR	A+B	1267	1108	159
	C+D	108906	98221	10685
	TOTAL	109579	99329	8957
SCR	A+B	1127	1051	76
	C+D	100351	88577	11774
	TOTAL	101622	89628	9905
SER	A+B	977	1025	-48
	C+D	99121	86270	12851
	TOTAL	101394	87295	14146
SECR	A+B	569	493	76
	C+D	51606	41720	9886
	TOTAL	52316	42213	10259
SWR	A+B	525	515	10
	C+D	42715	33830	8885
	TOTAL	43572	34345	5967
WR	A+B	1377	1119	258
	C+D	121121	107660	13461

	TOTAL	120587	108779	16996
WCR	A+B	684	561	123
	C+D	66678	57541	9137
	TOTAL	67381	58102	8391
TOTAL	A+B	15383	14143	1240
	C+D	1478459	1284528	166100
	TOTAL	1493306	1298671	167068
	*provisional			

30. During a briefing meeting, the Chairman, Railway Board, submitted that 9 Centralized Employment Notifications for about 40,000 vacancies in Group 'C' were issued from January, 2010 to May, 2010. Examinations for these notified vacancies were planned from 6 June, 2010 onwards. It was further submitted that examinations for about 35,000 posts would be completed out of the 40,000 for which they had initially issued the notifications and they hoped to complete the whole task for the year by 31 March, 2011. The examinations for the remaining categories of posts had been planned to be completed expeditiously.

31. As regards Group 'D' vacancies, it has been informed that Zonal Railways are conducting selections for recruitment from open market approximately for the following number of posts:

(a)	Recruitment to Gp. 'D' posts with class 8 th qualification initiated during 2006 to 2008.	-	47224
(b)	Special drive for recruitment of ex-servicemen initiated in November/December, 2010.	-	16794
(c)	Recruitment to Pay Band-1 (Grade Pay: Rs.1800) with enhanced qualification of 10 th or ITI or equivalent initiated in December, 2010.	-	85663
	TOTAL	-	149681

32. It had been stated that steps have been taken to complete the selection process for (a) in 6 to 8 months and for (b) the process is

expected to be complete by February, 2011. No time frame had been fixed for (c) which would depend on the number of applications received. The last date for receipt of the application was 31 March, 2011.

33. It has simultaneously been stated that arising and filling up of vacancies is a continuous process. Vacancies are filled up through direct recruitment, departmental exams, compassionate appointments, sports quota, etc. Recruitment process has already been initiated for notified vacancies and panels have been/are being supplied to indenting Railways. For recruitment to Group 'D' posts, generally, a very large number of applications - ranging about 8 to 15 lakhs - are received by each Zonal Railway. Handling of such large number of applications may lead to certain logistic problems. However, close monitoring is being carried out to ensure that the conduct of recruitment process is done smoothly.

34. When asked about the periodicity of holding examinations for Group 'C' and Group 'D' posts, it has been stated that periodicity is required to be maintained as per need. Any large organization like the Railways will have certain vacancies at any point of time. Due to the vast geographical spread as well as the large number of categories in Indian Railways, filling up of vacancies is time consuming. Vacancies arise mainly due to retirements, death, promotions, creation of posts, etc. Vacancies are filled up through open market recruitment, departmental promotions and compassionate appointments.

35. To a suggestion made by the Committee to fix a periodicity for holding the examinations without waiting for a particular number of vacancies to arise, it has been stated that for Group 'C', the indents are placed annually by indenting Railways on RRBs as per their

requirement and examinations are conducted simultaneously by all RRBs once in a year. For Group 'D' posts, extant instructions already prescribe the periodicity as two years while recruiting the current as well as anticipated vacancies to be accrued over the next two years.

36. As regards the measures being taken/proposed by the Ministry to reduce the problem of shortage of staff, it has been stated that with the remedial measures taken in the new recruitment policy and the pace of conducting RRB examinations, the recruitment process has been geared up. There is no shortage of staff to run and maintain the safety of the trains.

37. In reply to another query, it was submitted that due to shortage of staff in the essential and safety categories, the Railway Board have granted permission to re-engage retired gangman, keyman, gateman, trolleyman and loco pilots (both electrical and diesel drivers) and guards upto the age of 62 years to ensure that operational requirements are met, without compromising on safety. They are supposed to be engaged on posts which are stationary in case of the loco pilots, and for the gangman and gateman where they can perform their duty.

38. In this regard, the Chairman, Railway Board, added that when the recruitment process is completed, in case of running staff, they have got a training schedule of 18 months. These personnel will be available for actual service in about two years' time. To fill up that gap, they have made this arrangement.

39. The Committee have been informed that the posts in Indian Railways falling under the Loco Running Staff are Loco Pilot (Mail), Loco Pilot (Passenger)/Motorman, Loco Pilot (Goods), Loco Pilot (Shunting) Gr.I, Loco Pilot (Shunting) Gr.II, Sr. FM-1, Sr. Asstt. Loco Pilot (Diesel/Elect), FM-I, Asstt. Loco Pilot (Diesel /Elec), Sr. Second Fireman and Second Fireman. Further posts falling under the Traffic Running Staff are Mail Express

Guard, Passenger Guard, Sr. Goods Guard, Goods Guard, Sr. Asstt. Guard/Sr. Brakesman and Asstt Guard/ Brakesman.

40. It was later clarified that the training period of Assistant Loco Pilot (ALP) is 103 days only in a single traction and 151 days on dual traction which is the bare minimum that would be required to train an ALP. Railway working is stated to be quite unique in nature and is not taught in schools/colleges. The nuances of railway working can only be taught by experienced railway officials in designated Railway Training Centers where ample practical/field skills apart from theoretical knowledge is imparted.

Backlog for SCs/STs/other reserved categories

41. The position of backlog vacancies for SCs, STs and OBCs as on 01.04.2010 is given as under:

RAILWAY	SC	ST	OBC	TOTAL
CR	555	453	665	1673
ER	569	1072	706	2347
NR	432	688	301	1421
NER	954	1143	344	2441
NFR	224	188	0	412
SR	248	431	353	1032
SCR	935	1835	447	3217
SER	24	38	0	62
WR	1031	693	204	1928
ECR	1234	1281	693	3208
ECoR	673	627	367	1667
NCR	15	305	0	320
NWR	246	374	130	750
SWR	426	634	480	1540
WCR	416	297	235	948
SECR	125	181	98	404
CLW	0	0	0	0
DLW	100	184	92	376
DMW	8	7	0	15
ICF	19	247	7	273
RCF	42	199	179	420
RWF	27	43	34	104
METRO	0	0	0	0
RDSO	1	19	1	21
TOTAL	8304	10939	5336	24579

42. When asked about the post-wise information in this regard, it was stated to be not available in the Ministry of Railways. The Committee then enquired as to how the Ministry decides group-wise and zone-wise figures on backlog vacancies of SCs/STs/OBCs in the absence of post-wise data of the backlog vacancies of SCs/STs/OBCs. In reply, it has been stated that it is difficult to collect such information and compile them in the Board's office as many categories of posts are available in Zonal Railways and Production Units in all the Groups, viz., Group A, B, C & D.

43. As regards steps being taken/proposed to clear the existing backlog, it has been stated that Special Recruitment Drive and Special Promotion Drive have been launched under the instructions of the Department of Personnel and Training (DoP&T) and the recruitment process of filling up the backlog vacancies is underway.

