

GOVERNMENT OF INDIA (भारत सरकार)

MINISTRY OF RAILWAYS (रेल मंत्रालय)

RAILWAY BOARD (रेलवे बोर्ड)

No. 2025-E(SCT)/I/99/1/PSU

New Delhi, dated 12.11.2025

**The Chairman & Managing Directors:**

1. CCIL, New Delhi.
2. IRCTC, New Delhi.
3. IRCON, New Delhi.
4. IRFC, New Delhi.
5. RITES Ltd., Gurgaon.
6. RVNL, New Delhi.
7. RCIL, New Delhi.
8. KRCL, Mumbai.
9. MRVC, Mumbai.
10. BCL, Kolkata.

**Managing Directors:**

1. DFCCIL, New Delhi.
2. KMRCL, Kolkata.
3. RLDA, Delhi.
4. NHRCL, New Delhi.
5. CRIS, New Delhi.

**Sub:-Maintenance of Post Based Reservation Rosters in Direct Recruitment and promotion categories in PSUs/Autonomous Bodies etc. – reg.**

**Ref:-Board's letter of even no. dated 07.10.2025.**

Attention is invited to Board's letter of even no. dated 07.10.2025 vide which a copy of the minutes of the meeting held on 16<sup>th</sup> September, 2025 in Board's office with the officials of PSUs/Autonomous Bodies, has been circulated. The same may please be connected.

2. The guidelines/instructions regarding preparation and maintenance of Post Based Reservation Rosters in recruitment and promotions in Group C and D categories, as per the guidelines of DoP&T has been circulated alongwith Modal rosters for 200 point rosters as well as L shaped small cadres (upto 14 points) vide Board's office vide letter No. 95-E(SCT)/I/49/5(1) dated 21.08.97 and 95-E(SCT)/I/49/5(2) dated 21.08.97, respectively. Thereafter, vide letter No. 2005-E(SCT)/I/25/14 dated 16.11.2005 (RBE No. 194/2005) the same was circulated in promotions from Group 'C' to Group 'B' and within Group 'B' categories.

3. In reference to DOP&T's guidelines contained in DoP&T's OM no. 36039/1/2019-Estt.(Res.) dated 19.01.2019 and 31.01.2019 for introduction of reservation for EWS in recruitment, revised circular for maintenance of Reservation Rosters incorporating EWS reservation in recruitment category has been circulated vide Railway Board's letter No. 2024-E(SCT)/I/49/20 dated 06.03.2025, RBE No. 17/2025, (Corrigendum dated 15.04.2025).

4. The above Board's circulars are also applicable in case of PSUs/Autonomous bodies and need to be followed uniformly. However, as per the information furnished by the PSUs/Autonomous bodies it has come to notice that there is no uniformity in the PSUs/Autonomous bodies regarding maintenance of Reservation Rosters, as some of the units

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are not following the model reservation rosters issued by the Board vide above mentioned circulars. Therefore, such PSUs/Autonomous Bodies are advised to recast and maintain the post-based reservation rosters uniformly as per the Board's circulars and guidelines quoted above on prospective basis i.e. past cases need not to be reopened.

Copies of all relevant aforementioned circulars issued by Board are again annexed herewith for ready reference and necessary compliance.

DA:- As above.

*Brijesh*  
*12/11/25*

(Brijesh Kumar)

Deputy Director, Estt.(SCT)I

Railway Board

Mail Id: [brijesh.10982@gov.in](mailto:brijesh.10982@gov.in)

Tele No. 011-23047225



Government of India  
Ministry of Railways  
(Railway Board)

No.2024-E(SCT)I/49/20

New Delhi, dated 15.04.2025

The General Managers (P),  
All Indian Railways  
& Production Units.

The Director General/RDSO/Lucknow

**Sub: Operation of revised post based rosters in Direct Recruitment for Scheduled Castes(SCs), Scheduled Tribes (STs), Other Backward Classes (OBC), Economically weaker sections (EWS), on introduction of 10% reservation for EWS in jobs.**

**Ref: Railway Board's letter no.2024-E(SCT)I/49/20 dated 06.03.2025.**

**CORRIGENDUM**

Please refer to Board's letter under reference. In this regard, in Annexure -II i.e. revised roster for cadre strength of 15 posts and above, the roster point "14" indicated to have been identified (reserved) for OBC may please be read as point no. "15" in the entire column of OBC.

The rest of the content of Board's letter under reference shall remain unchanged.

DA:- As above.

  
Goutom Mondal  
Deputy Director, Estt.(Res.)  
Railway Board  
Mail Id:goutom.mondal@gov.in  
Tele No. 011-23047138

Room No. 154, Rail Bhawan, New Delhi-110001

**Copy to:**

1. Liaison Officers for SC, ST and OBC of All Indian Railways/ Production Units.
2. The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi.
3. The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi.
4. The Members of National Council, Departmental Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi
4. The Secretary General, FROA, Room No. 256-A, Railway Board.
5. The Secretary, RBSS Group 'A' Officer's Association.
6. The Secretary, RBSS Group 'B' Officers' Association.
7. The Secretary General, IRPOF, Room No.268, Rail Bhawan, New Delhi.
8. The Secretary, Railway Board Class II Officers' Association.
9. The Secretary, Railway Board Ministerial Staff Association.
10. The Secretary, Railway Board Group D Employees Association.
11. The General Secretary, AIRPF Association Room No.256-D, Rail Bhawan.
12. General Secretary, All India SC/ST Railway Employees Association, Room No.7, Rail Bhawan, New Delhi.
13. The General Secretary, All India OBC Railway Employees Federation, Room No.48, GF, Rail Bhawan.
14. Chief Commissioner Railway Safety, Lucknow.
15. Chief Administrative Officer, MCF/Raebareli Project, Kishanganj, Delhi-7.
16. The Secretary, Railway Board Promotee Officers Association, Room No. 341-C, Rail Bhawan.
17. The GMs, N.F. Railway (Const.), CAO,SR(Const.) and CR(Const.).
18. The Director General & ex-officio General manager, R.D.S.O/Lucknow.
19. The General Manager, and FA&CAO/Metro Railway/Kolkata.
20. The CAO and FA&CAO/COFMOW/New Delhi.
21. The General Manager, and FA&CAO/CORE/ Allahabad.
22. The Director General, National Academy of Indian Railways, Vadodara
23. The Directors, IRSET, Secunderabad/IRIMEE, Jamalpur/ IRIEN, Nasik/IRICEN, Pune and CAMTECH, Gwalior.
24. The CAO(Const.), MTP (R), Mumbai & Chennai.
25. The Chairman & Managing Director/Managing Director,RITES/IRCON/CONCOR/KRCL/IRFC/ RCIL/KMRCL/RVNL/DFCCIL/BCL/BSCL/BWEL/MRVC/IRCTC.
26. The Chairman, Railway Recruitment Board: Allahabad/ Ahmedabad/ Ajmer/Bangalore/ Bhopal/ Bilaspur / Bhubaneswar/ Kolkata/Chandigarh/ Chennai/Gorakhpur/ Guwahati/ Jammu & Shrinagar /Malda/ Mumbai/Muzaffarpur/Patna/Ranchi/ Secunderabad /Thiruvananthapuram.
27. The Chief Project Administrator (Telecom), IRCOT Consultancy, Shivaji Bridge, New Delhi.

28. The Director (Movement) Railways, Kolkata.
29. The General Secretary, IRCA, DRM Office Complex, State entry road, New Delhi.
30. Managing Director, Centre for Railway Information System,
31. Vice Chairman, Rail Land Development Authority.
32. Chief Admn Officer, Indian Railways Organisation for Alternative Fuels, 12<sup>th</sup> Floor, Core-I, SCOPE Minar, District Centre, Laxmi Nagar, New Delhi -110092.
33. Office of Chief Administrative Officer, Indian Railways (Workshop Projects), Chamber Bhawan, Judge's Court Road, Anta Ghat, Patna-800001, Bihar.
34. The Joint Director (Iron & Steel), 3 Koilaghat Street, Kolkata.
35. The Secretary, Railway Claims Tribunal, Chennai.
36. The Railway Liaison Officer, Jeevan Tara Building, Parliament Street, New Delhi.

**Copy to:** PSs to MR, MOS(S) & MOS(G).

**Copy to:** PS/PPSs/PSs/PA to:

CRB & CEO,MF, M/Infra M(TRS), M(OBD), Secretary/Rly.Bd., DG/RPF, DG/RHS, Adv(MR), OSD(MR), OSD(Co-ord)/MR & Additiona PS/MR.

AM(Comm1), AM(CE), AM(C&IS), AM(Elect.), AM (Budget), AM(E), AM(ME), AM(Plg.), AM(PU), AM(Tele), AM(Sig), AM(Store), AM(T), AM(TT), PED(Bridge), PED(Stn.Dev.Engg.), AM(Works), AM(F), AM(Staff), Adv(Infra), Adv(IR), Adv(Project), PED(Vig.), Adv (C), Adv.(T&MPP), Adv. (Health), PED(Safety), Adv.(Transformation), Adv.(F), Adv.(Project), Legal Adviser, PED (Signal).

EDE(N), EDCE(G), EDE(G), ED(A), EDF(E), EDE(Safety), EDE(RRB), EDB(GC), EDE, EDV(A), ED(PSU), EDE(Sports), EDE(E&R), EDE(IR), EDH(G), EDPC-I, EDPC-II, EDF(BC), ED(ERP), EDPG, Chairman/HRRC, JS, JS(G), JS (E), JS(C), DE(W), DE(MPP), DE(G), DE(GP), DE(LL), DME(C&IS), JDF(E), JDE(N), JDE(Rep), JDPG, DDF(E)-I,II&III, DDE(R)-II, DDE (LR)-I & II,&III, DD(Sec/E), DD(Sec/ABE), DD E(P&A)I & E(P&A)II, E(G), E(NG)I & II, E(Trg), E(MPP), A/C-III, ERB-I, ERB-II, ERB-III, ERB-IV, ERB-V & ERB-VI, E(Rep)I, E(Rep)-II & E(Rep)-III, B(Sports), E(W), Sec(E), FB-I,II&III, FE(Spl), E(RRB), PC-III, PC-IV, PC-V, PC-VI, PC-VII, E(SCT)II, E(GR) I & E(GR)-II, E(GC), E(GP), E (Welfare)-I,II&III, E(D&A), E(Co-op), PR, E(D&A), E(LR)-I,II&III, Code Revision Cell/ Branches of Railway Board.

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RBE No. 17/2025

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

No.2024-E(SCT)/I/49/20

New Delhi, dated- 06.03.2025

The General Managers (P):  
All Indian Zonal Railways  
& Production Units.

The Director General/RDSO/Lucknow

**Sub:** Operation of Revised Post Based Rosters in Direct Recruitment for Scheduled Castes(SCs), Scheduled Tribes(STs), Other Backward Classes(OBCs) and Economically Weaker Sections(EWS), on introduction of 10% reservation for EWSs in Jobs.

**Ref:** (i) Board's letter No. 95-E(SCT)/I/49/5(Pt.1) dated-21.08.97(RB No 113/97) & 21.03.2001.  
(ii) DOP&T's OM. No. 36039/1/2019-Estt.(Res.) dated 19.01.2019 and 31.01.2019  
(iii) Board's letter No. E(NG)/II/2019/Misc./2 dated 05.02.2019(RBE No. 19/2019).  
(iv) Boards letter No. 2019-E(SCT)/25/1 dated 07.02.2019(RBE No. 21/2019)&10.12.2019 (RBE No. 209/2019).  
(v) Supreme Court's order dated 27.11.24 in SLP(Civil) No. 10017/2022 in the matter of AISC/STREA versus UOI & others.

Please refer to Board's circular No. 95-E(SCT)/I/49/5(Pt.1) dated-21.08.97 vide which detailed guidelines regarding construction/operation and maintenance of Post Based Reservation Rosters for recruitment category, along with Model Rosters for cadre strength of 15 posts and above as Annexure-II and Model Roster for cadre strength upto 14 posts as Annexure-III, were issued.

2. DOP&T vide its OM. No. 36039/1/2019-Estt.(Res.) dated 19.01.2019 issued instructions for introduction of 10% reservation for Economically Weaker Sections(EWSs) in Civil posts and services in the Govt. of India. The said O.M. of DOP&T was circulated by E(NG) directorate to all the Zonal Railways/PUs vide letter no. E(NG)/II/2019/Misc/2 dated 05.02.2019 (RBE No. 19/2019) for information and guidance.

2.1. Subsequently, in continuation of above O.M.(19.01.2019), DOP&T vide its O.M. No. 36039/1/2019-Estt(Res.) dated 31.01.2019 issued detailed guideline/instructions regarding providing 10% reservation in Direct Recruitment in civil posts & services to the eligible persons belonging to EWS, who are not covered under the scheme of reservation for SC/ST/OBC, which were circulated to the Railways/PUs along with DOP&T prescribed model Roster vide Board's letter No. 2019-E(SCT)/25/1 dated 07.02.2019, advising as under:

"...new reservation roster for direct recruitment for Schedule Castes(SCs), Scheduled Tribes(STs), Other Backward Classes(OBCs) and Economically Weaker Sections(EWSs) in Railway services be adopted as prescribed in the Department of Personnel and Trainings(DOP&Ts) O.M No. 36039/1/2019-Estt.(Res) dated 31.1.2019 from 1.2.2019, the date of implementation for reservation of EWSs category".

...2/-  


3. Railways/PUs etc. are aware of the fact that the model Reservation Roster issued vide Board's circular No. 95-E(SCT)/I/49/5(Pt.1) dated-21.08.97(RB No 113/97) under reference (i) are at variance with the model Rosters as prescribed by DOP&T's base O.M. No. 36012/2/96-Estt.(Res.) dated 2.7.1997 vide which detailed guidelines of Post based Reservation rosters were issued due to which the Model Rosters issued and adopted by Railway Board both for 200 point Roster and L-Shaped(small cadre roster upto 14 posts) were challenged in various courts.

4. The Hon'ble High Court of judicature for Rajasthan at Jodhpur in DB Civil WP No. 9657/2014 in the matter of UOI and Ors. Vs. Ram Sukh Chaudhury and Ors.(and in connected case- 733/2015) wherein the order of CAT/JU was challenged has passed the following order dated 9.5.2017 upholding the order of CAT/JU:

*"No reason has been assigned in the order of the Railway Board for departing from the roster prescribed by the DOP&T and no reason has been given to provide roster upto 14 posts instead of 13 posts. Therefore, it is clear from the memorandum issued by the Railway Board that Railway Board has not adopted the roster which is at material variance from the roster issued by the DOP&T. The submission of the petitioner is factually wrong."*

4.1. Against the above order of HC/Jodhpur, All India SC/ST Railway Employees Association(AISCSTREA) filed the SLP(Civil) No. 10017/2022. The Hon'ble Supreme Court vide order dated-27.11.2024 in the above SLP10017/2022 in the matter of AISCSTREA Versus UOI & others passed the following order:

*"....In view of the aforesaid statement, the impugned judgment is set aside and it is directed that the roster point table, adopted and applicable as per the Indian Railway Establishment manual, will apply. The roster point table issued by the Department of Personnel and Training, Ministry of Personnel, Public Grievances and Pensions, Union of India, would not be applicable in the present situation."*

*The appeal is allowed and disposed of in the above terms, pending application(s), if any shall stand disposed of."*

5. In pursuant to the above order of the Hon'ble Supreme Court, the matter has been reviewed in Board's office. Accordingly, in partial modification of Board's circular No. 2019-E(SCT)/25/1 dated 07.02.2019 (RBE No. 21/2019) and No. 95-E(SCT)/I/49/5(Pt.1) dated-21.08.97(RB No 113/97)&21.03.2001(RBE No. 59/2001), the model Post Based Roster for Recruitment category i.e. Annexure-II(200 points Rosters)&III(L-shaped 14 point Roster) is restored with interpolation of points earmarked for EWS category along with the SCs, STs & OBCs categories for effecting 10% reservation for EWSs, in direct recruitment, in terms of the guidelines contained in DOP&T's OM. No. 36039/1/2019-Estt.(Res.) dated 19.01.2019 & 31.01.2019.