Substitute recruitment

44. It has been observed that there is a provision in the Indian Railways for appointment of Substitutes. "Substitutes" refer to persons engaged in the Indian Railway establishments on regular scales of pay and allowances applicable to posts falling vacant and the process of filling up is delayed and the post cannot be kept vacant due to exigencies of work; otherwise, Railway services may be adversely affected. During evidence, the Committee desired to know about the need for substitute recruitment in the Indian Railways. The Chairman, Railway Board, replied as under:

"... We have a very difficult task when there are so many vacancies. Train running have to be done very safely, but with lack of manpower and we know that in the field sometimes it creates a situation which are not in the interest of safe running of trains. This provision has been existing for decades that wherever it is considered necessary in the interest of safety, the General Manager has the discretion to appoint some substitutes to make the work of track maintenance and the station work and shunting operations which need manpower to fill up those vacancies. He can do so."

45. As regards substitute recruitments done in the Railways during the last three years, Group-wise/Post-wise and Zone-wise and regularized during the last three years, the Committee have been informed as under:-

Railway/PU	Period			Number of substitutes regularized from (1), (2) & (3) upto 31.3.2010
	01.4.2007 31.3.2008	01.4.2008 31.3.2009	01.4.2009 31.3.2010	
Central	124	322	30	379
Eastern	127	721	402	813
Northern	303	326	193	403
North Eastern	144	112	26	147
Northeast Frontier	51	47	5	50 *
Southern	1050	114	560	875
South Central	21	49	81	223
South Eastern	437	155	151	723
Western	73	210	180	390
East Central	117	34	16	136
East Coast	148	358	64	475
North Central	156	319	50	235
North Western	62	68	18	13#
South East Central	48	128	161	82
South Western	59	62	42	152
West Central	141	176	80	282
Chittaranjan Locomotive Works	77	43	30	150
Diesel Loco Modernization Works	52	24	23	14
Diesel	28	37	198	215

Locomotive Works				
Integral Coach Factory	112	113	325	101
Rail Coach Factory	251	0	0	241
Rail Wheel Factory	74	14	13	79
RDSO, Lucknow	14	6	7	0
Central Railway Electrification Organization	18	11	51	0
Metro/Kolkata	0	2	3	5
TOTAL	3687	3451	2709	6183

* Figures upto 09.2.2011 and # Figures up to 31.8.2009

46. To a specific query, it has been informed that the position pertaining to the number of substitutes whose services have been regularized is not maintained in the Ministry. As regards the reasons for the same, it has been stated that Recruitment/engagement of Group 'D' is done by the Zonal Railways; Cadre for Group 'D' is also maintained by the Zonal Railways. Broad details like sanctioned strength, vacancies, etc. are obtained by the Railway Board. Periodically, other details are only called for as and when required.

47. When asked that in the absence of the above record, how does the Ministry work out the vacancies against SC/ST/OBC reservation quota, it has been stated that in terms of the extant instructions, though no roster is required to be maintained, Railway administrations, while engaging substitutes, have been directed to keep the intake of SC/ST/OBC against each individual category in various Departments not below the prescribed

percentage of reservation in favour of these communities and the shortfall, if any, be made good by resorting to direct recruitment in each category.

48. In reply to a related query, it has been stated that the figures for SCs/STs/OBCs engaged category-wise during the last three years are not readily available and are being obtained from Railway establishments. The same would be furnished shortly.

49. The Committee desired to know that when GMs have been given special powers for substitute recruitment, whether there exists a provision for reservation for SCs/STs/OBCs. In reply, the Ministry have stated that instructions already exist that at the time of recruitment of substitutes, the intake of Scheduled Castes/Scheduled Tribes/OBCs should not be below the percentage of reservation in favour of the two communities.

50. The Committee desired to know in what respects are the criteria for recruitment of substitutes different from regular recruitment, *i.e.* educational qualification, etc. The Ministry, in their reply, have stated that the difference between a regular recruitment and substitute engagement is that the substitutes are engaged in exigencies of work and fall under the General Manager's discretionary powers which is not so in the case of open market recruitment. Substitutes are engaged by way of screening done by a Committee whereas regular recruitment is done by specialized recruitment agencies. Though the qualification for direct recruitment for posts in Grade Pay of Rs. 1800/- is Class 10th pass or ITI or equivalent, till 31-03-2011. This has further been extended upto 31.07.2011. Railways have been permitted to engage substitutes viz. fresh faces, Course Completed Act Apprentices, legal heirs of accident victims, etc., even with a qualification below the prescribed one.

51. The Committee further wanted to know as to whether such employees selected are subjected to Physical Examination Test/medical examination. It

has been replied that Efficiency Test has not been prescribed as essential requirement for engagement of substitutes. However, before a candidate is engaged as a substitute, he/she is subjected to medical examination and the substitute is engaged in the post for which he/she is declared medically fit.

Incidents of irregularities and malpractices in RRBs

52. The Committee had learnt that the CBI had unearthed a Railway recruitment scam and arrested eight persons, including the son of the then Chairman of the RRB, Mumbai, for allegedly running the racket. They wanted to be apprised of the details of the matter. In reply, the Committee had been informed that a case vide RC 17(A)/2010-CBI-Hyd had been registered by CBI/Hyderabad on 15.06.2010 against ex-ADRM, Raipur, SEC Railway, and 11 other private persons, unknown officials of Indian Railways in the matter of leakage of question paper of RRB examinations held on 06.06.2010 and 13.06.2010 for the post of Assistant Loco Pilot and Assistant Station Master. In this connection, the CBI had arrested 10 persons.

53. All the ten persons were produced in the Hon'ble Court and subsequently sent to judicial custody. The then Chairman, RRB/Mumbai, had been placed under suspension w.e.f. 18.06.2010. Further investigation in the matter is stated to be under progress with the CBI.

54. The Committee further wanted to know the details of similar cases of corruption and malpractices in the Ministry of Railways during the last five years and the progress made so far. The Ministry has furnished the information as under:

RRB/Bhopal: The question paper of RRB examination for the post of Assistant Loco Pilot scheduled to be held on 27.4.2008 conducted by RRB/Bhopal was leaked. FIR has been lodged by Board Vigilance to the local Police, Bhopal and the case is under investigation with the Madhya Pradesh Police.

RRB/Allahabad: A case of leakage of question paper for the examination scheduled for 14.12.2008 for the post of Assistant Loco Pilot conducted by RRB/Allahabad was reported. This case was initially being investigated by Special Task Force (STF), Uttar Pradesh Police. However, SSP, STF/Lucknow, had informed N.C. Railway Vigilance that the case is being investigated by the Allahabad Police. At present, the matter is under investigation with the Allahabad Police, Uttar Pradesh. The examination was subsequently cancelled.

RRB/Ajmer: A case of leakage of question paper for the examination scheduled for 15.02.2009 for the post of Asst. Station Master (ASM) conducted by RRB/Ajmer was reported. This case is under investigation with the Special Operation Group, Rajasthan Police. The examination was subsequently cancelled.

55. As regards the monitoring mechanism existing in the Ministry to deal with such cases, it has been informed that in addition to reporting the matter to the outside investigating agencies like local police or CBI for investigation, Railways/RRBs publish warnings to the readers/candidates in the Employment Notice/media from time to time and display such warnings on their websites. The candidates are cautioned against falling prey to such rackets/persons who give false promises of securing jobs on the Railways.

56. As regards the measures to curb the recurrence of such cases, it has been stated that after receipt of reports of leakage of question papers of RRB/Mumbai, the Ministry have decided to carry out technical audit of the

system of examination by Railway Recruitment Boards and necessary changes in the system of printing, transportation, storage and distribution of question papers for examinations have been made, the instructions for which were issued on 11 August, 2010 after technical audit was done. This way, they have been able to make the system foolproof. They have now diversified it and one person cannot have total information of printing, storage and distribution of question papers, as opposed to the earlier system.