5.1 Accordingly, Revised Model Reservation Rosters i.e. Annexure-II and Annexure-III of Circular No. 95-E(SCT)/I/49/5(Pt.1) dated-21.08.97(RB No 113/97) & 21.03.2001(Corrigendum), are enclosed herewith for implementation and compliance. The rest of the content/instructions and guidelines contained in above mentioned Board's Circulars and DOP&T's O.M's would remain unchanged.

6. This will be effective from the date of issue of this circular i.e. prospectively and past cases of recruitment, if any need not to be disturbed.

This has the approval of the Competent Authority.

DA: As above

(Goutom Mondal)

Joint Director, Estt.(Res.)

Mail Id:goutom.mondal@gov.in

Tele No. 011-23047138

No.2024-E(SCT)I/49/ 20

New Delhi, dated- 06.03.2025

A- Copy to the following for information and similar necessary action, if any to:

  
(Goutom Mondal)  
Joint Director, Estt.(Res.)  
Mail Id:goutom.mondal@gov.in  
Tele No. 011-23047138

1. Liaison Officer for SC/ST & OBCs of all the Zonal Railways/PUs.
2. The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi.
3. The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi.
4. The Members of National Council, Departmental Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi
5. The Secretary General, PROA, Room No. 256-A, Railway Board.
6. The Secretary, RBSS Group 'A' Officers' Association.
7. The Secretary, RBSS Group 'B' Officers' Association.
8. The Secretary General, JRPOF, Room No.268, Rail Bhawan, New Delhi.
9. The Secretary, Railway Board Class II Officers' Association.
10. The Secretary, Railway Board Ministerial Staff Association.
11. The Secretary, Railway Board erstwhile Group D Employees Association.
12. The General Secretary, AIRPF Association Room No.256-D, Rail Bhawan.
13. General Secretary, All India SC/ST Railway Employees Association, Room No.7, Rail Bhawan, New Delhi.
14. The General Secretary, All India OBC Railway Employees Federation, Room No.48, GF, Rail Bhawan.
15. The General Secretary, Railway Board SC/ST Employees Association
16. Chief Commissioner Railway Safety, Lucknow.
17. Chief Administrative Officer, MCF/Raibareli Project, Kishanganj, Delhi-7.
18. The Secretary, Railway Board Promote Officers Association, Room No. 341-C, Rail Bhawan.
19. The GMs, N.F. Railway (Const.), CAO,SR(Const.) and CR(Const.).
20. The Director General & ex-officio General manager, R.D.S.O/Lucknow.
21. The General Manager, and FA&CAO/Metro Railway/Kolkata.
22. The CAO and FA&CAO/COFMOW/New Delhi.
23. The General Manager, and FA&CAO/CORE/ Allahabad.
24. The Director General, National Academy of Indian Railways, Vadodara
25. The Directors, IRISSET, Secunderabad/IRIMEE, Jamalpur/ IRIEEN, Nasik/IRICEN, Pune and CAMTECH, Gwalior.
26. The CAO(Const.), MTP (R), Mumbai & Chennai.
27. The Chairman & Managing Director/Managing Director,RITES/IRCON/CONCOR/KRCL/ IRFC/ RCIL/KMRCL/RVNL/DFCCIL/BCL/BSCL/BWEL/MRVC/IRCTC.
28. The Chairman,Railway Recruitment Board:Allahabad/ Ahmedabad/ Ajmer/Bangalore/ Bhopal/ Bilaspur / Bhubaneswar/ Kolkata/Chandigarh/ Chennai/Gorakhpur/ Guwahati/ Jammu & Shrinagar /Malda/ Mumbai/Muzaffarpur/Patna/Ranchi/ Secunderabad /Thiruvananthapuram.
29. The Chief Project Administrator (Telecom), IRCOT Consultancy, Shivaji Bridge, New Delhi.

30. The Director (Movement) Railways, Kolkata.
31. The General Secretary, IRCA, DRM Office Complex, State entry road, New Delhi.
32. Managing Director, Centre for Railway Information System,
33. Vice Chairman, Rail Land Development Authority.
34. Chief Admn Officer, Indian Railways Organisation for Alternative Fuels, 12<sup>th</sup> Floor, Core-I, SCOPE Minar, District Centre, Laxmi Nagar, New Delhi -110092.
35. Office of Chief Administrative Officer, Indian Railways (Workshop Projects), Chamber Bhawan, Judge's Court Road, Anta Ghat, Patna-800001, Bihar.
36. The Joint Director (Iron & Steel), 3 Koilaghat Street, Kolkata.
37. The Secretary, Railway Claims Tribunal, Chennai.
38. The Railway Liaison Officer, Jeevan Tara Building, Parliament Street, New Delhi.

**B- Copy to:** PSs to MR, MOS(S) & MOS(G)-For kind information

**C- Copy to:** PSs/PSs/PA of the following for kind information:

CRB & CEO, MF, M/Infra. M(TRS), M(OBD), Secretary/Rly.Bd., DG/RPF, DG/RHS, Adv.(MR), OSD(MR), OSD(Co-ord.)/MR & Additional PS/MR.

AM(Comml.), AM(CE), AM(C&IS), AM(Elect.), AM (Budget), AM(E), AM(ME), AM(Plg.), AM(PU), AM(Tele), AM(Sig), AM(Store), AM(T), AM(TT), PED(Bridge), PED(Stu. Dev. Engg.), AM(Works), AM(F), AM(Staff), Adv(Infra.), Adv.(IR), Adv.(Project), PED(Vig.), Adv.(C), Adv.(T&MPP), Adv.(Health), PED(Safety), Adv.(Transformation), Adv.(F), Adv.(Project), Legal Adviser, PED (Signal).

EDE(N), EDCE(G), EDE(G), ED(A), EDF(E), EDE(Safety), EDE(RRB), EDE(GC), EDE, EDV(A), ED(PSU), EDE(Sports), EDE(E&R), EDE(IR), EDH(G), EDPC-I, EDPC-II, EDF(BC), ED(ERP), EDPG, Chairman/HRRC, JS, JS(G), JS (E), JS(C), DE(W), DE(MPP), DE(G), DE(GP), DE(LL), DME(C&IS), JDF(E), JDE(N), JDE(Rep), JDPG, DDF(E)-I,II&III, DDE(R)-II, DDE (LR)-I & II,&III, DD(Sec/E), DD(Sec/ABE), DD E(P&A)I & E(P&A)II, E(G), E(NG)I & II, E(Trg.), E(MPP), A/C-III, ERB-I, ERB-II, ERB-III, ERB-IV, ERB-V & ERB-VI, E(Rep)I, E(Rep)-II & E(Rep)-III, E(Sports), E(W), Sec(E), FE-I,II&III, FE(Spl.), E(RRB), PC-III, PC-IV, PC-V, PC-VI, PC-VII, E(SCT)II, E(GR) I & E(GR)-II, E(GC), E(GP), E (Welfare)-I,II&III, E(D&A), E(Co-op), PR, E(D&A), E(LR)-I,II&III, Code Revision Cell/ Branches of Railway Board.

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## ANNEXURE-II

**DIRECT RECRUITMENT ON ALL INDIA BASIS BY OPEN COMPETITION**

Revised Post Based Model Roster(Annexure-II) for 15 posts and above(i.e. 200 point Roster) of Board's Circular No. 95-E(SCT)I/49/5(1) dated 21.08.1997(RBE No. 113/1997) and No. 95-E(SCT)I/49/5(Pt.) dated 21.3.2001 (RBE No. 59/2001, Corrigendum) for effecting 10% reservation for EWS interpolating them with the SCs, STs and OBCs in Recruitment as per DOP&T guidelines

| Sl. No | Number of posts | Roster Points Reserved |               |                                        |                   |
|--------|-----------------|------------------------|---------------|----------------------------------------|-------------------|
|        |                 | SC                     | ST            | OBC                                    | EWS               |
| (1)    | (2)             | (15%)<br>(3)           | (7.5%)<br>(4) | (27%)<br>(5)                           | (10%)<br>(6)      |
| 1      | 15              | 4 & 12 = (2)           | 8 (1)         | 2,6,10,14 = (4)                        | 11 = (1)          |
| 2      | 16              | -do-                   | -do-          | -do-                                   | -do-              |
| 3      | 17              | 4,12,17 = (3)          | -do-          | -do-                                   | -do-              |
| 4      | 18              | -do-                   | -do-          | 2,6,10,14, 18 = (5)                    | -do-              |
| 5      | 19              | -do-                   | -do-          | -do-                                   | -do-              |
| 6      | 20              | -do-                   | 8, 20 = (2)   | -do-                                   | -do-              |
| 7      | 21              | -do-                   | -do-          | -do-                                   | 11, 21 = (2)      |
| 8      | 22              | -do-                   | -do-          | 2,6,10,14,18, 22 = (6)                 | -do-              |
| 9      | 23              | -do-                   | -do-          | -do-                                   | -do-              |
| 10     | 24              | 4,12,17, 24 = (4)      | -do-          | -do-                                   | -do-              |
| 11     | 25              | -do-                   | -do-          | -do-                                   | -do-              |
| 12     | 26              | -do-                   | -do-          | 2,6,10,14,18,22, 26 = (7)              | -do-              |
| 13     | 27              | -do-                   | -do-          | -do-                                   | -do-              |
| 14     | 28              | -do-                   | -do-          | 2,6,10,14,18,22,26, 28 = (8)           | -do-              |
| 15     | 29              | -do-                   | -do-          | -do-                                   | -do-              |
| 16     | 30              | 4,12,17,24,30 = (5)    | -do-          | -do-                                   | -do-              |
| 17     | 31              | -do-                   | -do-          | -do-                                   | 11,21,31 = (3)    |
| 18     | 32              | -do-                   | -do-          | 2,6,10,14,18,22,26, 28, 32 = (9)       | -do-              |
| 19     | 33              | -do-                   | -do-          | -do-                                   | -do-              |
| 20     | 34              | -do-                   | 8,20,34 = (3) | -do-                                   | -do-              |
| 21     | 35              | -do-                   | -do-          | -do-                                   | -do-              |
| 22     | 36              | -do-                   | -do-          | 2,6,10,14,18,22,26, 28,32,36 = (10)    | -do-              |
| 23     | 37              | -do-                   | -do-          | -do-                                   | -do-              |
| 24     | 38              | 4,12,17,24,30,38 = (6) | -do-          | -do-                                   | -do-              |
| 25     | 39              | -do-                   | -do-          | -do-                                   | -do-              |
| 26     | 40              | -do-                   | -do-          | 2,6,10,14,18,22,26, 28,32,36,40 = (11) | -do-              |
| 27     | 41              | -do-                   | -do-          | -do-                                   | 11,21,31,41 = (4) |

|    |    |                                       |                      |                                                                     |                           |
|----|----|---------------------------------------|----------------------|---------------------------------------------------------------------|---------------------------|
| 28 | 42 | -do-                                  | -do-                 | -do-                                                                | -do-                      |
| 29 | 43 | -do-                                  | -do-                 | 2,6,10,14,18,22,26,<br>28,32,36,40,43<br>=(12)                      | -do-                      |
| 30 | 44 | 4,12,17,24,30,38,<br>44=(7)           | -do-                 | -do-                                                                | -do-                      |
| 31 | 45 | -do-                                  | -do-                 | -do-                                                                | -do-                      |
| 32 | 46 | -do-                                  | -do-                 | -do-                                                                | -do-                      |
| 33 | 47 | -do-                                  | 8,20,34,47<br>=(4)   | -do-                                                                | -do-                      |
| 34 | 48 | -do-                                  | -do-                 | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48<br>=(13)                   | -do-                      |
| 35 | 49 | -do-                                  | -do-                 | -do-                                                                | -do-                      |
| 36 | 50 | 4,12,17,24,30,38,<br>44,50=(8)        | -do-                 | -do-                                                                | -do-                      |
| 37 | 51 | -do-                                  | -do-                 | -do-                                                                | 11,21,31,41,51<br>=(5)    |
| 38 | 52 | -do-                                  | -do-                 | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,<br>52=(14)                | -do-                      |
| 39 | 53 | -do-                                  | -do-                 | -do-                                                                | -do-                      |
| 40 | 54 | -do-                                  | -do-                 | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52&<br>54=(15)             | -do-                      |
| 41 | 55 | -do-                                  | -do-                 | -do-                                                                | -do-                      |
| 42 | 56 | -do-                                  | -do-                 | -do-                                                                | -do-                      |
| 43 | 57 | 4,12,17,24,30,38,<br>44,50,57=(9)     | -do-                 | -do-                                                                | -do-                      |
| 44 | 58 | -do-                                  | -do-                 | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,<br>52,54,58=(16)          | -do-                      |
| 45 | 59 | -do-                                  | -do-                 | -do-                                                                | -do-                      |
| 46 | 60 | -do-                                  | 8,20,34,47<br>60=(5) | -do-                                                                | -do-                      |
| 47 | 61 | -do-                                  | -do-                 | -do-                                                                | 11,21,31,41,<br>51,61=(6) |
| 48 | 62 | -do-                                  | -do-                 | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,<br>52,54,58,62=(17)       | -do-                      |
| 49 | 63 | -do-                                  | -do-                 | -do-                                                                | -do-                      |
| 50 | 64 | 4,12,17,24,30,38,<br>44,50,57,64=(10) | -do-                 | -do-                                                                | -do-                      |
| 51 | 65 | -do-                                  | -do-                 | -do-                                                                | -do-                      |
| 52 | 66 | -do-                                  | -do-                 | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,54,<br>58,62,66=(18)    | -do-                      |
| 53 | 67 | -do-                                  | -do-                 | -do-                                                                | -do-                      |
| 54 | 68 | -do-                                  | -do-                 | -do-                                                                | -do-                      |
| 55 | 69 | -do-                                  | -do-                 | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,54,<br>58,62,66,69=(19) | -do-                      |