57. To a specific query as to whether the technical audit of the system of examinations by the Railway Recruitment Boards was carried out for the first time, it has been replied that the technical audit of the system of RRB examinations has been carried out for the first time. Based on field experience, whenever a need is felt to update any part of the recruitment system, necessary remedial action is taken for system improvement. The last technical audit was done after the incident of leakage of question paper of RRB/Mumbai for the written examination of Assistant Loco Pilot(ASP) and Assistant Station Master(ASM), held on 6.6.10, and 13.6.10, respectively.

58. In a written reply, it was informed that the Chairman of RRB has been empowered independently to engage the agency for pre- and post-examination work as per the guidelines. However, during a briefing meeting, it was apprised that for screening of applications, they are appointing private agencies. When asked to clarify, it has been stated that the Chairman of RRB has been empowered independently to engage the Computer/Printing agencies for pre-examination work, *i.e.* sorting and enlisting of applications, issuing call letters to eligible candidates, printing of question papers and Optical Mark Reader(OMR) answer sheets and for post-examination work, *i.e.* collection and evaluation of OMR answer sheets. The computer agency engaged for pre-examination work should be

different from the agency engaged for post-examination work. Before engaging agencies, the Chairman must satisfy himself of the antecedents, capacity and foolproof security arrangements in the premises of the computer agency / printing agency.

59. The Committee further asked that in view of the frequent instances of involvement of Chairmen, RRBs, in the leakage of question papers, what safeguards/ precautionary measures had been prescribed to exclude the possibility of such involvement between the Chairmen, RRBs, and the private agencies. The Ministry have stated that after technical audit, the system of setting, printing and transportation of question papers has been modified. Now the question paper is not set by the Chairman of the RRB which is conducting the examinations. Question papers are received by the officer nominated for the purpose. The Chairman of the RRB conducting the examination is not associated in this process.

Recruitment in Railway Protection Force(RPF)/Railway Protection Special Force(RPSF)

60. Recalling the grievances of the various Zonal Railways regarding the shortage of RPF/RPSF personnel during the Study Visit of the Committee in May, 2010, the Committee wanted to know the steps so far taken/ proposed to be taken to expedite the filling up of vacant posts in RPF/RPSF on a priority basis specially keeping in view the overall security scenario in the country. In reply, it has been informed that the present strength of the RPF is 61671 as against the total sanctioned strength of 69307, leaving vacancies of 7636 in all categories of posts. Further, vacancies in the Central Railway, Western Railway, South Central Railway and Southern Railway are 796, 775, 325 and 286, respectively.

61. The Committee have been informed that the National Police Mission (NPM), set up in December, 2005 under the aegis of the Ministry of Home Affairs(MHA), had prepared a project called "Project TRP" which stands for Project Transparent Recruitment Process. The Project TRP has been approved by the Ministry of Home Affairs(MHA). The vision of the Project TRP is to ensure a fair, impartial, transparent, objective, tamperproof, scientific, merit based recruitment process so as to induct into the police, individuals, best suited for their job, who have earned their way into the police on their own merit and without favour or unfair means by using simple but well defined procedures reinforced by technology and the use of information technology. The vision translates into the ultimate dual goal of improving police image and also raising a force built on the foundations of integrity and impartiality. The Project TRP envisages the formation of a Recruitment Board in every organization so as to ensure a transparent recruitment process in all recruitments in Central Para Military Forces and Indian Reserved Battalions.

62. It has been added that the recruitment in RPF is governed by the RPF Rules, 1987. As per the existing system, recruitments to various posts are conducted by Departmental Committees of RPF officers. At present, no change is envisaged in the policy of recruitment in the feeder categories. However, in pursuance of MHA's policy under the project 'Transparent Recruitment Process', a proposal to constitute a permanent RPF Recruitment Board, which may call for applications, process them and provide other logistic support to the recruitment committees to facilitate speedy and transparent recruitments in RPF is under consideration in the Ministry of Railways. Since the aforesaid proposal will take time to materialize, as an interim measure, a temporary Recruitment Cell has been constituted to facilitate recruitment to the posts of Constable and Sub-Inspector on a priority basis. Efforts are being made to notify the vacancies as early as possible.

63. Moreover, recruitments for 1130 posts of Constable in the Northeast Frontier Railway and 263 posts of Constables in the South Central Railway were under process. While the Northeast Frontier Railway was conducting Physical Efficiency Tests of candidates, the South Central Railway was carrying out the task of scrutiny of application forms. Recruitment for another 236 vacancies of Constable had been finalized by the West Central Railway and the result of the successful candidates would be declared very soon.

Compassionate appointments

64. During evidence, Chairman, Railway Board, informed that there was no policy earlier with respect to providing jobs to the kin of the deceased in train accidents. This was done for the first time in the case of the Mumbai train blast in 2006 when the Minister of Railways had announced that the kin of those who have died will be considered for Group 'D' posts.

65. In a subsequent information furnished to the Committee, it has been added that extant rules provided for giving compensation to the dependents of persons who have lost their lives in train accidents. However, in exceptional circumstances and on humanitarian grounds, jobs have been provided by way of engagement of wards/legal heirs of the victims as substitutes in Group 'D' posts only under the General Manager's discretionary powers. During the period 01.4.2007 to 31.3.2010, a total of 14 (fourteen) persons have been provided employment in the Railways in such circumstances. As regards pending cases, information was being collected.

66. The Committee wanted to know the number of pending cases in respect of providing jobs to a person from the family of the deceased in train accidents. In reply, it has been stated that information is being collected. Figures are yet to be received from all Railway establishments.

67. As regards the question of giving jobs to the kin of those whose lands have been acquired by the Railways, a representative of the Railway Board submitted that the policy of giving jobs for land losers has started only this year; there was no such policy earlier. That is why in the past, they could not offer any appointment to whosoever had given land to the Railways.

68. With respect to providing employment to those whose land is acquired for the purpose of Railway projects, it has been stated that such policy came into existence with the issue of instructions contained in letter No. E(NG)-II/82/RC1/95 dated 1.1.1983. No data is available as to how many employments have been given since 1.1.1983 in such cases; however, during the period 1.4.2007 to 31.1.2010, a total of 478 (four hundred seventy eight) on East Central Railway and Northern Railway only were given jobs in Group 'D' category in lieu of land acquired.

69. The policy has been reviewed, and revised policy guidelines have been issued *vide* the Ministry's letter No. E (NG)-II/2010/RC-5/1 dated 16.7.2010 and 13.8.2010. The salient feature of the policy is that an applicant who is the owner of the land is entitled for consideration of employment on the Railways, subject to fulfillment of prescribed norms.

70. The Committee further desired to know in what respects the present policy for providing employment to those whose land has been acquired for Railway projects is different and better than the previous one. In reply, it has been stated that earlier land losers could be considered for employment only where large area/substantial livelihood was taken away. Also there was no relaxation permissible in the eligibility criteria prescribed for the post. However, the present policy does not specify the quantum of land etc. being acquired and administration can relax the eligibility condition in special cases; thus, it is far more simplified.

71. The Chairman, Railway Board had submitted that in Railways employment on compassionate grounds is a significant and unique mode of employment. Around 9000-10000 posts are filled up in this manner annually all over Indian Railways which is much beyond the prescribed limit of 5 per cent as imposed by the Department of Personnel and Training. About 36000 persons have been employed under this compassionate ground employment between 2005-06 and 2008-09. Of this, about 85 per cent jobs had been given to wards of staff who died in harness and the remaining 15 per cent on account of retirement on medical grounds when the employees were medically de-categorised. This especially happens in the case of Gangmen and the running staff.

72. The Committee asked if the Railways have obtained DOP&T's permission before making compassionate appointment beyond their prescribed limit of 5 per cent in order to avoid any complications. In reply, it has been stated that no permission has been obtained from DOP&T in view of the fact that Railway being an operational Department, its working is unique. There are a large number of cases seeking employment on compassionate ground owing to its very size in terms of manpower and consequent number of death and medical unfitness during course of duty.

73. As regards the status with regard to the settlement of cases of compassionate appointment, it has been stated that a total of 12,319 employees died/retired on medical grounds in the Railways in the year 2008-09 and 2009-2010 (upto 30.09.2009); out of this 8,495 compassionate ground appointments were given during the period and 2,248 of cases were pending due to litigation, wards being minor, verification of documents, enquiry pending, etc.

Representation of women employees in Railways

74. The percentage of women employees, category-wise, on the Indian Railways (excluding MTP, Kolkata) as on 31.03.2010 is as under:

Category	Total Number of Employees	Total Number of Women employees	Percentage of women employees
Group 'A' & 'B'	16,851	1,144	6.79%
Group 'C'	9,04,696	49,324	5.45 %
Group 'D'	4,39,972	33,884	7.70 %
TOTAL	13,61,519	84,352	6.20%

75. As regards the steps taken to encourage participation of women candidates, it has been informed that their examination fee has been waived off. Any other proposal is not under consideration at present.

Complaints/ Grievances

76. The Committee wanted to know whether there is a provision in the Ministry for online submission / tracking of applications by the candidates applying for various categories of posts and also provision for online printing of admit cards by them in case of non-receipt of admit cards. In reply, it has been stated that the facility for submission of applications online is presently available with a few RRBs. However, efforts are being made to extend this facility to all RRBs. Facilities like tracking of applications and online printing of admit cards are not available presently and there is no such proposal at present.

77. As regards the mechanism existing in the Ministry to address the complaints/grievances of applicants in respect of non-receipt of any kind of information relating to recruitment, it has been stated that such complaints can be lodged with the Railway Recruitment Control Board for redressal.

78. On being asked, it has been informed that a total of 107 complaints were received during the last five years and all the complaints were redressed. Receipt of complaints is a continuous feature and efforts are made to resolve them to the best possible satisfaction of the complainant.

79. On being asked whether the Ministry have analyzed the reasons for receiving lesser number of complaints and in view of the fewer number of complaints received, whether the Ministry feels some steps are required to be taken to strengthen as well as to publicize the mechanisms to register complaints by candidates, it has been replied that these figures relate to the complaints received at the level of Railway Board (RRCB). Generally the complaints are in the nature of (a) General complaints: Complaints/representations against rejection of applications by RRBs, prescribed educational qualifications for various posts, non-selection of candidates, non-receipt of call letters, delay in declaration of results by RRBs, Re-medical examination etc; (b) Complaints relating to Policy issues and (c) Complaints against unsatisfactory replies by RRBs.

80. It has been stated that grievances/complaints are redressed to the best possible extent. Wherever necessary, facts/reports are called for from the RRBs concerned. The grievances of genuine complainants are ameliorated after examining the matter within the frame-work of extant instructions on the subject. The genuine complaints are resolved to the satisfaction of complainants.

Sports quota

81. The Committee desired to know the policy with respect to the filling up of vacancies on sports quota in the Indian Railways and the vacancies thus filled during the last three years. In reply, it has been stated that the existing policy for recruitment of sports persons on the Indian Railways in

the sports quota allotted to Zonal Railways and Production Units and criteria and procedure for selection, etc. is being revised and a proposal in this regard is under consideration in the Board's office.

82. The sports quota utilization during last three years is given as under:-

Year	Sports Quota Allotted to ZRs/PUs			Quota Utilized by ZRs/PUs		
	Group-C	Group-D	Total	Group-C	Group-D	Total
2007-08	560	621	1181	293	293	586
2008-09	560	621	1181	261	248	509
2009-10	560	621	1181	209	24	233

83. As there is stated to be no separate sports cadre, vacancy position is not maintained for sports quota. Further, continuous efforts are made to increase the number of recruitment of sportspersons on the Indian Railways. However, due to non-availability of suitable candidates, it gets difficult for the Railways to utilize their entire quota.

RECOMMENDATIONS/OBSERVATIONS

Introductory

1. The Committee observe that a Service Commission with a Chairman and two members was set up for the first time in the history of the Indian Railways in July 1942 for recruitment of Subordinate Staff on the then North West Railways. The position was reviewed in 1945 and the Services Commissions at Bombay, Calcutta, Madras and Lucknow were set up under the Railway Board with the two-fold function of recruiting Class III staff and also to tender advice to General Managers for dealing with appeals from subordinate staff on disciplinary matters. Subsequently, more Railway Service Commissions were established from time to time to cater to direct recruitment in Group 'C' posts. Further, in January 1985, the Railway Service Commissions were renamed as Railway Recruitment Boards (RRBs).

In 1998-99, there were widespread allegations of irregularities and malpractices against the RRBs, as a result of which the Railway Board had to cancel a large number of examinations. Subsequently, the Railway Board undertook a review of the set-up and functioning of the RRBs. Then, after a long period of ten years, in 2009, a committee was constituted to review the system of recruitment in RRBs and to suggest measures for expeditious formation of panels. Based on the review, instructions for streamlining the working of the RRBs were

issued on 28.10.2009. Another review was necessitated by many incidents of resentment and dissatisfaction amongst the people, coupled with several incidents of disturbances during the RRB examination at Mumbai on 19.10.2008, incidents of leakage of question papers of RRB, Allahabad, on 14.12.2008 and RRB, Ajmer, on 15.02.2009. The Committee are dismayed at the lack of initiative on the part of the Ministry so far as review of the recruitment system undertaken by them is concerned. The reviews ought to have been done much earlier with a professional and scientific approach.

2. The Committee further note that no periodicity has been fixed by the Railways to review their recruitment system. The Committee are unable to accept the reasoning advanced by the Ministry that based on field experience, whenever considered necessary, the recruitment system is reviewed and necessary remedial action taken for system improvement. The Committee are at a loss to understand as to how and why the Ministry should wait for occurrence of such reprehensible incidents in the conduct of Railway examinations before they undertake a review of the recruitment system. They, therefore, recommend that the Ministry of Railways should review professionally and scientifically their recruitment system at fixed intervals of time to make it more efficient to meet the requirement of staff in the Indian Railways.

New Railway Recruitment Policy

3. The Committee have drawn some satisfaction from the changes incorporated in the new Railway Recruitment Policy in order to make the recruitments in the Indian Railways fair and transparent. The examination for a particular post will now be held on the same date simultaneously by all RRBs so that a person will appear only in one RRB of his/her choice. The Committee understand that the question papers for RRB examinations will be set up in the local languages listed in the 8th Schedule of the Indian Constitution falling within the jurisdiction of that RRB in addition to Hindi, Urdu and English, so that local candidates can have question papers in local languages with a view to understanding the questions better. Further, examination fee for candidates belonging to women, minorities and economically backward classes with family income less than Rs. 50,000/- per annum has been waived off. The Committee feel that these are steps in the right direction and should be followed along with other innovative measures to make the recruitment system in the Railways more professional.

4. However, the Committee take a serious view of the fact that up till now, the Ministry had conveniently overlooked such a glaring fault in the recruitment process in which different RRBs were holding examinations of the same category of posts separately on different dates and as a result, the same candidate used to get selected at a

number of RRBs for a particular post(s). This had resulted in shortfall as one candidate could join at one place only, leaving vacant his post in the other RRB, thus nullifying the efforts made in the recruitment exercise. Such a short-sighted approach had resulted in shortage of staff in the Railways on the one hand and denial of opportunity to many candidates on the other.