|    |    |                                                        |                                 |                                                                                            |                                     |
|----|----|--------------------------------------------------------|---------------------------------|--------------------------------------------------------------------------------------------|-------------------------------------|
| 56 | 70 | 4,12,17,24,30,38,44,<br>50,57, 64,70=(11)              | -do-                            | -do-                                                                                       | -do-                                |
| 57 | 71 | -do-                                                   | -do-                            | -do-                                                                                       | 11,21,31,41,51,<br>61,71=(7)        |
| 58 | 72 | -do-                                                   | -do-                            | -do-                                                                                       | -do-                                |
| 59 | 73 | -do-                                                   | -do-                            | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52<br>54,58,62,66,69,73<br>=(20)                  | -do-                                |
| 60 | 74 | -do-                                                   | 8,20,34,47,<br>60,74 =(6)       | -do-                                                                                       | -do-                                |
| 61 | 75 | -do-                                                   | -do-                            | -do-                                                                                       | -do-                                |
| 62 | 76 | -do-                                                   | -do-                            | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76 =(21)             | -do-                                |
| 63 | 77 | -do-                                                   | -do-                            | -do-                                                                                       | -do-                                |
| 64 | 78 | 4,12,17,24,30,38,<br>44,50,57,<br>64,70,78=(12)        | -do-                            | -do-                                                                                       | -do-                                |
| 65 | 79 | -do-                                                   | -do-                            | -do-                                                                                       | -do-                                |
| 66 | 80 | -do-                                                   | -do-                            | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80=(22)           | -do-                                |
| 67 | 81 | -do-                                                   | -do-                            | -do-                                                                                       | 11,21,31,41,51,<br>61,71,81=(8)     |
| 68 | 82 | -do-                                                   | -do-                            | -do-                                                                                       | -do-                                |
| 69 | 83 | -do-                                                   | -do-                            | -do-                                                                                       | -do-                                |
| 70 | 84 | 4,12,17,24,30,38,<br>44,50,57,<br>64,70,78,84=(13)     | -do-                            | -do-                                                                                       | -do-                                |
| 71 | 85 | -do-                                                   | -do-                            | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85=(23)        | -do-                                |
| 72 | 86 | -do-                                                   | -do-                            | -do-                                                                                       | -do-                                |
| 73 | 87 | -do-                                                   | 8,20,34,47,<br>60,74&87<br>=(7) | -do-                                                                                       | -do-                                |
| 74 | 88 | -do-                                                   | -do-                            | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88=(24)     | -do-                                |
| 75 | 89 | -do-                                                   | -do-                            | -do-                                                                                       | -do-                                |
| 76 | 90 | 4,12,17,24,30,38,44,<br>50,57,64,70,78,84,<br>90 =(14) | -do-                            | -do-                                                                                       | -do-                                |
| 77 | 91 | -do-                                                   | -do-                            | -do-                                                                                       | 11,21,31,41,51,<br>61,71,81,91= (9) |
| 78 | 92 | -do-                                                   | -do-                            | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92 =(25) | -do-                                |

|    |     |                                                                          |                                     |                                                                                                                 |                                                 |
|----|-----|--------------------------------------------------------------------------|-------------------------------------|-----------------------------------------------------------------------------------------------------------------|-------------------------------------------------|
| 79 | 93  | -do-                                                                     | -do-                                | -do-                                                                                                            | -do-                                            |
| 80 | 94  | -do-                                                                     | -do-                                | -do-                                                                                                            | -do-                                            |
| 81 | 95  | -do-                                                                     | -do-                                | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>=(26)                | -do-                                            |
| 82 | 96  | -do-                                                                     | -do-                                | -do-                                                                                                            | -do-                                            |
| 83 | 97  | 4,12,17,24,30,38,44,<br>50,57,64,70,78,84,<br>90,97 =(15)                | -do-                                | -do-                                                                                                            | -do-                                            |
| 84 | 98  | -do-                                                                     | -do-                                | -do-                                                                                                            | -do-                                            |
| 85 | 99  | -do-                                                                     | -do-                                | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95, 99<br>=(27)            | -do-                                            |
| 86 | 100 | -do-                                                                     | 8,20,34,47,<br>60,74,87,<br>100=(8) | -do-                                                                                                            | -do-                                            |
| 87 | 101 | -do-                                                                     | -do-                                | -do-                                                                                                            | 11,21,31,41,51,<br>61,71,81,91,<br>101=(10)     |
| 88 | 102 | -do-                                                                     | -do-                                | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102 =(28)         | -do-                                            |
| 89 | 103 | -do-                                                                     | -do-                                | -do-                                                                                                            | -do-                                            |
| 90 | 104 | 4,12,17,24,30,38,<br>44,50,57, 64, 70, 78,<br>84,90,97,104 = (16)        | -do-                                | -do-                                                                                                            | -do-                                            |
| 91 | 105 | -do-                                                                     | -do-                                | -do-                                                                                                            | -do-                                            |
| 92 | 106 | -do-                                                                     | -do-                                | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106 =(29)     | -do-                                            |
| 93 | 107 | -do-                                                                     | -do-                                | -do-                                                                                                            | -do-                                            |
| 94 | 108 | -do-                                                                     | -do-                                | -do-                                                                                                            | -do-                                            |
| 95 | 109 | -do-                                                                     | -do-                                | -do-                                                                                                            | -do-                                            |
| 96 | 110 | 4,12,17,24,30,38,44<br>50,57, 64,70, 78, 84,<br>90,97, 104,110 =<br>(17) | -do-                                | -do-                                                                                                            | -do-                                            |
| 97 | 111 | -do-                                                                     | -do-                                | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106,111 =(30) | -do-                                            |
| 98 | 112 | -do-                                                                     | -do-                                | -do-                                                                                                            | 11,21,31,41,51,<br>61,71,81,91,101,<br>112=(11) |

|     |     |                                                                                 |                                                       |                                                                                                                                         |                                                      |
|-----|-----|---------------------------------------------------------------------------------|-------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|
| 99  | 113 | -do-                                                                            | -do-                                                  | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106,111,<br>113=(31)                  | -do-                                                 |
| 100 | 114 | -do-                                                                            | 8,20,34,47,60<br>,74,87, 100,<br>114 = (9)            | -do-                                                                                                                                    | -do-                                                 |
| 101 | 115 | -do-                                                                            | -do-                                                  | -do-                                                                                                                                    | -do-                                                 |
| 102 | 116 | -do-                                                                            | -do-                                                  | -do-                                                                                                                                    | -do-                                                 |
| 103 | 117 | 4,12,17,24,30,38,<br>44,50,57,<br>64,70,78,84,90,97,<br>104,110,117 =(18)       | -do-                                                  | -do-                                                                                                                                    | -do-                                                 |
| 104 | 118 | -do-                                                                            | -do-                                                  | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106,111,113,<br>118=(32)              | -do-                                                 |
| 105 | 119 | -do-                                                                            | -do-                                                  | -do-                                                                                                                                    | -do-                                                 |
| 106 | 120 | -do-                                                                            | -do-                                                  | -do-                                                                                                                                    | 11,21,31,41,51,<br>61,71,81,91,101,<br>112,120= (12) |
| 107 | 121 | -do-                                                                            | -do-                                                  | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106,111,113,<br>118,121=(33)          | -do-                                                 |
| 108 | 122 | -do-                                                                            | -do-                                                  | -do-                                                                                                                                    | -do-                                                 |
| 109 | 123 | -do-                                                                            | -do-                                                  | -do-                                                                                                                                    | -do-                                                 |
| 110 | 124 | 4,12,17,24,30,38,<br>44,50,57, 64,<br>70,78,84,90,97, 104,<br>110,117,124 =(19) | -do-                                                  | -do-                                                                                                                                    | -do-                                                 |
| 111 | 125 | -do-                                                                            | -do-                                                  | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106,111,113,<br>118,121,125=(34)      | -do-                                                 |
| 112 | 126 | -do-                                                                            | -do-                                                  | -do-                                                                                                                                    | -do-                                                 |
| 113 | 127 | -do-                                                                            | 8,20,34,47,<br>60, 74, 87,<br>100, 114,<br>127 = (10) | -do-                                                                                                                                    | -do-                                                 |
| 114 | 128 | -do-                                                                            | -do-                                                  | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95 99,<br>102,106,111,113,<br>118,121,125,128=(35) | -do-                                                 |

|     |     |                                                                                           |                                                         |                                                                                                                                                               |                                                                  |
|-----|-----|-------------------------------------------------------------------------------------------|---------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
| 115 | 129 | -do-                                                                                      | -do-                                                    | -do-                                                                                                                                                          | -do-                                                             |
| 116 | 130 | 4,12,17,24,30,38,44,<br>50,57,64,70,78,84,<br>90,97,104,110,117,<br>124, 130 =(20)        | -do-                                                    | -do-                                                                                                                                                          | -do-                                                             |
| 117 | 131 | -do-                                                                                      | -do-                                                    | -do-                                                                                                                                                          | 11,21,31,41,51, 61,<br>71,81,91,101, 112,<br>120,131 =(13)       |
| 118 | 132 | -do-                                                                                      | -do-                                                    | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106,111,113,<br>118,121,125,128,<br>132 =(36)               | -do-                                                             |
| 119 | 133 | -do-                                                                                      | -do-                                                    | -do-                                                                                                                                                          | -do-                                                             |
| 120 | 134 | -do-                                                                                      | -do-                                                    | -do-                                                                                                                                                          | -do-                                                             |
| 121 | 135 | -do-                                                                                      | -do-                                                    | -do-                                                                                                                                                          | -do-                                                             |
| 122 | 136 | -do-                                                                                      | -do-                                                    | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106,111,113,<br>118,121,125,128,132<br>36 =(37)             | -do-                                                             |
| 123 | 137 | 4,12,17,24,30,38,<br>44,50,57,<br>64,70,78,84,90,97,<br>104,110,117,124,<br>130,137 =(21) | -do-                                                    | -do-                                                                                                                                                          | -do-                                                             |
| 124 | 138 | -do-                                                                                      | -do-                                                    | -do-                                                                                                                                                          | -do-                                                             |
| 125 | 139 | -do-                                                                                      | -do-                                                    | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106,111,113,<br>118,121,125,128,<br>132,136,139 =(38)       | -do-                                                             |
| 126 | 140 | -do-                                                                                      | 8,20,34,47,60<br>,74,87, 100,<br>114, 127,140<br>= (11) | -do-                                                                                                                                                          | -do-                                                             |
| 127 | 141 | -do-                                                                                      | -do-                                                    | -do-                                                                                                                                                          | 11,21,31,41,51,<br>61,71,81,91,101,<br>112,120,131,141<br>= (14) |
| 128 | 142 | -do-                                                                                      | -do-                                                    | -do-                                                                                                                                                          | -do-                                                             |
| 129 | 143 | -do-                                                                                      | -do-                                                    | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,76,<br>80,85,88,92,95,99,102<br>,106,111,113,118,121,<br>125,128, 132,<br>136,139,143 =(39) | -do-                                                             |

|     |     |                                                                                                          |                                                            |                                                                                                                                                                            |                                                                     |
|-----|-----|----------------------------------------------------------------------------------------------------------|------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| 130 | 144 | 4,12,17,24,30,38,<br>44,50,57,<br>64,70,78,84,90,97,<br>104,110,117,124,<br>130,137,144=(22)             | -do-                                                       | -do-                                                                                                                                                                       | -do-                                                                |
| 131 | 145 | -do-                                                                                                     | -do-                                                       | -do-                                                                                                                                                                       | -do-                                                                |
| 132 | 146 | -do-                                                                                                     | -do-                                                       | -do-                                                                                                                                                                       | -do-                                                                |
| 133 | 147 | -do-                                                                                                     | -do-                                                       | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106,111,113,<br>118,121,125,128,<br>132,136,139,143,<br>147=(40)         | -do-                                                                |
| 134 | 148 | -do-                                                                                                     | -do-                                                       | -do-                                                                                                                                                                       | -do-                                                                |
| 135 | 149 | -do-                                                                                                     | -do-                                                       | -do-                                                                                                                                                                       | -do-                                                                |
| 136 | 150 | 4,12,17,24,30,38,<br>44,50,57, 64,70,<br>78,84,90,97, 104,<br>110,117,124, 130,<br>137,144,150=(23)      | -do-                                                       | -do-                                                                                                                                                                       | -do-                                                                |
| 137 | 151 | -do-                                                                                                     | -do-                                                       | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106,111,113,<br>118,121,125,128,<br>132,136,139,143,<br>147,151=(41)     | -do-                                                                |
| 138 | 152 | -do-                                                                                                     | -do-                                                       | -do-                                                                                                                                                                       | 11,21,31,41,51,<br>61,71,81,91,101,<br>112,120,131,141,<br>152=(15) |
| 139 | 153 | -do-                                                                                                     | -do-                                                       | -do-                                                                                                                                                                       | -do-                                                                |
| 140 | 154 | -do-                                                                                                     | 8,20,34,47,60<br>, 74,87, 100,<br>114,127,140,<br>154=(12) | -do-                                                                                                                                                                       | -do-                                                                |
| 141 | 155 | -do-                                                                                                     | -do-                                                       | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106,111,113,<br>118,121,125,128,<br>132,136,139,143,<br>147,151,155=(42) | -do-                                                                |
| 142 | 156 | -do-                                                                                                     | -do-                                                       | -do-                                                                                                                                                                       | -do-                                                                |
| 143 | 157 | 4,12,17,24,30,38,<br>44,50,57,<br>64,70,78,84,90,97,<br>104,110,117,124,<br>130,137,144,150,<br>157=(24) | -do-                                                       | -do-                                                                                                                                                                       | -do-                                                                |

|     |     |                                                                                                            |                                                                   |                                                                                                                                                                                                 |                                                                          |
|-----|-----|------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|
| 144 | 158 | -do-                                                                                                       | -do-                                                              | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106,111,113,<br>118,121,125,128,<br>132,136,139,143,<br>147,151,155,158<br>=(43)              | -do-                                                                     |
| 145 | 159 | -do-                                                                                                       | -do-                                                              | -do-                                                                                                                                                                                            | -do-                                                                     |
| 146 | 160 | -do-                                                                                                       | -do-                                                              | -do-                                                                                                                                                                                            | 11,21,31,41,51,<br>61,71,81,91,101,<br>112,120,131,141,<br>152,160 =(16) |
| 147 | 161 | -do-                                                                                                       | -do-                                                              | -do-                                                                                                                                                                                            | -do-                                                                     |
| 148 | 162 | -do-                                                                                                       | -do-                                                              | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,76,<br>80,85,88,92,95 99,<br>102,106,111,113, 118,<br>121,125,128,132, 136,<br>139,143,147, 151,<br>155,158,162 =(44)         | -do-                                                                     |
| 149 | 163 | -do-                                                                                                       | -do-                                                              | -do-                                                                                                                                                                                            | -do-                                                                     |
| 150 | 164 | 4,12,17,24,30,38,44,<br>50,57,64,70,78,84,<br>90,97,104,110,117,<br>124,130,137,144,<br>150, 157,164 =(25) | -do-                                                              | -do-                                                                                                                                                                                            | -do-                                                                     |
| 151 | 165 | -do-                                                                                                       | -do-                                                              | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106,111,113,<br>118,121,125,128,<br>132,136,139,143,<br>147,151,155,158,<br>162,165 =(45)     | -do-                                                                     |
| 152 | 166 | -do-                                                                                                       | -do-                                                              | -do-                                                                                                                                                                                            | -do-                                                                     |
| 153 | 167 | -do-                                                                                                       | 8,20,34,47,<br>60,74,87,<br>100,114,127,<br>140,154,<br>167 =(13) | -do-                                                                                                                                                                                            | -do-                                                                     |
| 154 | 168 | -do-                                                                                                       | -do-                                                              | -do-                                                                                                                                                                                            | -do-                                                                     |
| 155 | 169 | -do-                                                                                                       | -do-                                                              | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106,111,113,<br>118,121,125,128,<br>132,136,139,143,<br>147,151,155,158,<br>162,165,169 =(46) | -do-                                                                     |