5. The Committee observe that out of the 21 RRBs, 10 major RRBs have been selected as nodal RRBs for issuing the Central Employment Notification (CEN) for particular category(s) on behalf of all participating RRBs. Each nodal RRB has been entrusted with specific categories of posts for compiling vacancy and issuing CENs. Receipt of applications and subsequent recruitment activities are done by the participating RRBs themselves. The Committee hope that the nodal RRBs selected for issuing CEN will be different for conducting examinations in different categories of posts as it will not be prudent to burden the same RRBs for all recruitments.

6. The Committee note that as per the new Railway Recruitment Policy, free travelling authority is issued to SC/ST candidates for attending the examination. This facility has, however, not been provided to other weaker sections like minorities, economically backward classes, women, differently abled and Other Backward Class candidates and no such proposal is presently under the

consideration of the Ministry. The Committee recommend that the matter for a similar provision for minorities, economically backward classes, women, differently abled and Other Backward Class candidates may be examined/considered by the Ministry.

Recruitment Procedure/Staff position

7. The Committee note that the recruitment to Group 'A' and 'B' posts in the Indian Railways is done through direct recruitment as well as through promotion. As on 1.4.2010, 1240 post in Groups 'A' and 'B' are lying vacant in the Indian Railways. Further, in certain Railway Zones, the employees on on-roll strength of Group 'A' and Group 'B' posts are more than their sanctioned strength. In Northern Railway, 32 employees are more on on-roll strength than the sanctioned strength; in North Frontier Railway, 86 employees are more on on-roll strength than the sanctioned strength; and in South Eastern Railway, 48 employees are more on on-roll strength than the sanctioned strength. The Committee would like to be apprised of the relevant facts in this regard.

8. The Committee further note that vacancies in Group 'A' and Group 'B' posts in Central Railway, Eastern Railway, North Eastern Railway, Southern Railway, Western Railway and West Coast Railway are on the higher side numbering 141, 183, 156,159, 258 and 123, respectively. The Committee consider it to be a matter of grave

concern and desire that the process of filling up of the vacancies in Groups 'A and 'B' should be expedited in the best interest of the Indian Railways.

9. The Committee find that as on 1.4.2010, there were about 1,66,100 vacancies in Group 'C' and Group 'D' posts, which is not at all a satisfactory position. They are further constrained to note that the Ministry has not prescribed any fixed timeframe for completion of the recruitment process initiated by the Railway Recruitment Boards (RRBs) in respect of Group 'C' posts and by the Railway Recruitment Cells (RRCs) in respect of Group 'D' posts. The plea of the Ministry that the time taken in the recruitment process depends on the number of vacancies, number of applicants and different steps/ stages to be followed in the recruitment process for particular post(s)/ categories is hardly convincing. Needless to say, bottlenecks that hinder a smooth recruitment process require to be identified. The Committee urge the Ministry to urgently review the time being taken in various stages of recruitment and wherever required take measures to streamline those stages so that the whole process of recruitment is completed expeditiously under a specified timeframe. Staff constraint cannot be allowed to impede the efficient functioning of the Indian Railways. With this end in view, the Committee recommend that the Ministry should fix a certain timeframe to complete their recruitment process.

10. The Committee note that for Group 'C' posts, the indents are placed annually by the indenting Railways on the RRBs as per their requirement and examinations are conducted by all RRBs simultaneously once in a year. For Group 'D' posts, extant instructions already prescribe the periodicity as two years while recruiting the current as well as anticipated vacancies to be accrued over the next two years. As submitted, the periodicity is required to be maintained as per need. The Committee desire that the periodicity of holding examinations for Group 'C' posts and for Group 'D' posts should be increased, especially keeping in mind the large number of vacancies in the Railways and also the time consuming process involved in recruitments.

11. The Committee are deeply concerned to note that out of the 1,66,100 vacancies in Group 'C' and 'D' posts as on 01.04.2011, no timeframe has been fixed for filling up of 85,663 Group 'D' posts; the last date for receiving applications for these posts was 31 March, 2011. The Committee fail to understand as to why the process of filling up these posts had been started so late when they had been lying vacant since 01.04.2010. This reflects poorly on the pace of the recruitment process in the Railways. Though efforts are stated to have been made to fill up the vacancies as early as possible and notifications against most of the vacancies have already been

published, much more is required to be done to accelerate the pace of the recruitment process. The Committee would further like to be apprised of the present status with regard to the 1,66,100 posts which were lying vacant in Group 'C' and Group 'D' posts as on 01.04.2010.

12. The Committee are unhappy with the way the Railways address the problem of shortage of staff by resorting to alternative methods like re-engagement of retired staff on non-safety jobs, managing through leave reserve, etc. As informed, the running staff, after their recruitment, undergo a training schedule of 18 months and are available for actual service in about two years' time. In order to cover this duration, the Railway Board have granted permission to re-engage retired gangman, keyman, gateman, trolleyman and loco pilots (both electrical and diesel drivers) and guards to ensure that operational requirements are attended to, without compromising on safety. The Committee can understand the Railway Board taking this decision as a one-time measure or in some unavoidable circumstances. However, the Committee are of the view that these steps cannot be resorted to as a permanent remedy when the problem of shortage of regular staff is confronted by the Railways on a regular basis.

13. The Committee further observe that the posts falling under the running staff are Loco Pilot (Mail), Loco Pilot (Passenger)/Motorman,

Loco Pilot (Goods), Loco Pilot (Shunting) Gr.I, Loco Pilot (Shunting) Gr.II, Sr. FM-1, Sr. Asstt. Loco Pilot (Diesel/Elect), FM-I, Asstt. Loco Pilot (Diesel/Elec.), Sr. Second Fireman, Second Fireman, Mail Express Guard, Passenger Guard, Sr. Goods Guard, Goods Guard, Sr. Asstt Guard/Sr. Brakesman and Asstt. Guard/ Brakesman. The Committee are not happy with the induction of retired persons in case of non-availability of running staff, thus jeopardizing the safety and security of passengers as the nature of job of running staff require physical endurance. They would like to suggest that this practice of engaging retired personnel should be curtailed/discontinued in due course and vigorous efforts should be made to recruit proper running staff.

Backlog for SC/ST and other reserved categories

14. The Committee note with grave concern that as on 01.04.2010, the backlog vacancies for SCs, STs, and OBCs were 8304, 10939 and 5336, respectively. Special Recruitment Drive and Special Promotion Drive had been launched under the instructions of Department of Personnel and Training (DoP&T) and the recruitment process of filling up the backlog vacancies was underway. The Committee are aware that on 14 July, 2011, the Government had given a direction to all the Ministries/Departments to fill up the vacant posts for SCs, STs, and OBCs by 31.03.2012. In line with that direction, the Committee would

like the Ministry to ensure that by 31.03.2012, the backlog of vacancies in respect of SCs, STs, and OBCs is cleared.

15. The Committee note that the post-wise information in this regard is not available in the Ministry of Railways as the Railways find it difficult to collect such information and compile them in the Railway Board office as many categories of posts are available in Zonal Railways and Production Units in all the Groups, viz., Group A, B, C & D. The Committee do not consider it a convincing reply as in the absence of such data, the Ministry would not have the exact figures of backlog vacancies of SCs/STs/OBCs for different categories of posts. The Committee desire the Ministry to act immediately in this direction and inform the Committee of the same within six months.