|     |     |                                                                                                                              |                                                                      |                                                                                                                                                                                                                 |                                                                                  |
|-----|-----|------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| 156 | 170 | 4,12,17,24,30,38,<br>44,50,57,<br>64,70,78,84,90,97,<br>104,110,117,124,<br>130,137,144,150,<br>157,164,170 =(26)            | -do-                                                                 | -do-                                                                                                                                                                                                            | -do-                                                                             |
| 157 | 171 | -do-                                                                                                                         | -do-                                                                 | -do-                                                                                                                                                                                                            | 11,21,31,41,51, 61,<br>71,81,91,101, 112,<br>120,131,141, 152,<br>160,171 = (17) |
| 158 | 172 | -do-                                                                                                                         | -do-                                                                 | -do-                                                                                                                                                                                                            | -do-                                                                             |
| 159 | 173 | -do-                                                                                                                         | -do-                                                                 | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106,111,113,<br>118,121,125,128,<br>132,136,139,143,<br>147,151,155,158, 162,<br>165,169,173 =(47)            | -do-                                                                             |
| 160 | 174 | -do-                                                                                                                         | -do-                                                                 | -do-                                                                                                                                                                                                            | -do-                                                                             |
| 161 | 175 | -do-                                                                                                                         | -do-                                                                 | -do-                                                                                                                                                                                                            | -do-                                                                             |
| 162 | 176 | -do-                                                                                                                         | -do-                                                                 | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,76,<br>80,85,88,92,95,99,<br>102,106,111,113,118,<br>121,125,128,132,<br>136,139,143,147,<br>151,155,158,162, 165,<br>169,173,176 =(48)       | -do-                                                                             |
| 163 | 177 | 4,12,17,24,30,38,<br>44, 50,57, 64, 70,<br>78, 84,90,97, 104,<br>110,117,124, 130,<br>137,144,150, 157,<br>164,170&177 =(27) | -do-                                                                 | -do-                                                                                                                                                                                                            | -do-                                                                             |
| 164 | 178 | -do-                                                                                                                         | -do-                                                                 | -do-                                                                                                                                                                                                            | -do-                                                                             |
| 165 | 179 | -do-                                                                                                                         | -do-                                                                 | -do-                                                                                                                                                                                                            | -do-                                                                             |
| 166 | 180 | -do-                                                                                                                         | 8,20,34,47,<br>60,74,87,<br>100,114,127,<br>140,154,167<br>&180=(14) | -do-                                                                                                                                                                                                            | -do-                                                                             |
| 167 | 181 | -do-                                                                                                                         | -do-                                                                 | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106,111,113,<br>118,121,125,128,<br>132,136,139,143,<br>147,151,155,158,<br>162,165,169,173,<br>176,181 =(49) | -do-                                                                             |

|     |     |                                                                                                                                  |      |                                                                                                                                                                                                                                |                                                                                     |
|-----|-----|----------------------------------------------------------------------------------------------------------------------------------|------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| 168 | 182 | -do-                                                                                                                             | -do- | -do-                                                                                                                                                                                                                           | 11,21,31,41,51,<br>61,71,81,91,101,<br>112,120,131,141,<br>152,160,171,182<br>=(18) |
| 169 | 183 | -do-                                                                                                                             | -do- | -do-                                                                                                                                                                                                                           | -do-                                                                                |
| 170 | 184 | 4,12,17,24,30,38,<br>44,50,57,<br>64,70,78,84,90,97,<br>104,110,117,124,<br>130,137,144,150,<br>157,164,170,177&<br>184=(28)     | -do- | -do-                                                                                                                                                                                                                           | -do-                                                                                |
| 171 | 185 | -do-                                                                                                                             | -do- | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106,111,113,<br>118,121,125,128,<br>132,136,139,143,<br>147,151,155,158,162,<br>165,169,173,176,<br>181,185=(50)             | -do-                                                                                |
| 172 | 186 | -do-                                                                                                                             | -do- | -do-                                                                                                                                                                                                                           | -do-                                                                                |
| 173 | 187 | -do-                                                                                                                             | -do- | -do-                                                                                                                                                                                                                           | -do-                                                                                |
| 174 | 188 | -do-                                                                                                                             | -do- | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106,111,113,<br>118,121,125,128,<br>132,136,139,143,<br>147,151,155,158,162,<br>165,169,173,176,<br>181,185,188=(51)         | -do-                                                                                |
| 175 | 189 | -do-                                                                                                                             | -do- | -do-                                                                                                                                                                                                                           | -do-                                                                                |
| 176 | 190 | 4,12,17,24,30,38,<br>44,50,57,<br>64,70,78,84,90,97,<br>104,110,117,124,<br>130,137,144,150,<br>157,164,170,177,<br>184&190=(29) | -do- | -do-                                                                                                                                                                                                                           | -do-                                                                                |
| 177 | 191 | -do-                                                                                                                             | -do- | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106,111,113,<br>118,121,125,128,<br>132,136,139,143,<br>147,151,155,158,162,<br>165,169,173,176,<br>181,185,188,191<br>=(52) | -do-                                                                                |

|     |     |                                                                                                                                      |                                                                              |                                                                                                                                                                                                                                        |                                                                                                |
|-----|-----|--------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 178 | 192 | -do-                                                                                                                                 | -do-                                                                         | -do-                                                                                                                                                                                                                                   | 11,21,31,41,51,<br>61,71,81,91,101,<br>112,120,131,141,15<br>2,160,171,182,192<br>=(19)        |
| 179 | 193 | -do-                                                                                                                                 | -do-                                                                         | -do-                                                                                                                                                                                                                                   | -do-                                                                                           |
| 180 | 194 | -do-                                                                                                                                 | 8,20,34,47,<br>60,74,87,<br>100,114,127,<br>140,154,167,<br>180&194<br>=(15) | -do-                                                                                                                                                                                                                                   | -do-                                                                                           |
| 181 | 195 | -do-                                                                                                                                 | -do-                                                                         | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106,111,113,<br>118,121,125,128,<br>132,136,139,143,<br>147,151,155,158,162,<br>165,169,173,176,<br>181,185,188,191,195<br>=(53)     | -do-                                                                                           |
| 182 | 196 | -do-                                                                                                                                 | -do-                                                                         | -do-                                                                                                                                                                                                                                   | -do-                                                                                           |
| 183 | 197 | 4,12,17,24,30,38,<br>44,50,57,<br>64,70,78,84,90,97,<br>104,110,117,124,<br>130,137,144,150,<br>157,164,170,177,<br>184,190&197=(30) | -do-                                                                         | -do-                                                                                                                                                                                                                                   | -do-                                                                                           |
| 184 | 198 | -do-                                                                                                                                 | -do-                                                                         | -do-                                                                                                                                                                                                                                   | -do-                                                                                           |
| 185 | 199 | -do-                                                                                                                                 | -do-                                                                         | 2,6,10,14,18,22,26,<br>28,32,36,40,43,48,52,<br>54,58,62,66,69,73,<br>76,80,85,88,92,95<br>99,102,106,111,113,<br>118,121,125,128,<br>132,136,139,143,<br>147,151,155,158,162,<br>165,169,173,176,<br>181,185,188,191,<br>195,199=(54) | -do-                                                                                           |
| 186 | 200 | -do-                                                                                                                                 | -do-                                                                         | -do-                                                                                                                                                                                                                                   | 11,21,31,41,51,<br>61,71,81,91,101,<br>112,120,131,141,<br>152,160,171,182,<br>192, 200 = (20) |

**Note:** While fixing roster point, if the EWSs roster point coincides with the roster points of SCs/STs/OBCs the next available UR roster point has been allotted to the EWSs and also the principle of "squeezing" has been kept in view.

## DIRECT RECRUITMENT ON ALL INDIA BASIS BY OPEN COMPETITION.

Revised Model Roster for cadre strength upto 14 posts of Board's letter no. 95-E(SCT)/49/5(1) dated 21.02.1997 and No. 95-E(SCT)/49/5(Pl.) dated 21.3.2001(Corrigendum) for effecting 10% reservation for EWS interpolating them with the SCs, STs and OBCs in Recruitment as per DOP&T guidelines

| Cadre Strength | Initial Rectt. | Replacement No. |     |     |     |     |     |     |     |     |      |      |      |      |      |
|----------------|----------------|-----------------|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|------|
|                |                | 1st             | 2nd | 3rd | 4th | 5th | 6th | 7th | 8th | 9th | 10th | 11th | 12th | 13th | 14th |
| 1.             | UR             | OBC             | UR  | SC  | UR  | OBC | UR  | ST  | UR  | OBC | EWS  | SC   | UR   | UR   | OBC  |
| 2.             | OBC            | UR              | SC  | UR  | OBC | UR  | ST  | UR  | OBC | EWS | SC   | UR   | UR   | OBC  |      |
| 3.             | UR             | SC              | UR  | OBC | UR  | ST  | UR  | OBC | EWS | SC  | UR   | UR   | OBC  |      |      |
| 4.             | SC             | UR              | OBC | UR  | ST  | UR  | OBC | EWS | SC  | UR  | UR   | OBC  |      |      |      |
| 5.             | UR             | OBC             | UR  | ST  | UR  | OBC | EWS | SC  | UR  | UR  | OBC  |      |      |      |      |
| 6.             | OBC            | UR              | ST  | UR  | OBC | EWS | SC  | UR  | UR  | OBC |      |      |      |      |      |
| 7.             | UR             | ST              | UR  | OBC | EWS | SC  | UR  | UR  | OBC |     |      |      |      |      |      |
| 8.             | ST             | UR              | OBC | EWS | SC  | UR  | UR  | OBC |     |     |      |      |      |      |      |
| 9.             | UR             | OBC             | EWS | SC  | UR  | UR  | OBC |     |     |     |      |      |      |      |      |
| 10.            | OBC            | EWS             | SC  | UR  | UR  | OBC |     |     |     |     |      |      |      |      |      |
| 11.            | EWS            | SC              | UR  | UR  | OBC |     |     |     |     |     |      |      |      |      |      |
| 12.            | SC             | UR              | UR  | OBC |     |     |     |     |     |     |      |      |      |      |      |
| 13.            | UR             | UR              | OBC |     |     |     |     |     |     |     |      |      |      |      |      |
| 14.            | UR             | OBC             |     |     |     |     |     |     |     |     |      |      |      |      |      |

Note:-

- For cadres of 2 to 14 posts the roster is to be read from entry 1 under column Cadre Strength till the last post and then horizontally till the last entry in the horizontal row i.e., like "L".
- All the posts of a cadre are to be earmarked for the categories shown under column initial recruitment. While initial filling up will be by the earmarked category, the replacement against any of the post in the cadre shall be by rotation as shown horizontally against the last post of the cadre.
- The relevant rotation by the indicated reserved category could be skipped and carried forward to next unreserved point if it leads to more than 50 % representation of reserved category.
- While fixing roster point, if the EWSs roster point coincides with the roster points of SCs/STs/OBCs the next available UR roster point has been allotted to the EWSs and also the principle of "squeezing" has been kept in view.

F. No.36039/1/2019-Estt.(Res.)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training

North Block, New Delhi  
19<sup>th</sup> January, 2019

**OFFICE MEMORANDUM**

**Subject: Reservation for Economically Weaker Sections (EWSs) in civil posts and services in the Government of India**

Reference is invited to Ministry of Social Justice and Empowerment O.M. No. F.No.20013/01/2018-BC-II dated 17.1.2019 on the above mentioned subject, which, inter-alia, reads as under:-

"1. In pursuance of insertion of clauses 15(6) and 16(6) in the Constitution vide the Constitution (One Hundred and Third Amendment) Act, 2019 and in order to enable the Economically Weaker Sections (EWSs) who are not covered under the existing scheme of reservations for the Scheduled Castes, the Scheduled Tribes and the Socially and Educationally Backward Classes, to receive the benefits of reservation on a preferential basis in civil posts and services in the Government of India and admission in Educational Institutions, it has been decided by the Government to provide 10% reservation to EWSs in civil posts and services in Government of India and admission in Educational Institutions.

2. Persons who are not covered under the existing scheme of reservations for the Scheduled Castes, the Scheduled Tribes and the Socially and Educationally Backward Classes and whose family has gross annual income below Rs. 8.00 lakh are to be identified as EWSs for the benefit of reservation. Family for this purpose will include the person who seeks benefit of reservation, his/her parents and siblings below the age of 18 years as also his/her spouse and children below the age of 18 years. The income shall include income from all sources i.e. salary, agriculture, business, profession etc. and it will be income for the financial year prior to the year of application. Also persons whose family owns or possesses any of the following assets shall be excluded from being identified as EWSs, irrespective of the family income:

- i. 5 acres of Agricultural Land and above;
- ii. Residential flat of 1000 sq. ft. and above;
- iii. Residential plot of 100 sq. yards and above in notified municipalities;
- iv. Residential plot of 200 sq. yards and above in areas other than the notified municipalities.

3. The income and assets of the families as mentioned in para 2 would be required to be certified by an officer not below the rank of Tehsildar in the States/UTs. The officer who issues the certificate would do the same after

*Gyanendra Tripathi*  
19/1/2019

carefully verifying all relevant documents following due process as prescribed by the respective State/ UT.

5. Instructions regarding reservation in employment and admission to educational institutions will be issued by DOPT and Ministry of HRD respectively."

2. In pursuance of the above Office Memorandum, it is hereby notified that 10% reservation would be provided for Economically Weaker Sections (EWSs) in central government posts and services and would be effective in respect of all Direct Recruitment vacancies to be notified on or after 01.02.2019.

3. Detailed Instructions regarding operation of roster and procedure for implementation of EWS reservation will be issued separately.

*Gyanendra Tripathi*  
( Gyanendra Dev Tripathi) 19/01/2019

Joint Secretary to the Government of India

To

1. The Secretaries of all Ministries/Departments of the Government of India.
2. Department of Financial Services, New Delhi
3. Department of Public Enterprises, New Delhi
4. Railway Board, Ministry of Railways, Rail Bhavan, New Delhi
5. Secretary, Ministry of Human Resources Development, Shastri Bhavan, New Delhi.
6. Supreme Court of India/Election Commission of India/ Lok Sabha Secretariat/ Rajya Sabha Secretariat/ Cabinet Secretariat/ Central Vigilance Commission/ President's Secretariat/ Vice President's Secretariat /Prime Minister's Office/ NITI Aayog
7. Union Public Service Commission / Staff Selection Commission
8. Secretary, Ministry of Social Justice and Empowerment, Shastri Bhawan, New Delhi
9. National Commission for Scheduled Castes, Lok Nayak Bhawan, New Delhi
10. National Commission for Scheduled Tribes, Lok Nayak Bhawan, New Delhi
11. National Commission for Backward Classes, Trikot-1, Bhikaji Cama Place, R.K. Puram, New Delhi
12. Office of the Comptroller and Auditor General of India
13. Information and Facilitation Center, DoPT, North Block, New Delhi.
14. Director, ISTM, Old JNU Campus, Olof Palme Marg, New Delhi 110067
15. **NIC, DoPT – to upload the same on DoPT website.**
16. Hindi Section for providing a Hindi translation

**No.36039/1/2019-Estt (Res)**  
**Government of India**  
**Ministry of Personnel, Public Grievances & Pensions**  
**Department of Personnel & Training**

North Block, New Delhi  
dated the 31<sup>st</sup> January, 2019

**OFFICE MEMORANDUM**

**Subject: Reservation for Economically Weaker Sections (EWSs) in direct recruitment in civil posts and services in the Government of India.**

In continuation of this Department's Office Memorandum of even number dated 19.01.2019, the following instructions are issued in consultation with Ministry of Social Justice and Empowerment and Department of Legal Affairs regarding reservation for EWSs not covered under the reservation scheme for SCs/STs/OBCs in respect of direct recruitment in civil posts and services in the Government of India.

**2. QUANTUM OF RESERVATION**

The persons belonging to EWSs who are not covered under the scheme of reservation for SCs, STs and OBCs shall get 10% reservation in direct recruitment in civil posts and services in the Government of India.

**3. EXEMPTION FROM RESERVATION:**

3.1 "Scientific and Technical" posts which satisfy all the following conditions can be exempted from the purview of the reservation orders by the Ministries/ Departments:

(i) The posts should be in grades above the lowest grade in Group A of the service concerned.

(ii) They should be classified as "scientific or technical" in terms of Cabinet Secretariat [OM No. 85/11/CF-61(1) dated 28.12.1961], according to which scientific and technical posts for which qualifications in the natural sciences or exact sciences or applied sciences or in technology are prescribed and the incumbents of which have to use that knowledge in the discharge of their duties.

*G. Sivasan*

(iii) The posts should be 'for conducting research' or 'for organizing, guiding and directing research'.

3.2 Orders of the Minister concerned should be obtained before exempting any posts satisfying the above condition from the purview of the scheme of reservation.

#### 4. CRITERIA OF INCOME & ASSETS:

4.1 Persons who are not covered under the scheme of reservation for SCs, STs and OBCs and whose family has gross annual income below **Rs. 8.00 lakh (Rupees eight lakh only)** are to be identified as EWSs for benefit of reservation. Income shall also include income from all sources i.e. salary, agriculture, business, profession, etc. for the financial year prior to the year of application.

Also persons whose family owns or possesses any of the following assets shall be excluded from being identified as EWS, irrespective of the family income:-

- i. 5 acres of agricultural land and above;
- ii. Residential flat of 1000 sq. ft. and above;
- iii. Residential plot of 100 sq. yards and above in notified municipalities;
- iv. Residential plot of 200 sq. yards and above in areas other than the notified municipalities.

4.2. The property held by a "Family" in different locations or different places/cities would be clubbed while applying the land or property holding test to determine EWS status.

4.3 The term "Family" for this purpose will include the person who seeks benefit of reservation, his/her parents and siblings below the age of 18 years as also his/her spouse and children below the age of 18 years.

#### 5. INCOME AND ASSET CERTIFICATE ISSUING AUTHORITY AND VERIFICATION OF CERTIFICATE:

5.1 The benefit of reservation under EWS can be availed upon production of an Income and Asset Certificate issued by a Competent Authority. The Income and Asset Certificate issued by any one of the following authorities in the prescribed format as given in **Annexure-I** shall only be accepted as proof of candidate's claim as belonging to EWS: -

- (i) District Magistrate/Additional District Magistrate/ Collector/ Deputy Commissioner/Additional Deputy Commissioner/1<sup>st</sup> Class Stipendary

*G. Jeyaram*

- Magistrate/ Sub-Divisional Magistrate/ Taluka Magistrate/ Executive Magistrate/ Extra Assistant Commissioner
- (ii) Chief Presidency Magistrate/Additional Chief Presidency Magistrate/ Presidency Magistrate
  - (iii) Revenue Officer not below the rank of Tehsildar and
  - (iv) Sub-Divisional Officer or the area where the candidate and/or his family normally resides.

5.2 The Officer who issues the certificate would do the same after carefully verifying all relevant documents following due process as prescribed by the respective State/UT.

5.3 The crucial date for submitting income and asset certificate by the candidate may be treated as the closing date for receipt of application for the post, except in cases where crucial date is fixed otherwise.

5.4 The appointing authorities should, in the offer of appointment to the candidates claiming to be belonging to EWS, include the following clause :-

*"The appointment is provisional and is subject to the Income and asset certificate being verified through the proper channels and if the verification reveals that the claim to belong to EWS is fake/false the services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of fake/false certificate."*

The appointing authority should verify the veracity of the Income and asset certificate submitted by the candidate through the certificate issuing authority.

5.5 Instructions referred to above should be strictly followed so that it may not be possible for an unscrupulous person to secure employment on the basis of a false claim and if any person gets an appointment on the basis of such false claim, her/his services shall be terminated invoking the conditions contained in the offer of appointment.

## **6. EFFECTING RESERVATION - MAINTENANCE OF ROSTERS:**

6.1 Department of Personnel and Training had circulated Office Memorandum No.36012/2/96-Estt(Res) dated July 2, 1997 regarding implementation of post based reservation roster. The general principles for making and operating post

G. J. J. J.

based reservation roster would be as per the principles laid down in the said Office Memorandum.

6.2 Every Government establishment shall now recast group-wise post-based reservation roster register for direct recruitment in accordance with format given in **Annexure II, III, IV and V**, as the case may be, for effecting 10% reservation for EWSs interpolating them with the SCs, STs and OBCs. While fixing roster point, if the EWS roster point coincides with the roster points of SCs/STs/OBCs the next available UR roster point has been allotted to the EWSs and also the principle of "squeezing" has been kept in view. While drawing up the rosters, the cadre controlling authorities may similarly "squeeze" the last points of the roster so as to meet prescribed 10% reservation.

6.3 Where in any recruitment year any vacancy earmarked for EWS cannot be filled up due to non availability of a suitable candidate belonging to EWS, such vacancies for that particular recruitment year shall not be carried forward to the next recruitment year as backlog.

6.4 Persons belonging to EWS selected against the quota for persons with benchmark disabilities/ex-servicemen shall be placed against the roster points earmarked for EWS.

## **7. ADJUSTMENT AGAINST UNRESERVED VACANCIES:**

A person belonging to EWS cannot be denied the right to compete for appointment against an unreserved vacancy. Persons belonging to EWS who are selected on the basis of merit and not on account of reservation are not to be counted towards the quota meant for reservation.

## **8. FORTNIGHTLY/ANNUAL REPORTS REGARDING REPRESENTATION OF EWS:**

The Ministries/Departments shall send single consolidated fortnightly report including their attached/subordinate offices beginning from 15.2.2019 as per format at **Annexure-VI**.

From 01.01.2020, the Ministries/Departments shall upload data on representation of EWSs in respect of posts/services under the Central Government on the URL i.e. [www.rrcps.nic.in](http://www.rrcps.nic.in) as on 1<sup>st</sup> January of every year. All Ministries/Departments have already been provided respective usercode and password with guidelines for operating the URL.

*G. Jaiswal*

**9. MAINTENANCE OF REGISTER OF COMPLAINTS BY THE GOVERNMENT ESTABLISHMENT:**

9.1 Every Government establishment shall appoint a senior officer of the Department as the Grievance Redressal Officer.

9.2 Any person aggrieved with any matter relating to discrimination in employment against any EWS may file a complaint with the Grievance Redressal Officer of the respective Government establishment. The name, designation and contact details of the Grievance Redressal Officer may be displayed prominently on the website and in the office of the concerned establishment.

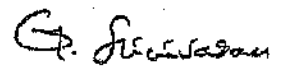
**10. LIAISON OFFICER:**

Ministries/Departments/Attached and Subordinate Offices shall appoint Liaison Officer to monitor the implementation of reservation for EWSs.

11. The above scheme of reservation will be effective in respect of all direct recruitment vacancies to be notified on or after 01.02.2019.

12. All the Ministries/Departments are requested to bring the above instructions to the notice of all appointing authorities under their control. In case of any difficulty with regard to implementation of the provisions of this OM, the concerned authorities may consult DOP&T through their administrative Ministry/Department.

**Encl: As above.**



(G. Srinivasan)

Director

Ph.No.011-23093074

To

- (i) The Secretaries of all Ministries/Departments of the Govt. of India
- (ii) Department of Financial Services, Ministry of Finance, Jeevan Deep Building, Parliament Street, New Delhi
- (iii) Department of Public Enterprises, CGO Complex, Lodhi Road, New Delhi
- (iv) Railway Board, Rail Bhavan, Delhi.

- (v) Supreme Court of India/ Election Commission of India/ Lok Sabha Secretariat/ Rajya Sabha Secretariat/Cabinet Secretariat/Central Vigilance Commission/President's Secretariat/ Prime Minister's Office/NITI Aayog
- (vi) Union Public Service Commission, Dholpur House, Shahjahan Road, New Delhi
- (vii) Staff Selection Commission, CGO Complex, Lodi Road, New Delhi
- (viii) The Secretary, Department of Social Justice and Empowerment, Shastri Bhavan, New Delhi
- (ix) National Commission for Scheduled Castes, Lok Nayak Bhavan, New Delhi
- (x) National Commission for Scheduled Tribes, Lok Nayak Bhavan, New Delhi.
- (xi) National Commission for Backward Classes, Trikot, Bhikaji Cama Place, R.K. Puram, New Delhi.
- (xii) Office of the Comptroller & Auditor General of India, 10, Bahadur Shah Zafar Marg, New Delhi.
- (xiii) Information and Facilitation Centre, DOPT, North Block, New Delhi.
- (xiv) Director, ISTM, Old JNU Campus, Olof Palme Marg, New Delhi-110067.
- (xv) All Officers and Sections in the Ministry of Personnel, Public Grievances and Pensions and all attached/subordinate offices of this Ministry.

**Copy to: Director, NIC, DOPT - with the request to immediately place this OM on the website of this Department (what's new tab) for information of all concerned.**

*G. Jeyarajan*

Annexure-I

Government of .....  
(Name & Address of the authority issuing the certificate)

**INCOME & ASSEST CERTIFICATE TO BE PRODUCED BY ECONOMICALLY WEAKER SECTIONS**

Certificate No. \_\_\_\_\_

Date: \_\_\_\_\_

**VALID FOR THE YEAR** \_\_\_\_\_

This is to certify that Shri/Smt./Kumari \_\_\_\_\_ son/daughter/wife of \_\_\_\_\_ permanent resident of \_\_\_\_\_ Village/Street \_\_\_\_\_ Post. Office \_\_\_\_\_ District \_\_\_\_\_ in the State/Union Territory \_\_\_\_\_ Pin Code \_\_\_\_\_ whose photograph is attested below belongs to Economically Weaker Sections, since the gross annual income\* of his/her 'family'\*\* is below Rs. 8 lakh (Rupees Eight Lakh only) for the financial year \_\_\_\_\_. His/her family does not own or possess any of the following assets\*\*\* :

- I. 5 acres of agricultural land and above;
- II. Residential flat of 1000 sq. ft. and above;
- III. Residential plot of 100 sq. yards and above in notified municipalities;
- IV. Residential plot of 200 sq. yards and above in areas other than the notified municipalities.

2. Shri/Smt./Kumari \_\_\_\_\_ belongs to the \_\_\_\_\_ caste which is not recognized as a Scheduled Caste, Scheduled Tribe and Other Backward Classes (Central List)

Signature with seal of Office \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Recent Passport size  
attested photograph of  
the applicant

\*Note 1: Income covered all sources i.e. salary, agriculture, business, profession, etc.

\*\*Note 2: The term "Family" for this purpose include the person, who seeks benefit of reservation, his/her parents and siblings below the age of 18 years as also his/her spouse and children below the age of 18 years

\*\*\*Note 3: The property held by a "Family" in different locations or different places/cities have been clubbed while applying the land or property holding test to determine EWS status.

*G. Prasadaram*

**Annexure-II****FOR DIRECT RECRUITMENT**

**Model Roster of Reservation with reference to posts for Direct recruitment on All India Basis by Open Competition**

| Sl. No.<br>of Post | Share of Entitlement |          |          |          | Category for<br>which the posts<br>should be<br>earmarked |
|--------------------|----------------------|----------|----------|----------|-----------------------------------------------------------|
|                    | SC @15%              | ST @7.5% | OBC @27% | EWS @10% |                                                           |
| 1                  | 0.15                 | 0.08     | 0.27     | 0.10     | UR                                                        |
| 2                  | 0.30                 | 0.15     | 0.54     | 0.20     | UR                                                        |
| 3                  | 0.45                 | 0.23     | 0.81     | 0.30     | UR                                                        |
| 4                  | 0.60                 | 0.30     | 1.08     | 0.40     | OBC-1                                                     |
| 5                  | 0.75                 | 0.38     | 1.35     | 0.50     | UR                                                        |
| 6                  | 0.90                 | 0.45     | 1.62     | 0.60     | UR                                                        |
| 7                  | 1.05                 | 0.53     | 1.89     | 0.70     | SC-1                                                      |
| 8                  | 1.20                 | 0.60     | 2.16     | 0.80     | OBC-2                                                     |
| 9                  | 1.35                 | 0.68     | 2.43     | 0.90     | UR                                                        |
| 10                 | 1.50                 | 0.75     | 2.70     | 1.00     | EWS-1                                                     |
| 11                 | 1.65                 | 0.83     | 2.97     | 1.10     | UR                                                        |
| 12                 | 1.80                 | 0.90     | 3.24     | 1.20     | OBC-3                                                     |
| 13                 | 1.95                 | 0.98     | 3.51     | 1.30     | UR                                                        |
| 14                 | 2.10                 | 1.05     | 3.78     | 1.40     | ST-1                                                      |
| 15                 | 2.25                 | 1.13     | 4.05     | 1.50     | SC-2                                                      |
| 16                 | 2.40                 | 1.20     | 4.32     | 1.60     | OBC-4                                                     |
| 17                 | 2.55                 | 1.28     | 4.59     | 1.70     | UR                                                        |
| 18                 | 2.70                 | 1.35     | 4.86     | 1.80     | UR                                                        |
| 19                 | 2.85                 | 1.43     | 5.13     | 1.90     | OBC-5                                                     |
| 20                 | 3.00                 | 1.50     | 5.40     | 2.00     | SC-3                                                      |
| 21                 | 3.15                 | 1.58     | 5.67     | 2.10     | EWS-2                                                     |
| 22                 | 3.30                 | 1.65     | 5.94     | 2.20     | UR                                                        |
| 23                 | 3.45                 | 1.73     | 6.21     | 2.30     | OBC-6                                                     |
| 24                 | 3.60                 | 1.80     | 6.48     | 2.40     | UR                                                        |
| 25                 | 3.75                 | 1.88     | 6.75     | 2.50     | UR                                                        |
| 26                 | 3.90                 | 1.95     | 7.02     | 2.60     | OBC-7                                                     |
| 27                 | 4.05                 | 2.03     | 7.29     | 2.70     | SC-4                                                      |
| 28                 | 4.20                 | 2.10     | 7.56     | 2.80     | ST-2                                                      |
| 29                 | 4.35                 | 2.18     | 7.83     | 2.90     | UR                                                        |
| 30                 | 4.50                 | 2.25     | 8.10     | 3.00     | OBC-8                                                     |
| 31                 | 4.65                 | 2.33     | 8.37     | 3.10     | EWS-3                                                     |
| 32                 | 4.80                 | 2.40     | 8.64     | 3.20     | UR                                                        |
| 33                 | 4.95                 | 2.48     | 8.91     | 3.30     | UR                                                        |
| 34                 | 5.10                 | 2.55     | 9.18     | 3.40     | OBC-9                                                     |