Substitute Recruitment

16. The Committee learn that a General Manager in the Indian Railways, at his discretion, can appoint substitutes to make up the work of track maintenance and station work and shunting operations which need manpower and that this provision has been in existence for decades. The Committee are not convinced by the explanation given by the Ministry that when there are so many vacancies, it is considered necessary in the interest of safety to have such a provision. It can only be termed as a lack of serious effort and lack of foresight on the part of the Ministry of Railways to fill up the existing

vacancies. The Committee firmly believe that such adhocism would invite allegations of corruption and nepotism and recommend that such discretionary powers of the General Managers may be withdrawn.

17. The Committee conclude that the Railways have been facing the problem of shortage of staff for decades as is evident from the fact that the provision of appointment of substitutes has also been prevalent in the Railways for decades. This is a poor commentary on the recruitment process in the Railways. As provision of recruitment of substitutes has only been made to fill that post which cannot be kept vacant due to exigencies of work, the Committee earnestly desire that the Ministry should give focused attention to filling up of the vacancies through direct recruitment by exploring ways and means to expedite the recruitment process and that the system of substitute recruitment should eventually be phased out. The Committee desire the Ministry to expeditiously review the matter for provision of appointment of substitutes at the appropriate level.

18. The Committee note that from 01.04.2007 to 31.03.2010, out of 9847 substitutes appointed on the different Railway zones/ PUs, 6183 have been regularized. For the North Western Railway, figures are available upto 31.08.2009, where out of 148 substitutes, 13 have been regularized and in the North East Frontier Railways, where out of 103,

50 substitutes have been regularized upto 09.02.2011. The Committee may be informed of the criteria laid down for regularization of the substitutes.

19. The Committee note to their dismay that the position pertaining to the number of substitutes whose services have been regularized is not maintained in the Ministry since recruitment/engagement of Group 'D' posts is done by the Zonal Railways; cadre for Group 'D' is also maintained by the Zonal Railways, with the details being called for only as and when required. Railway administrations, while engaging substitutes, have been directed to keep the intake of SC/ST/OBC against each individual category in various Departments not below the prescribed percentage of reservation in favour of these communities and the shortfall, if any, be made good by resorting to direct recruitment in each category. As informed, the figures for SCs/STs/OBCs substitutes engaged category-wise during the last three years are being obtained from the Railway establishments. The Committee may be apprised of the same.

20. The Committee note that the difference between a regular recruitment and substitute engagement is that the substitutes are engaged in exigencies of work and fall under the General Manager's discretionary powers which is not so in case of open market recruitment. Substitutes are engaged by way of screening done by a

committee whereas regular recruitment is done by specialized recruitment agencies. Though qualification for direct recruitment for posts in Grade Pay of Rs. 1800/- is Class 10th pass or ITI or equivalent, till 31.07.2011, the Railways have been permitted to engage substitutes, viz. fresh faces, Course Completed Act Apprentices, legal heirs of accident victims, etc., even with a qualification below the prescribed one. The substitute thus appointed is not subjected to Physical Efficiency Test though he/she is subjected to medical examination. On the other hand, for recruitment done through the open market, Physical Efficiency Test (PET) for Group 'D' is compulsory as a majority of the jobs is stated to be those involving physical endurance. The Committee fail to understand how for jobs requiring physical endurance, Physical Efficiency Test can be exempted in the case of substitutes. The Committee desire that suitable corrective measures should be taken in this regard.

Incidents of irregularities and malpractices in RRBs

21. The Committee note to their dismay that there had been four cases of leakage of question papers of RRB examinations in the recent past. First, the question paper of RRB examination for the post of Assistant Loco Pilot scheduled to be held on 27.04.2008 conducted by RRB/ Bhopal was leaked which was under investigation by the Madhya Pradesh Police. Second, a case of leakage of question paper for the examination scheduled for 14.12.2008 for the post of Assistant

Loco Pilot conducted by RRB/Allahabad was reported which was under investigation with the Allahabad Police, Uttar Pradesh. Third, a case of leakage of question paper for the examination scheduled for 15.02.2009 for the post of Asst. Station Master (ASM) conducted by RRB/Ajmer was reported which was under investigation with the Special Operation Group, Rajasthan Police. The examination was subsequently cancelled. Fourthly, there was leakage of question papers of RRB examinations held on 06.06.2010 and 13.06.2010 for the post of Assistant Loco Pilot and Assistant Station Master. The CBI had unearthed a Railway recruitment scam and arrested ten persons, for allegedly running the racket. Further investigation in the matter is stated to be under progress with the CBI. The Committee would like to be apprised of the progress in each of the above cases.

22. The Committee express their serious concern at the frequent occurrence of allegations of irregularities and malpractices against the RRBs and strongly recommend that the Ministry should take effective steps to check the recurrence of such incidents. The Committee would further like to be assured that all those who indulge in such malpractices are dealt with very severely.

23. The Committee note that the Railway Recruitment Boards carried out a technical audit of the system of examination for the first time after receipt of reports of leakage of question papers of

RRB/Mumbai in the year 2010. After the technical audit was done, necessary changes in the system of printing, transportation, storage and distribution of question papers for examinations have been made and the instructions in this regard were issued on 11 August, 2010. In order to make the system foolproof, the Ministry have now diversified the process under which one person cannot have total information of printing, storage and distribution of question papers, as was prevalent in the earlier system. The Committee strongly feel that had such technical audit been done earlier, subsequent incidents of leakage of question papers could have been averted.

Recruitment in SRPF/RPSF

24. The Committee note that at present the staff strength of RPF is 61,671 with the total sanctioned strength being 69,307, thus leaving 7636 vacancies in all categories of posts. Recalling the grievances with regard to the shortage of RPF/RPSF personnel of the Western Railway, Central Railway, South Central Railway and Southern Railway during their visit to these Zonal Railways in May, 2010, the Committee recommend that vacant posts in RPF/RPSF should be filled up on a priority basis, specially keeping in view the security scenario in the country. Further, if need be, steps should be taken for creation of posts in all Railway Zones to meet the shortage of the manpower in RPF.

25. As apprised, the National Police Mission (NPM) set up in December, 2005 under the aegis of the Ministry of Home Affairs had prepared a project called Project Transparent Recruitment Process or Project TRP. The vision of the 'Project TRP' is to ensure a fair, impartial, transparent, objective, tamperproof, scientific, merit-based recruitment process so as to induct into the police, individuals best suited for their job, who have earned their way into the police on their own merit and without favour or unfair means by using simple but well defined procedures reinforced by technology and the use of information technology.

The Committee understand that the Project TRP envisages formation of a Recruitment Board in every organization so as to ensure a transparent recruitment process in all recruitments in Central Para Military Forces and Indian Reserved Battalions. The Committee note that the proposal to constitute a permanent RPF Recruitment Board as envisaged in Project TRP is still under consideration in the Ministry of Railway and nothing concrete has been finalized as yet. The Committee would like to be apprised of the reasons for the delay in finalizing the proposal for the constitution of a permanent RPF Recruitment Board. They recommend that the needful be done at the earliest in this direction to ensure on-board security and safety of passengers.

Compassionate appointments

26. The Committee have been apprised that the extant rules provided for giving compensation to the dependents of those who have lost their lives in train accidents. However, in exceptional circumstances and on humanitarian grounds, jobs have been provided by way of engagement of wards/legal heirs of the victims as substitute in Group 'D' posts only under the General Manager's discretionary powers. From 01.04.2007 to 31.03.2010, a total of 14 persons have been provided employment on the Railways in such circumstances in the wake of train accidents. The Committee desire to be informed of the casualties that had occurred in train accidents during the above period and the status with regard to the pending cases in which the victims' families have been assured of employment with the Railways.