G. Arun Kumar

|    |       |      |       |      |              |
|----|-------|------|-------|------|--------------|
| 35 | 5.25  | 2.63 | 9.45  | 3.50 | SC-5         |
| 36 | 5.40  | 2.70 | 9.72  | 3.60 | UR           |
| 37 | 5.55  | 2.78 | 9.99  | 3.70 | UR           |
| 38 | 5.70  | 2.85 | 10.26 | 3.80 | OBC-10       |
| 39 | 5.85  | 2.93 | 10.53 | 3.90 | UR           |
| 40 | 6.00  | 3.00 | 10.80 | 4.00 | ST-3         |
| 41 | 6.15  | 3.08 | 11.07 | 4.10 | SC-6         |
| 42 | 6.30  | 3.15 | 11.34 | 4.20 | OBC-11       |
| 43 | 6.45  | 3.23 | 11.61 | 4.30 | <b>EWS-4</b> |
| 44 | 6.60  | 3.30 | 11.88 | 4.40 | UR           |
| 45 | 6.75  | 3.38 | 12.15 | 4.50 | OBC-12       |
| 46 | 6.90  | 3.45 | 12.42 | 4.60 | UR           |
| 47 | 7.05  | 3.53 | 12.69 | 4.70 | SC-7         |
| 48 | 7.20  | 3.60 | 12.96 | 4.80 | UR           |
| 49 | 7.35  | 3.68 | 13.23 | 4.90 | OBC-13       |
| 50 | 7.50  | 3.75 | 13.50 | 5.00 | <b>EWS-5</b> |
| 51 | 7.65  | 3.83 | 13.77 | 5.10 | UR           |
| 52 | 7.80  | 3.90 | 14.04 | 5.20 | OBC-14       |
| 53 | 7.95  | 3.98 | 14.31 | 5.30 | UR           |
| 54 | 8.10  | 4.05 | 14.58 | 5.40 | SC-8         |
| 55 | 8.25  | 4.13 | 14.85 | 5.50 | ST-4         |
| 56 | 8.40  | 4.20 | 15.12 | 5.60 | OBC-15       |
| 57 | 8.55  | 4.28 | 15.39 | 5.70 | UR           |
| 58 | 8.70  | 4.35 | 15.66 | 5.80 | UR           |
| 59 | 8.85  | 4.43 | 15.93 | 5.90 | UR           |
| 60 | 9.00  | 4.50 | 16.20 | 6.00 | OBC-16       |
| 61 | 9.15  | 4.58 | 16.47 | 6.10 | SC-9         |
| 62 | 9.30  | 4.65 | 16.74 | 6.20 | <b>EWS-6</b> |
| 63 | 9.45  | 4.73 | 17.01 | 6.30 | OBC-17       |
| 64 | 9.60  | 4.80 | 17.28 | 6.40 | UR           |
| 65 | 9.75  | 4.88 | 17.55 | 6.50 | UR           |
| 66 | 9.90  | 4.95 | 17.82 | 6.60 | UR           |
| 67 | 10.05 | 5.03 | 18.09 | 6.70 | OBC-18       |
| 68 | 10.20 | 5.10 | 18.36 | 6.80 | SC-10        |
| 69 | 10.35 | 5.18 | 18.63 | 6.90 | ST-5         |
| 70 | 10.50 | 5.25 | 18.90 | 7.00 | <b>EWS-7</b> |
| 71 | 10.65 | 5.33 | 19.17 | 7.10 | OBC-19       |
| 72 | 10.80 | 5.40 | 19.44 | 7.20 | UR           |
| 73 | 10.95 | 5.48 | 19.71 | 7.30 | UR           |
| 74 | 11.10 | 5.55 | 19.98 | 7.40 | SC-11        |
| 75 | 11.25 | 5.63 | 20.25 | 7.50 | OBC-20       |
| 76 | 11.40 | 5.70 | 20.52 | 7.60 | UR           |
| 77 | 11.55 | 5.78 | 20.79 | 7.70 | UR           |
| 78 | 11.70 | 5.85 | 21.06 | 7.80 | OBC-21       |

G. Sivasan

|     |       |      |       |       |                 |
|-----|-------|------|-------|-------|-----------------|
| 79  | 11.85 | 5.93 | 21.33 | 7.90  | UR              |
| 80  | 12.00 | 6.00 | 21.60 | 8.00  | ST-6            |
| 81  | 12.15 | 6.08 | 21.87 | 8.10  | SC-12           |
| 82  | 12.30 | 6.15 | 22.14 | 8.20  | OBC-22          |
| 83  | 12.45 | 6.23 | 22.41 | 8.30  | <b>EWS-8</b>    |
| 84  | 12.60 | 6.30 | 22.68 | 8.40  | UR              |
| 85  | 12.75 | 6.38 | 22.95 | 8.50  | UR              |
| 86  | 12.90 | 6.45 | 23.22 | 8.60  | OBC-23          |
| 87  | 13.05 | 6.53 | 23.49 | 8.70  | SC-13           |
| 88  | 13.20 | 6.60 | 23.76 | 8.80  | UR              |
| 89  | 13.35 | 6.68 | 24.03 | 8.90  | OBC-24          |
| 90  | 13.50 | 6.75 | 24.30 | 9.00  | <b>EWS-9</b>    |
| 91  | 13.65 | 6.83 | 24.57 | 9.10  | UR              |
| 92  | 13.80 | 6.90 | 24.84 | 9.20  | UR              |
| 93  | 13.95 | 6.98 | 25.11 | 9.30  | OBC-25          |
| 94  | 14.10 | 7.05 | 25.38 | 9.40  | SC-14           |
| 95  | 14.25 | 7.13 | 25.65 | 9.50  | ST-7            |
| 96  | 14.40 | 7.20 | 25.92 | 9.60  | UR              |
| 97  | 14.55 | 7.28 | 26.19 | 9.70  | OBC-26          |
| 98  | 14.70 | 7.35 | 26.46 | 9.80  | <b>EWS-10**</b> |
| 99  | 14.85 | 7.43 | 26.73 | 9.90  | SC-15*          |
| 100 | 15.00 | 7.50 | 27.00 | 10.00 | OBC-27*         |
| 101 | 15.15 | 7.58 | 27.27 | 10.10 | UR              |
| 102 | 15.30 | 7.65 | 27.54 | 10.20 | UR              |
| 103 | 15.45 | 7.73 | 27.81 | 10.30 | UR              |
| 104 | 15.60 | 7.80 | 28.08 | 10.40 | OBC-28          |
| 105 | 15.75 | 7.88 | 28.35 | 10.50 | UR              |
| 106 | 15.90 | 7.95 | 28.62 | 10.60 | UR              |
| 107 | 16.05 | 8.03 | 28.89 | 10.70 | SC-16           |
| 108 | 16.20 | 8.10 | 29.16 | 10.80 | ST-8            |
| 109 | 16.35 | 8.18 | 29.43 | 10.90 | OBC-29          |
| 110 | 16.50 | 8.25 | 29.70 | 11.00 | <b>EWS-11</b>   |
| 111 | 16.65 | 8.33 | 29.97 | 11.10 | UR              |
| 112 | 16.80 | 8.40 | 30.24 | 11.20 | OBC-30          |
| 113 | 16.95 | 8.48 | 30.51 | 11.30 | UR              |
| 114 | 17.10 | 8.55 | 30.78 | 11.40 | SC-17           |
| 115 | 17.25 | 8.63 | 31.05 | 11.50 | OBC-31          |
| 116 | 17.40 | 8.70 | 31.32 | 11.60 | UR              |
| 117 | 17.55 | 8.78 | 31.59 | 11.70 | UR              |
| 118 | 17.70 | 8.85 | 31.86 | 11.80 | UR              |
| 119 | 17.85 | 8.93 | 32.13 | 11.90 | OBC-32          |
| 120 | 18.00 | 9.00 | 32.40 | 12.00 | ST-9            |
| 121 | 18.15 | 9.08 | 32.67 | 12.10 | SC-18           |
| 122 | 18.30 | 9.15 | 32.94 | 12.20 | <b>EWS-12</b>   |

G. Hussain

|     |       |       |       |       |               |
|-----|-------|-------|-------|-------|---------------|
| 123 | 18.45 | 9.23  | 33.21 | 12.30 | OBC-33        |
| 124 | 18.60 | 9.30  | 33.48 | 12.40 | UR            |
| 125 | 18.75 | 9.38  | 33.75 | 12.50 | UR            |
| 126 | 18.90 | 9.45  | 34.02 | 12.60 | OBC-34        |
| 127 | 19.05 | 9.53  | 34.29 | 12.70 | SC-19         |
| 128 | 19.20 | 9.60  | 34.56 | 12.80 | UR            |
| 129 | 19.35 | 9.68  | 34.83 | 12.90 | UR            |
| 130 | 19.50 | 9.75  | 35.10 | 13.00 | OBC-35        |
| 131 | 19.65 | 9.83  | 35.37 | 13.10 | <b>EWS-13</b> |
| 132 | 19.80 | 9.90  | 35.64 | 13.20 | UR            |
| 133 | 19.95 | 9.98  | 35.91 | 13.30 | UR            |
| 134 | 20.10 | 10.05 | 36.18 | 13.40 | OBC-36        |
| 135 | 20.25 | 10.13 | 36.45 | 13.50 | SC-20         |
| 136 | 20.40 | 10.20 | 36.72 | 13.60 | ST-10         |
| 137 | 20.55 | 10.28 | 36.99 | 13.70 | UR            |
| 138 | 20.70 | 10.35 | 37.26 | 13.80 | OBC-37        |
| 139 | 20.85 | 10.43 | 37.53 | 13.90 | UR            |
| 140 | 21.00 | 10.50 | 37.80 | 14.00 | SC-21         |
| 141 | 21.15 | 10.58 | 38.07 | 14.10 | OBC-38        |
| 142 | 21.30 | 10.65 | 38.34 | 14.20 | <b>EWS-14</b> |
| 143 | 21.45 | 10.73 | 38.61 | 14.30 | UR            |
| 144 | 21.60 | 10.80 | 38.88 | 14.40 | UR            |
| 145 | 21.75 | 10.88 | 39.15 | 14.50 | OBC-39        |
| 146 | 21.90 | 10.95 | 39.42 | 14.60 | UR            |
| 147 | 22.05 | 11.03 | 39.69 | 14.70 | SC-22         |
| 148 | 22.20 | 11.10 | 39.96 | 14.80 | ST-11         |
| 149 | 22.35 | 11.18 | 40.23 | 14.90 | OBC-40        |
| 150 | 22.50 | 11.25 | 40.50 | 15.00 | <b>EWS-15</b> |
| 151 | 22.65 | 11.33 | 40.77 | 15.10 | UR            |
| 152 | 22.80 | 11.40 | 41.04 | 15.20 | OBC-41        |
| 153 | 22.95 | 11.48 | 41.31 | 15.30 | UR            |
| 154 | 23.10 | 11.55 | 41.58 | 15.40 | SC-23         |
| 155 | 23.25 | 11.63 | 41.85 | 15.50 | UR            |
| 156 | 23.40 | 11.70 | 42.12 | 15.60 | OBC-42        |
| 157 | 23.55 | 11.78 | 42.39 | 15.70 | UR            |
| 158 | 23.70 | 11.85 | 42.66 | 15.80 | UR            |
| 159 | 23.85 | 11.93 | 42.93 | 15.90 | UR            |
| 160 | 24.00 | 12.00 | 43.20 | 16.00 | ST-12         |
| 161 | 24.15 | 12.08 | 43.47 | 16.10 | OBC-43        |
| 162 | 24.30 | 12.15 | 43.74 | 16.20 | SC-24         |
| 163 | 24.45 | 12.23 | 44.01 | 16.30 | OBC-44        |
| 164 | 24.60 | 12.30 | 44.28 | 16.40 | <b>EWS-16</b> |
| 165 | 24.75 | 12.38 | 44.55 | 16.50 | UR            |
| 166 | 24.90 | 12.45 | 44.82 | 16.60 | UR            |

G. Sivasankar

|     |       |       |       |       |                |
|-----|-------|-------|-------|-------|----------------|
| 167 | 25.05 | 12.53 | 45.09 | 16.70 | OBC-45         |
| 168 | 25.20 | 12.60 | 45.36 | 16.80 | SC-25          |
| 169 | 25.35 | 12.68 | 45.63 | 16.90 | UR             |
| 170 | 25.50 | 12.75 | 45.90 | 17.00 | <b>EWS-17</b>  |
| 171 | 25.65 | 12.83 | 46.17 | 17.10 | OBC-46         |
| 172 | 25.80 | 12.90 | 46.44 | 17.20 | UR             |
| 173 | 25.95 | 12.98 | 46.71 | 17.30 | UR             |
| 174 | 26.10 | 13.05 | 46.98 | 17.40 | SC-26          |
| 175 | 26.25 | 13.13 | 47.25 | 17.50 | ST-13          |
| 176 | 26.40 | 13.20 | 47.52 | 17.60 | OBC-47         |
| 177 | 26.55 | 13.28 | 47.79 | 17.70 | UR             |
| 178 | 26.70 | 13.35 | 48.06 | 17.80 | OBC-48         |
| 179 | 26.85 | 13.43 | 48.33 | 17.90 | UR             |
| 180 | 27.00 | 13.50 | 48.60 | 18.00 | SC-27          |
| 181 | 27.15 | 13.58 | 48.87 | 18.10 | <b>EWS-18</b>  |
| 182 | 27.30 | 13.65 | 49.14 | 18.20 | OBC-49         |
| 183 | 27.45 | 13.73 | 49.41 | 18.30 | UR             |
| 184 | 27.60 | 13.80 | 49.68 | 18.40 | UR             |
| 185 | 27.75 | 13.88 | 49.95 | 18.50 | UR             |
| 186 | 27.90 | 13.95 | 50.22 | 18.60 | OBC-50         |
| 187 | 28.05 | 14.03 | 50.49 | 18.70 | SC-28          |
| 188 | 28.20 | 14.10 | 50.76 | 18.80 | ST-14          |
| 189 | 28.35 | 14.18 | 51.03 | 18.90 | OBC-51         |
| 190 | 28.50 | 14.25 | 51.30 | 19.00 | <b>EWS-19</b>  |
| 191 | 28.65 | 14.33 | 51.57 | 19.10 | UR             |
| 192 | 28.80 | 14.40 | 51.84 | 19.20 | UR             |
| 193 | 28.95 | 14.48 | 52.11 | 19.30 | OBC-52         |
| 194 | 29.10 | 14.55 | 52.38 | 19.40 | SC-29          |
| 195 | 29.25 | 14.63 | 52.65 | 19.50 | UR             |
| 196 | 29.40 | 14.70 | 52.92 | 19.60 | <b>EWS-20*</b> |
| 197 | 29.55 | 14.78 | 53.19 | 19.70 | OBC-53         |
| 198 | 29.70 | 14.85 | 53.46 | 19.80 | ST-15*         |
| 199 | 29.85 | 14.93 | 53.73 | 19.90 | SC-30*         |
| 200 | 30.00 | 15.00 | 54.00 | 20.00 | OBC-54*        |

\*/\*\* Squeezing resorted with a view to maintain the prescribed percentage of reservation

*G. Jeyaraman*

**Annexure-III****FOR DIRECT RECRUITMENT ON ALL INDIA BASIS BY OPEN COMPETITION****Model Roster for cadre strength upto 13 posts**

| Cadre Strength | Initial Recruitment | Replacement No. |     |     |     |     |     |     |     |     |      |      |      |      |
|----------------|---------------------|-----------------|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|
|                |                     | 1st             | 2nd | 3rd | 4th | 5th | 6th | 7th | 8th | 9th | 10th | 11th | 12th | 13th |
| 1              | UR                  | UR              | UR  | OBC | UR  | UR  | SC  | OBC | UR  | EWS | UR   | OBC  | UR   | ST   |
| 2              | UR                  | UR              | OBC | UR  | UR  | SC  | OBC | UR  | EWS | UR  | OBC  | UR   | ST   |      |
| 3              | UR                  | OBC             | UR  | UR  | SC  | OBC | UR  | EWS | UR  | OBC | UR   | ST   |      |      |
| 4              | OBC                 | UR              | UR  | SC  | OBC | UR  | EWS | UR  | OBC | UR  | ST   |      |      |      |
| 5              | UR                  | UR              | SC  | OBC | UR  | EWS | UR  | OBC | UR  | ST  |      |      |      |      |
| 6              | UR                  | SC              | OBC | UR  | EWS | UR  | OBC | UR  | ST  |     |      |      |      |      |
| 7              | SC                  | OBC             | UR  | EWS | UR  | OBC | UR  | ST  |     |     |      |      |      |      |
| 8              | OBC                 | UR              | EWS | UR  | OBC | UR  | ST  |     |     |     |      |      |      |      |
| 9              | UR                  | EWS             | UR  | OBC | UR  | ST  |     |     |     |     |      |      |      |      |
| 10             | EWS                 | UR              | OBC | UR  | ST  |     |     |     |     |     |      |      |      |      |
| 11             | UR                  | OBC             | UR  | ST  |     |     |     |     |     |     |      |      |      |      |
| 12             | OBC                 | UR              | ST  |     |     |     |     |     |     |     |      |      |      |      |
| 13             | UR                  | ST              |     |     |     |     |     |     |     |     |      |      |      |      |

**Note:**

1. For cadres of 2 to 13 posts the roster is to be read from entry 1 under column Cadre Strength till the last post and then horizontally till the last entry in the horizontal row i.e. like "L"
2. All the posts of a cadre are to be earmarked for the categories shown under column initial recruitment. While initial filling up will be by the earmarked category, the replacement against any of the post in the cadre shall be by rotation as shown horizontally against the last post of the cadre.

*G. Srinivasan*

**Annexure-IV****FOR DIRECT RECRUITMENT**

**Model Roster of Reservation with reference to posts for Direct recruitment on All India Basis Otherwise than by Open Competition**

| Sl. No.<br>of Post | Share of Entitlement |          |                |             | Category for<br>which the<br>posts should<br>be earmarked |
|--------------------|----------------------|----------|----------------|-------------|-----------------------------------------------------------|
|                    | SC<br>@16.66%        | ST @7.5% | OBC<br>@25.84% | EWS<br>@10% |                                                           |
| 1                  | 0.166                | 0.075    | 0.258          | 0.100       | UR                                                        |
| 2                  | 0.332                | 0.150    | 0.516          | 0.200       | UR                                                        |
| 3                  | 0.498                | 0.225    | 0.774          | 0.300       | UR                                                        |
| 4                  | 0.664                | 0.300    | 1.032          | 0.400       | OBC-1                                                     |
| 5                  | 0.830                | 0.375    | 1.290          | 0.500       | UR                                                        |
| 6                  | 0.996                | 0.450    | 1.548          | 0.600       | UR                                                        |
| 7                  | 1.162                | 0.525    | 1.806          | 0.700       | SC-1                                                      |
| 8                  | 1.328                | 0.600    | 2.064          | 0.800       | OBC-2                                                     |
| 9                  | 1.494                | 0.675    | 2.322          | 0.900       | UR                                                        |
| 10                 | 1.660                | 0.750    | 2.580          | 1.000       | <b>EWS-1</b>                                              |
| 11                 | 1.826                | 0.825    | 2.838          | 1.100       | UR                                                        |
| 12                 | 1.992                | 0.900    | 3.096          | 1.200       | OBC-3                                                     |
| 13                 | 2.158                | 0.975    | 3.354          | 1.300       | SC-2                                                      |
| 14                 | 2.324                | 1.050    | 3.612          | 1.400       | ST-1                                                      |
| 15                 | 2.490                | 1.125    | 3.870          | 1.500       | UR                                                        |
| 16                 | 2.656                | 1.200    | 4.128          | 1.600       | OBC-4                                                     |
| 17                 | 2.822                | 1.275    | 4.386          | 1.700       | UR                                                        |
| 18                 | 2.988                | 1.350    | 4.644          | 1.800       | UR                                                        |
| 19                 | 3.154                | 1.425    | 4.902          | 1.900       | SC-3                                                      |
| 20                 | 3.320                | 1.500    | 5.160          | 2.000       | OBC-5                                                     |
| 21                 | 3.486                | 1.575    | 5.418          | 2.100       | <b>EWS-2</b>                                              |
| 22                 | 3.652                | 1.650    | 5.676          | 2.200       | UR                                                        |
| 23                 | 3.818                | 1.725    | 5.934          | 2.300       | UR                                                        |
| 24                 | 3.984                | 1.800    | 6.192          | 2.400       | OBC-6                                                     |
| 25                 | 4.150                | 1.875    | 6.450          | 2.500       | SC-4                                                      |
| 26                 | 4.316                | 1.950    | 6.708          | 2.600       | UR                                                        |
| 27                 | 4.482                | 2.025    | 6.966          | 2.700       | ST-2                                                      |
| 28                 | 4.648                | 2.100    | 7.224          | 2.800       | OBC-7                                                     |
| 29                 | 4.814                | 2.175    | 7.482          | 2.900       | UR                                                        |
| 30                 | 4.980                | 2.250    | 7.740          | 3.000       | <b>EWS-3</b>                                              |

G. Jeyarajan

|    |        |       |        |       |              |
|----|--------|-------|--------|-------|--------------|
| 31 | 5.146  | 2.325 | 7.998  | 3.100 | SC-5         |
| 32 | 5.312  | 2.400 | 8.256  | 3.200 | OBC-8        |
| 33 | 5.478  | 2.475 | 8.514  | 3.300 | UR           |
| 34 | 5.644  | 2.550 | 8.772  | 3.400 | UR           |
| 35 | 5.810  | 2.625 | 9.030  | 3.500 | OBC-9        |
| 36 | 5.976  | 2.700 | 9.288  | 3.600 | UR           |
| 37 | 6.142  | 2.775 | 9.546  | 3.700 | SC-6         |
| 38 | 6.308  | 2.850 | 9.804  | 3.800 | UR           |
| 39 | 6.474  | 2.925 | 10.062 | 3.900 | OBC-10       |
| 40 | 6.640  | 3.000 | 10.320 | 4.000 | ST-3         |
| 41 | 6.806  | 3.075 | 10.578 | 4.100 | <b>EWS-4</b> |
| 42 | 6.972  | 3.150 | 10.836 | 4.200 | UR           |
| 43 | 7.138  | 3.225 | 11.094 | 4.300 | SC-7         |
| 44 | 7.304  | 3.300 | 11.352 | 4.400 | OBC-11       |
| 45 | 7.470  | 3.375 | 11.610 | 4.500 | UR           |
| 46 | 7.636  | 3.450 | 11.868 | 4.600 | UR           |
| 47 | 7.802  | 3.525 | 12.126 | 4.700 | OBC-12       |
| 48 | 7.968  | 3.600 | 12.384 | 4.800 | UR           |
| 49 | 8.134  | 3.675 | 12.642 | 4.900 | SC-8         |
| 50 | 8.300  | 3.750 | 12.900 | 5.000 | <b>EWS-5</b> |
| 51 | 8.466  | 3.825 | 13.158 | 5.100 | OBC-13       |
| 52 | 8.632  | 3.900 | 13.416 | 5.200 | UR           |
| 53 | 8.798  | 3.975 | 13.674 | 5.300 | UR           |
| 54 | 8.964  | 4.050 | 13.932 | 5.400 | ST-4         |
| 55 | 9.130  | 4.125 | 14.190 | 5.500 | OBC-14       |
| 56 | 9.296  | 4.200 | 14.448 | 5.600 | SC-9         |
| 57 | 9.462  | 4.275 | 14.706 | 5.700 | UR           |
| 58 | 9.628  | 4.350 | 14.964 | 5.800 | UR           |
| 59 | 9.794  | 4.425 | 15.222 | 5.900 | OBC-15       |
| 60 | 9.960  | 4.500 | 15.480 | 6.000 | <b>EWS-6</b> |
| 61 | 10.126 | 4.575 | 15.738 | 6.100 | SC-10        |
| 62 | 10.292 | 4.650 | 15.996 | 6.200 | UR           |
| 63 | 10.458 | 4.725 | 16.254 | 6.300 | OBC-16       |
| 64 | 10.624 | 4.800 | 16.512 | 6.400 | UR           |
| 65 | 10.790 | 4.875 | 16.770 | 6.500 | UR           |
| 66 | 10.956 | 4.950 | 17.028 | 6.600 | OBC-17       |
| 67 | 11.122 | 5.025 | 17.286 | 6.700 | SC-11        |
| 68 | 11.288 | 5.100 | 17.544 | 6.800 | ST-5         |
| 69 | 11.454 | 5.175 | 17.802 | 6.900 | UR           |
| 70 | 11.620 | 5.250 | 18.060 | 7.000 | OBC-18       |
| 71 | 11.786 | 5.325 | 18.318 | 7.100 | <b>EWS-7</b> |

G. Srinivasan

|     |        |       |        |        |               |
|-----|--------|-------|--------|--------|---------------|
| 72  | 11.952 | 5.400 | 18.576 | 7.200  | UR            |
| 73  | 12.118 | 5.475 | 18.834 | 7.300  | SC-12         |
| 74  | 12.284 | 5.550 | 19.092 | 7.400  | OBC-19        |
| 75  | 12.450 | 5.625 | 19.350 | 7.500  | UR            |
| 76  | 12.616 | 5.700 | 19.608 | 7.600  | UR            |
| 77  | 12.782 | 5.775 | 19.866 | 7.700  | UR            |
| 78  | 12.948 | 5.850 | 20.124 | 7.800  | OBC-20        |
| 79  | 13.114 | 5.925 | 20.382 | 7.900  | SC-13         |
| 80  | 13.280 | 6.000 | 20.640 | 8.000  | ST-6          |
| 81  | 13.446 | 6.075 | 20.898 | 8.100  | <b>EWS-8</b>  |
| 82  | 13.612 | 6.150 | 21.156 | 8.200  | OBC-21        |
| 83  | 13.778 | 6.225 | 21.414 | 8.300  | UR            |
| 84  | 13.944 | 6.300 | 21.672 | 8.400  | UR            |
| 85  | 14.110 | 6.375 | 21.930 | 8.500  | SC-14         |
| 86  | 14.276 | 6.450 | 22.188 | 8.600  | OBC-22        |
| 87  | 14.442 | 6.525 | 22.446 | 8.700  | UR            |
| 88  | 14.608 | 6.600 | 22.704 | 8.800  | UR            |
| 89  | 14.774 | 6.675 | 22.962 | 8.900  | UR            |
| 90  | 14.940 | 6.750 | 23.220 | 9.000  | OBC-23        |
| 91  | 15.106 | 6.825 | 23.478 | 9.100  | SC-15         |
| 92  | 15.272 | 6.900 | 23.736 | 9.200  | <b>EWS-9</b>  |
| 93  | 15.438 | 6.975 | 23.994 | 9.300  | UR            |
| 94  | 15.604 | 7.050 | 24.252 | 9.400  | OBC-24        |
| 95  | 15.770 | 7.125 | 24.510 | 9.500  | ST-7          |
| 96  | 15.936 | 7.200 | 24.768 | 9.600  | UR            |
| 97  | 16.102 | 7.275 | 25.026 | 9.700  | SC-16         |
| 98  | 16.268 | 7.350 | 25.284 | 9.800  | OBC-25        |
| 99  | 16.434 | 7.425 | 25.542 | 9.900  | UR            |
| 100 | 16.600 | 7.500 | 25.800 | 10.000 | <b>EWS-10</b> |
| 101 | 16.766 | 7.575 | 26.058 | 10.100 | OBC-26        |
| 102 | 16.932 | 7.650 | 26.316 | 10.200 | UR            |
| 103 | 17.098 | 7.725 | 26.574 | 10.300 | SC-17         |
| 104 | 17.264 | 7.800 | 26.832 | 10.400 | UR            |
| 105 | 17.430 | 7.875 | 27.090 | 10.500 | OBC-27        |
| 106 | 17.596 | 7.950 | 27.348 | 10.600 | UR            |
| 107 | 17.762 | 8.025 | 27.606 | 10.700 | ST-8          |
| 108 | 17.928 | 8.100 | 27.864 | 10.800 | UR            |
| 109 | 18.094 | 8.175 | 28.122 | 10.900 | OBC-28        |
| 110 | 18.260 | 8.250 | 28.380 | 11.000 | SC-18         |
| 111 | 18.426 | 8.325 | 28.638 | 11.100 | <b>EWS-11</b> |
| 112 | 18.592 | 8.400 | 28.896 | 11.200 | UR            |

G. Jeyarajan

|     |        |       |        |        |                 |
|-----|--------|-------|--------|--------|-----------------|
| 113 | 18.758 | 8.475 | 29.154 | 11.300 | OBC-29          |
| 114 | 18.924 | 8.550 | 29.412 | 11.400 | UR              |
| 115 | 19.090 | 8.625 | 29.670 | 11.500 | SC-19           |
| 116 | 19.256 | 8.700 | 29.928 | 11.600 | <b>EWS-12**</b> |
| 117 | 19.422 | 8.775 | 30.186 | 11.700 | OBC-30          |
| 118 | 19.588 | 8.850 | 30.444 | 11.800 | ST-9            |
| 119 | 19.754 | 8.925 | 30.702 | 11.900 | SC--20*         |
| 120 | 19.920 | 9.000 | 30.960 | 12.000 | OBC-31*         |

\*/\*\* Squeezing resorted with a view to maintain the prescribed percentage of reservation

*G. Jaiswal*

**Annexure-V****FOR DIRECT RECRUITMENT**

**Roster for Direct Recruitment otherwise than through Open Competition for cadre strength upto 13 posts**

| Cadre Strength | Initial Recruitment | Replacement No. |     |     |     |     |     |     |     |     |      |      |      |      |
|----------------|---------------------|-----------------|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|
|                |                     | 1st             | 2nd | 3rd | 4th | 5th | 6th | 7th | 8th | 9th | 10th | 11th | 12th | 13th |
| 1              | UR                  | UR              | UR  | OBC | UR  | UR  | SC  | OBC | UR  | EWS | UR   | OBC  | SC   | ST   |
| 2              | UR                  | UR              | OBC | UR  | UR  | SC  | OBC | UR  | EWS | UR  | OBC  | SC   | ST   |      |
| 3              | UR                  | OBC             | UR  | UR  | SC  | OBC | UR  | EWS | UR  | OBC | SC   | ST   |      |      |
| 4              | OBC                 | UR              | UR  | SC  | OBC | UR  | EWS | UR  | OBC | SC  | ST   |      |      |      |
| 5              | UR                  | UR              | SC  | OBC | UR  | EWS | UR  | OBC | SC  | ST  |      |      |      |      |
| 6              | UR                  | SC              | OBC | UR  | EWS | UR  | OBC | SC  | ST  |     |      |      |      |      |
| 7              | SC                  | OBC             | UR  | EWS | UR  | OBC | SC  | ST  |     |     |      |      |      |      |
| 8              | OBC                 | UR              | EWS | UR  | OBC | SC  | ST  |     |     |     |      |      |      |      |
| 9              | UR                  | EWS             | UR  | OBC | SC  | ST  |     |     |     |     |      |      |      |      |
| 10             | EWS                 | UR              | OBC | SC  | ST  |     |     |     |     |     |      |      |      |      |
| 11             | UR                  | OBC             | SC  | ST  |     |     |     |     |     |     |      |      |      |      |
| 12             | OBC                 | SC              | ST  |     |     |     |     |     |     |     |      |      |      |      |
| 13             | SC                  | ST              |     |     |     |     |     |     |     |     |      |      |      |      |

Note:

1. For cadres of 2 to 13 posts the roster is to be read from entry 1 under column Cadre Strength till the last post and then horizontally till the last entry in the horizontal row i.e. like "L"
2. All the posts of a cadre are to be earmarked for the categories shown under column initial recruitment. While initial filling up will be by the earmarked category, the replacement against any of the post in the cadre shall be by rotation as shown horizontally against the last post of the cadre.