27. The Committee are unhappy to note the callous approach of the Ministry in supplying information to them. At one place, a representative of the Ministry during evidence on 23 November, 2010 submitted that the policy of giving jobs to land losers started only this year and that there was no such policy earlier. That is why in the past, they could not offer any appointment to whosoever had given land to the Railways. Elsewhere, they have stated that the policy to provide employment to those whose land was acquired for the purpose of

Railway projects came into existence with the issue of instructions dated 1.1.1983. The Committee desire the Ministry to ensure supply of correct information to them in future.

28. The Committee note that during the period 01.04.2007 to 31.01.2010, a total of 478 employment has been given on the East Central Railway and Northern Railway only in Group 'D' category in lieu of land acquired. The Committee are dismayed to find that the Ministry does not have the detailed data with regard to employment given since 1.1.1983 in such cases. The Committee would like to be informed of the reasons for such lapse on the part of the Ministry.

29. Employment on compassionate grounds is a significant and unique mode of employment in the Indian Railways. Around 9000-10000 posts are filled up in this manner annually all over Indian Railways which is much beyond the prescribed limit of 5 per cent as imposed by the Department of Personnel and Training (DoP&T). About 36000 persons have been employed under this compassionate ground employment between 2005-06 and 2008-09. Of this, about 85 per cent jobs had been given to wards of staff who died in harness and the remaining 15 per cent on account of retirement on medical grounds when the employees were de-categorised for medical reasons. This especially happens in the case of Gangmen and the running staff. The Committee note that the Railways have not

obtained any permission from the DoP&T for making compassionate appointment beyond their prescribed limit of 5 per cent. The plea given by the Ministry that no permission had been obtained from DoP&T since the Railways are an operational department whose working is unique, is not convincing. The Committee desire that the Railways should follow the rules with regard to compassionate appointments and place their position before the DoP&T to seek formal permission in this regard to avoid any complications in future.

Representation of Women employees in Railways

30. The Committee are unhappy to note that the percentage of women employees on the Indian Railways (excluding MTP, Kolkata) as on 31.03.2010 in Group 'A', 'B', 'C' and 'D' is only 6.79 percent, 5.45 percent, 7.70 percent and 6.20 percent, respectively. Though waiving off the examination fee for the women candidates is a welcome step in order to encourage participation of women candidates in the Railway recruitment process, it cannot be termed as adequate. The Committee desire that the Ministry may take proactive steps to enable women to be adequately represented in the Railways and that concerted efforts should be made to increase the percentage of women employees in the Railways.

31. The Committee are aware that a recent central directive issued by the Department of Personnel and Training envisages that all

government appointing authorities should ensure the presence of women officers in selection committees and recruitment boards to see that there is no bias against women during hiring. The Committee trust that the Ministry would take suitable steps in this direction, wherever warranted .

Complaints/ Grievances

32. The Committee note that there are no provisions in the Ministry for tracking of applications by candidates applying for various categories of posts and for online printing of admit cards in the case of non-receipt of the same. Further, the facility for online submission of applications is available with only a few RRBs. Considering these to be the basic requirements for a smooth and efficient recruitment system, the Committee desire that the facility for online submission of applications should be extended expeditiously to all RRBs and the facility of online printing of admit cards in case of their non-receipt by the applicants should be extended at the earliest possible.

33. The Committee find that there is a system of lodging of complaints by the applicants relating to recruitment formalities with Railway Recruitment Control Board, for redresal. However, they are surprised to note that in spite of several reported issues relating to the Railway recruitment, only 107 complaints were received by the Ministry in the last five years. The complaints are of a general nature

like complaints/representations against rejection of applications by RRBs, prescribed educational qualifications for various posts, non-selection of candidates, non-receipt of call letters, delay in declaration of results by RRBs, re-medical examination, etc. those relating to policy issues and those arising out of/against unsatisfactory replies by the RRBs. The Committee feel that the extant mechanism in the Ministry for lodging of complaints by applicants has not been adequately publicized and therefore the matter need to be addressed accordingly.

Sports Quota

34. The Committee are unhappy to note that during 2007-08, 2008-09 and 2009-10, out of 1181 vacancies allotted each year in the sports quota for Group 'C' and 'D' posts, only 586, 509 and 233 vacancies, respectively, have been filled. The plea given by the Ministry that due to non-availability of suitable candidates, it becomes difficult for the Railways to utilize their full quota is hardly convincing. The Committee desire that suitable steps should be taken to recruit sports persons and that the sports quota should be filled up to the best possible extent.

35. As apprised, there is no separate sports cadre in the Railways and, therefore, vacancy position is not maintained for the sports quota. Since the existing policy for recruitment of sports persons on

the Indian Railways under the sports quota allotted to the Zonal Railways and Production Units and the criteria and procedure for selection, etc. is being revised and such a proposal is under consideration, the Committee desire that these factors should be taken into account before finalizing the new policy.

NEW DELHI;
29 August, 2011
7 Bhadrapada , 1933 (Saka)

T.R. BAALU
Chairman,
Standing Committee on Railways

APPENDIX

MINUTES OF THE FOURTH SITTING OF THE STANDING COMMITTEE ON RAILWAYS (2010-11)

The Committee sat on Tuesday, the 23rd November, 2010 from 1500 hrs. to 1645 Hrs. in Committee Room 'D', Parliament House Annexe, New Delhi.

PRESENT

SHRI T.R. BAALU - CHAIRMAN

MEMBERS

LOK SABHA

2. Shri Khiladi Lal Bairwa
3. Dr. Ram Chandra Dome
4. Smt. Maneka Gandhi
5. Shri Pralhad Joshi
6. Dr. Nirmal Khatri
7. Dr. (Smt.) Botcha Jhansi Lakshmi
8. Shri Anand Prakash Paranjpe
9. Shri Somabhai G. Koli Patel
10. Shri Rudramadhab Ray
11. Smt. Yashodhara Raje Scindia
12. Chaudhary Lal Singh
13. Shri Umashankar Singh
14. Shri Lalji Tandon
15. Dr. Girija Vyas

RAJYA SABHA

16. Shri Om Prakash Mathur
17. Smt. Kusum Rai
18. Shri Tarini Kanta Roy
19. Shri T.M. Selvaganapathi
20. Shri Ishwar Singh

SECRETARIAT

1. Shri Abhijit Kumar - Director
2. Shri Arun K. Kaushik - Additional Director

REPRESENTATIVES OF THE MINISTRY OF RAILWAYS (RAILWAY BOARD)

1. Shri Vivek Sahai Chairman, Railway Board & Ex-officio
Principal Secretary to the Govt. of India.
2. Shri Samar Jha Financial Commissioner, Railways &
Ex.-officio Secretary to the Govt. of India.
3. Shri A.P. Mishra Member Engineering, Railway Board, &
Ex.-officio Secretary to the Govt. of India.
4. Shri Sanjiv Handa Member Mechanical, Railway Board, & Ex.-
officio Secretary to the Govt. of India.
5. Shri Sudesh Kumar Member Electrical, Railway Board &
Ex.-officio Secretary to the Govt. of India
6. Shri V.N. Tripathi Member Staff, Railway Board, &
Ex.-officio Secretary to the Govt. of India.

2. At the outset, the Chairman welcomed the representatives of the Ministry of Railways (Railway Board) to the sitting of the Committee. Thereafter, the representatives of the Ministry briefed the Committee on the subject 'New Railway Recruitment Policy' which has been taken up by the Committee for examination. After the briefing, Members raised certain points for clarification to which the representatives of the Ministry replied.

3. A verbatim record of the proceedings has been kept.

The Committee then adjourned.

**MINUTES OF THE SIXTH SITTING OF THE
STANDING COMMITTEE ON RAILWAYS (2010-11)**

The Committee sat on Tuesday, the 11th January, 2011, from 1100 hrs. to 1220 Hrs. in Committee Room 'C', Parliament House Annexe, New Delhi.

PRESENT

SHRI T.R. BAALU - CHAIRMAN

MEMBERS

LOK SABHA

2. Shri Khiladi Lal Bairwa
3. Shri Ram Chandra Dome
4. Shri K. Bapiraju
5. Dr. Nirmal Khatri
6. Shri Anand Prakash Paranjpe
7. Shri Somabhai G. Koli Patel
8. Shri Rudramadhab Ray
9. Smt. Sushil Saroj
10. Shri Umashankar Singh
11. Shri Lalji Tandon
12. Dr. Girija Vyas

RAJYA SABHA

13. Shri K.E. Ismail
14. Shri Om Prakash Mathur
15. Shri Nandi Yellaiah
16. Shri Ambeth Rajan
17. Shri Tarini Kanta Roy
18. Shri T.M. Selvaganapathi
19. Shri Ishwar Singh
20. Ms. Sushila Tiriya

SECRETARIAT

- | | | | |
|----|------------------------|---|---------------------|
| 1. | Shri K. Vijayakrishnan | - | Joint Secretary |
| 2. | Shri Abhijit Kumar | - | Director |
| 3. | Shri Arun K. Kaushik | - | Additional Director |

REPRESENTATIVES OF THE MINISTRY OF RAILWAYS (RAILWAY BOARD)

- | | | |
|----|--------------------|--|
| 1. | Shri Vivek Sahai | Chairman, Railway Board & Ex-officio Principal Secretary to the Govt. of India. |
| 2. | Shri Samar Jha | Financial Commissioner, Railways & Ex-officio Secretary to the Govt. of India. |
| 3. | Shri A.P. Mishra | Member Engineering, Railway Board, & Ex-officio Secretary to the Govt. of India. |
| 4. | Shri Sudesh Kumar | Member Electrical, Railway Board & Ex-officio Secretary to the Govt. of India |
| 5. | Shri V.N. Tripathi | Member Staff, Railway Board, & Ex-officio Secretary to the Govt. of India. |

2. At the outset, the Chairman welcomed the Chairman and other officials of the Ministry of Railways (Railway Board) accompanying him to the sitting of the Committee.

3. Thereafter, the Chairman and Members of the Committee sought information from the representatives of Railway Board on various issues relating to recruitment in Railways in connection with the examination of the subject "New Railway Recruitment Policy". The representatives of the Ministry of Railways (Railway Board) replied to the queries of the Members. The Members, however, were not satisfied with the reply of the Ministry with regard to substitute recruitment in Railways. The Committee, then, decided to discuss the matter in detail in the next sitting of the Committee along with pending issues raised by Committee Members from time to time.

4. A verbatim record of the proceedings has been kept.

The Committee then adjourned.

**MINUTES OF THE SEVENTH SITTING OF THE
STANDING COMMITTEE ON RAILWAYS (2010-11)**

The Committee sat on Tuesday, the 1st February, 2011 from 1100 hrs. to 1215 Hrs. in Committee Room 'B', Parliament House Annexe, New Delhi.

PRESENT

SHRI T.R. BAALU - CHAIRMAN

MEMBERS

LOK SABHA

2. Shri Khiladi Lal Bairwa
3. Smt. Maneka Gandhi
4. Shri K. Bapiraju
5. Dr. Nirmal Khatri
6. Dr. (Smt.) Botcha Jhansi Lakshmi
7. Shri Anand Prakash Paranjpe
8. Shri Somabhai G. Koli Patel
9. Smt. Sushila Saroj
10. Smt. Yashodhara Raje Scindia
11. Shri Gopal Singh Shekhawat
12. Shri Lalji Tandon

RAJYA SABHA

13. Shri K.E. Ismail
14. Shri Om Prakash Mathur
15. Shri Nandi Yellaiah
16. Smt. Kusum Rai
17. Shri Ambeth Rajan
18. Shri Tarini Kanta Roy
19. Shri Ishwar Singh

SECRETARIAT

- | | | | |
|----|------------------------|---|---------------------|
| 1. | Shri K. Vijayakrishnan | - | Joint Secretary |
| 2. | Shri Abhijit Kumar | - | Director |
| 3. | Shri Arun K. Kaushik | - | Additional Director |

REPRESENTATIVES OF THE MINISTRY OF RAILWAYS (RAILWAY BOARD)

- | | | |
|----|--------------------|--|
| 1. | Shri Vivek Sahai | Chairman, Railway Board & Ex-officio Principal Secretary to the Govt. of India. |
| 2. | Shri Samar Jha | Financial Commissioner, Railways & Ex-officio Secretary to the Govt. of India. |
| 3. | Shri A.P. Mishra | Member Engineering, Railway Board, & Ex-officio Secretary to the Govt. of India. |
| 4. | Shri Sanjiv Handa | Member Mechanical, Railway Board, & Ex-officio Secretary to the Govt. of India |
| 5. | Shri Sudesh Kumar | Member Electrical, Railway Board & Ex-officio Secretary to the Govt. of India |
| 6. | Shri V.N. Tripathi | Member Staff, Railway Board, & Ex-officio Secretary to the Govt. of India. |

2. At the outset, the Chairman welcomed the Chairman and other officials of the Ministry of Railways (Railway Board) accompanying him to the sitting of the Committee.

3. The Members of the Committee then raised various issues related to the on-going as well as pending railway projects in their parliamentary constituencies and sought clarification from the representatives of the Railway Board. The representatives of the Railway Board replied to the same.

4. Thereafter, the Committee sought clarifications on the issue of substitute recruitments in Indian Railways and other issues related to recruitments in railways. Representatives of the Ministry replied to the queries raised by the Members.

5. A verbatim record of the proceedings has been kept.

The witnesses, then, withdrew.

The Committee then adjourned.

**MINUTES OF THE FIFTEENTH SITTING OF THE
STANDING COMMITTEE ON RAILWAYS (2010-11)**

The Committee sat on Wednesday, the 17th August, 2011 from 1700 hrs. to 1715 hrs. in Committee Room 'B', Parliament House Annexe, New Delhi.

PRESENT

SHRI T.R. BAALU - CHAIRMAN

MEMBERS

LOK SABHA

2. Shri Khiladi Lal Bairwa
3. Shri Kameshwar Baitha (Palamu)
4. Dr. Ram Chandra Dome
5. Shri Pralhad Joshi
6. Shri K. Bapiraju
7. Dr. Nirmal Khatri
8. Dr. (Smt.) Botcha Jhansi Lakshmi
9. Smt. Yashodhara Raje Scindia
10. Shri Gopal Singh Shekhawat
11. Shri Umashankar Singh
12. Shri Lalji Tandon

RAJYA SABHA

13. Smt. Kusum Rai

SECRETARIAT

- | | | | |
|----|------------------------|---|---------------------|
| 1. | Shri K. Vijayakrishnan | - | Joint Secretary |
| 2. | Shri Abhijit Kumar | - | Director |
| 3. | Shri Arun K. Kaushik | - | Additional Director |

2. At the outset, the Chairman welcomed the Members to the sitting of the Committee. Thereafter, the Committee considered and adopted the draft Report on the New Railway Recruitment Policy without any modification.

3. The Committee then authorized the Chairman to finalise the Report and present/lay the same to the House in the light of factual verification received from the Ministry of Railways.

The Committee then adjourned.