*G. Divakaran*

**Annexure-VI**

Name of the Ministry/Department:

| Report<br>for the<br>fortnight<br>ending | Unfilled vacancies as<br>on 01.02.2019 |    |     |     |    | Vacancies filled up<br>during the fortnight<br>ending |    |     |     |    | Total vacancies filled<br>up since 01.02.2019 |    |     |     |    |
|------------------------------------------|----------------------------------------|----|-----|-----|----|-------------------------------------------------------|----|-----|-----|----|-----------------------------------------------|----|-----|-----|----|
|                                          | SC                                     | ST | OBC | EWS | UR | SC                                                    | ST | OBC | EWS | UR | SC                                            | ST | OBC | EWS | UR |
|                                          |                                        |    |     |     |    |                                                       |    |     |     |    |                                               |    |     |     |    |

Note 1: Single consolidated fortnightly report may be sent in respect of the Ministry/Department and its attached and sub-ordinate offices

Note 2: The first report should begin from 15.02.2019

Note 3: Filled up fortnightly report may be emailed at [jsest@nic.in](mailto:jsest@nic.in) and [g.sreenivasan@nic.in](mailto:g.sreenivasan@nic.in)

*G. Sreenivasan*



GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
(RAILWAY BOARD)

R.B.E. NO.113/97

No. 95-E(SCT)/49/5(1)

New Delhi, dated 21.8.97

The General Managers,

All Indian Railways/Production Units (including CLW, DLW, ICF, ROF & W&AP)/ MTP(Rlys.), Calcutta/CORE, Allahabad /GM(Const.), N.F.Rly.

OSDs: East Coast Zone, Bhubhaneshwar/North Central Zone, Allahabad /East Central Zone, Hazipur/ North-Western Zone, Jaipur/ South-Western Zone, Bangalore/ West-Central Zone, Jabalpur.

The C.A.O.;DCW,Patiala.

The Director General,R.D.S.O., Lucknow, etc. [ as per standard list]

Sub: Reservation rosters - posts based - Group 'C' and 'D' posts of Direct Recruitment category- Implementation of the Supreme Court's judgement of R.K. Sabharwal Vs.State of Punjab(AIR) 1995 SC 1371), Union of India Vs. Virpal Singh Chauhan (AIR 1996-SC 442) and Union of India Vs J.C.Malik.

\*\*\*\*\*

Under the existing instructions, vacancy based rosters have been prescribed in order to implement the Government's policy relating to the reservation of jobs for the Scheduled Castes, Scheduled Tribes and Other Backward Classes(OBCs). The application of reservation on the basis of these rosters was called in the question before the courts. The Constitution bench of the Supreme Court in the case of R.K. Sabharwal Vs. State of Punjab as well as Union of India Vs J.C. Malik has held that the reservation of jobs for Backward Classes- SC/ST/OBCs should apply to the posts and not to the vacancies. The Court further held that the vacancy based rosters can operate only till such time as the representation of the persons belonging to the reserved categories, in a cadre, reaches the prescribed percentage of reservation. Thereafter, the rosters cannot operate and vacancies released by retirement, resignation, promotion etc., of the persons belonging to the general and the reserved categories are to be filled by the appointment of the persons from the respective category so that the prescribed percentage of reservation is maintained.

---/-

2. The Courts also held that persons belonging to reserved categories, who are appointed on the basis of merit and not on account of reservation, are not be counted towards the quota meant for reservation.

3. With a view to bringing the policy of reservation in line with the law laid down by the Supreme Court, it has been decided that the existing 200 point and 100 point vacancy based rosters of direct recruitment shall be replaced by post based rosters. All the Zonal Railways, Production Units and Associated Offices of the Railway Board should therefore, prepare the rosters for Group C posts (where the minimum of scale of pay is Rs. 1400 (RPS) and above) based on principles elaborated in the Explanatory Notes given in Annexure-I and illustrated in the Model Roster as given in Annexure-II and Annexure III. Similarly, the concerned authorities may prepare rosters to replace the existing 100 point rosters in respect to local recruitment to Gr. 'C' and Gr. 'D' posts where the minimum of scale of pay is less than 1400(RPS) and normally attracting candidates from a locality/region on the basis of the same principles.

4. The principles for preparing the rosters elaborated upon in Explanatory notes are briefly recapitulated below:-

(a) The number of points in the roster shall be equal to the number of posts in the cadre. In case there is any increase or decrease in the cadre strength in future, the rosters shall be expanded or contracted correspondingly;

(b) Cadre, for the purpose of roster, shall mean a particular grade and shall comprise the number of the posts to be filled by a particular mode of recruitment in terms of the codal/manual provisions or Railway Board's instructions issued from time to time. Thus, in a cadre of, say, 200 posts where the recruitment rules prescribed a ratio of 50:50 for direct recruitment and promotion, 2 rosters- one for direct recruitment and another for promotion (where reservation in promotion applies) - each comprising 100 points shall be drawn up on the lines of the respective model rosters. The cadre also means the sanctioned temporary posts, workcharged posts, supernumerary posts, shadow posts in the grade.

(c) Since, reservation does not apply to transfer on deputation/transfer where rules prescribed a percentage of posts to be filled by this method, such number of posts of the grade shall be excluded while preparing the rosters.

(d) In the small cadre upto '13' posts the method prescribed for preparation of rosters does not permit the reservation to be made for all three categories- SC/ST/OBCs. In such cases the Zonal Railways/Production Units etc. may consider the grouping of the posts in different cadres in terms of the instructions contained in Board's letter No. E 50 CN-1/7/3 dt. 18.6.1953 [Chapter VI at page 154 of the Brochure on Reservation for SCs and STs in Railway Services(Third Edition - 1985)] and prepare a common roster for such group. In the event it is not possible to resort to such grouping, the enclosed roster(Annexure-III) for cadre strength upto 14 posts may be followed. The principles of operating the rosters has been detailed in the Explanatory Notes. The reservation even in single post have been held as constitutional and valid recently by the Hon'ble Supreme Court in the case of Union of India and others Vs Madhav s/o Gajanan Chauhan and others (JT 1996 (9) SC 320).

5. At the stage of initial operation of a roster it will be necessary to adjust the existing appointments in the roster. This will also help in identifying the excesses/shortage, if any, in respect of categories in the cadre. This will be done starting from the earliest appointment made and making appropriate remarks "utilised by SC/ST/OBCs/General", as the case may be, against each point in the rosters as explained in Explanatory Note as given in the Annexure I. In making these adjustments, the appointments of candidates belonging to the SC/ST/OBCs which were made on merit (and not due to the reservation) are not to be counted towards reservation. In other words they are to be treated as general category appointments.

6. Excess, if any, would be adjusted through future appointments and the existing appointments would not be disturbed.

7. While preparing post based rosters, care should be taken to ensure that reserve roster points are spread over evenly and not kept together as far as possible.

8. The existing instructions regarding single vacancy would not be applicable in the post based roster system.

9. Post reserved for SC/ST/OBCs should not be dereserved and should be carried forward as per extant rules. The reserve posts may also continue to be exchanged between SCs and STs in the 3rd

year of carry forward as per extant orders. Thus, there may be a situation where a SC may be occupying a post earmarked for STs and vice versa. When such a situation will arise, the combined reservation shall not exceed more than 22.5% or the total of other percentages as prescribed for SCs & STs for local recruitment at any given point of time. However, whenever either Scheduled Caste(s) or Scheduled Tribe(s) is/are occupying post(s) meant for the SCs or STs as case may be, the possibility of filling up of the post by SCs or STs as the case may be, at the earliest opportunity, against a subsequent reserved post may be kept in view. As far as OBCs unfilled posts are concerned, these will be carried forward as per extant instructions.

10. At any given point of time, the rule of maximum 50% quota will be followed on the cadre as a whole and not on the basis of individual recruitment where it may happen that all posts may be falling in share of SCs/STs & OBCs due to the application of post based reservation as the posts may be vacated by these segments only.

11. SC/ST & OBC candidates appointed earlier on compassionate grounds or the surplus staff adjusted in a new cadre against unreserved roster point will not be required to be adjusted against the reserved points of the rosters whereas if, a reserved point is filled up by compassionate/ surplus staff appointee who has/have been the member of SC/ST/OBC, reserved point will be deemed to be consumed and adjusted against reserve point in the new roster. The OBC(s)/SC(s)/ST(s) if appointed in future against Sports/Cultural/Scouts quota etc. posts these will not be adjusted against reserve points as their appointment(s) is/are due to their excellence in these fields.

12. All Zonal Railways/ Production Units etc. are requested to initiate immediate action to prepare the roster and operate them according to these guidelines. The post based rosters will require concerned GPO's approval.

13. The existing orders on the subject are deemed to have been amended to the extent herein.

14. These orders shall take effect from the date of their issue. However, where recruitments have already been finalised, they need not be disturbed and necessary adjustments in such cases will

be made in future. In other cases, recruitments may be withheld till the revised rosters are brought into the operation and recruitments effected in accordance with these instructions.

Please acknowledge the receipt.

(Hindi version will follow)

DA: as above

  
( Ram Prakash )  
Executive Director Estt.(Res.)  
Railway Board  
21.8.77

Copy to CRB, FC, MM, MT, MS, ME, SECY., AM(S), AM(F), AM(MTP), AM(ELECT), DG(RHS), DG(RPF), AM(CE), AM(MEC.), AM(PU), AM(S&T), AM(COMM), AM(SAFETY), AM(TRAFFIC), AM(STORES), EDPA, EDE(IR), EDE, EDPC, EDE(G), EDA, EDE(T&MPP), EDW, EDE(N), DE(NG), DE(R), JDE(P&A), JDE(RRB), JDE(REP), DDE(REP)-I,II ; JDE(R), JDE(D&A), E(REP)I,II,III; Sec.(E), Sec.(ABE), E(NG)I&II, E(LR)I, II,III,IV, E(W), E(SCT)II, E(RRB), E(RB)I,II&IV Branches of Railway Board.

Annexure-I of letter No.95-E(SCT)/49/5(1) dated 21.8.97.

#### EXPLANATORY NOTES :-

Principles for making & operating post based roster.

1. As hitherto, these rosters are only an aid to determine the entitlement of different categories with regard to the quota reserved for them.
2. The model rosters have been drawn up keeping in mind two fundamental principles - the reservation for the entitled categories is to be kept within the prescribed percentage of reservation as far as possible as the rounding off of fractions may cause variation. However the total reservation should in no case exceed 50% of the cadre.
3. There should be separate rosters for direct recruitment and for promotions where reservation in promotion applies.
4. The number of points in each roster shall be equal to the number of posts in a cadre.
5. While cadre is generally to be construed as the number of posts in a particular grade, for the purpose of preparation of roster, it shall comprise posts required to be filled by a particular mode of recruitment in terms of the codal/manual provisions or Railway Board's instructions issued from time to time. To illustrate, in a cadre comprising 200 posts, where the recruitment rules prescribe ratio of 50 :50 for direct recruitment and promotions, the roster for direct recruitment shall have 100 points and that for promotion shall have 100 points - thus making a total of 200. The cadre also means the sanctioned temporary posts, workcharged posts, supernumerary posts, shadow posts etc. in the grade.
6. For making a post based roster, the first step is to calculate the reservation for each category separately on the basis of prescribed percentage. If the number of posts are coming in fraction number, they will be rounded off to a whole number and distributed on the roster points which should be spread over evenly as far as possible subject to the condition that total reservation in any case may not exceed 50% of the cadre posts as illustrated in the model roster of 15 posts to 200 posts. (Annexure-II)
7. Since reservation does not apply to transfer/transfer on deputation, where rules prescribe a percentage of posts to be filled by this method, the corresponding proportion of posts should be excluded while drawing up the rosters.

8. Whenever there is any increase or decrease in the cadre strength, the roster shall be correspondingly expanded or contracted. The same will also apply whenever there is a change in recruitment rules which affects the proportion of posts to be filled by a particular mode of recruitment.

9. The roster is to be operated on the principle of replacement and not as a "running account" as hitherto. In other words, the points at which reservation for different categories applies are fixed as per the roster and vacancies caused by retirement etc. of persons occupying those points shall be filled by appointment of persons of the respective categories.

10. While operating the roster, persons belonging to communities for whom reservation has been made, but who are appointed on merit and not owing to reservation, should not be shown against reserved points. They will occupy the unreserved points.

11. In the case of small cadres (upto 14 posts), all the posts shall be earmarked on the same pattern as in the Annexure-III. Initial recruitment against these posts shall be by the category for which the post is earmarked. Replacement of incumbents of posts shall be by rotation as shown horizontally against the cadre strength as applicable. Railways and other units should also make their own rotational rosters for small cadres for which recruitments are made on local/regional basis i.e. for post of which starting grade is less than 1400(RPS). While operating the relevant roster, care will have to be taken to ensure that on no occasion the percentage of reserved category candidates exceed 50%. If such a situation occurs at any time, the relevant reserved point occurring as a result of rotation will be skipped and carried forward to next unreserved point.

#### INITIAL OPERATIONS:-

1. At the point of initial operation of the roster, it will be necessary to determine the actual representation of the incumbents belonging to different categories in a cadre vis-a-vis the points earmarked for each category viz. SC/ST/OBC and General in the roster. This may be done by plotting the appointments made against each point of roster starting with the earliest appointee. Thus, if the earlier appointee in the cadre happens to be a candidate belonging to the Scheduled Castes, against point No.1 of the roster, the remark "utilised by SC" shall be entered. If the next appointee is a general category candidate, the remark "utilised by general category" shall be made against point No.2 and so on and so forth till all appointments are adjusted in the respective rosters. In making these adjustments, SC/ST/OBC candidates on merit, in direct recruitment, shall be treated as general category candidates.

2. After completing the adjustment as indicated above, a tally should be made to determine the actual percentages of representation of appointees belonging to the different categories in the cadre. If there is an excess representation of any of the reserved categories, or if the total representation of the reserved categories exceeds 50%, it shall be adjusted in the future recruitment. Vacancies arising from retirement etc. of candidates belonging to such categories shall be filled by appointment of candidates belonging to the categories to which the relevant roster points, against which the excesses occur, belong.

3. Since recruitment is generally vacancy based, it may happen that the actual number of promotees and direct recruits in the cadre does not correspond to the number of posts earmarked in the respective reservation roster. For the purpose of calculations of representation of reserved category in a cadre, total of promotees and direct recruits may be taken. Rectification of the representation as per prescribed percentage by the prescribed mode of recruitment at the earliest possible should however be the goal.

PCA DIRECT RECRUITMENT POST BASED MODEL ROSTER FOR  
15 POSTS AND ABOVE FOR POSTS FILLED UP ON  
ALL INDIA BASIS

| Sl.No. Number of<br>posts |     | Roster Points Reserved |               |                                 |
|---------------------------|-----|------------------------|---------------|---------------------------------|
|                           |     | SCs                    | STs           | OBC                             |
|                           |     | 15%                    | 7.5%          | 27%                             |
| (1)                       | (2) | (3)                    | (4)           | (5)                             |
|                           |     |                        | § (1)         | 2,6,10,14=(4)                   |
| 1                         | 15  | 4 & 12 = (2)           | - do -        | - do -                          |
| 2                         | 16  | - do -                 | - do -        | - do -                          |
| 3                         | 17  | 4,12,16=(3)            | - do -        | 2,6,10,14 & 18=(5)              |
| 4                         | 18  | - do -                 | - do -        | - do -                          |
| 5                         | 19  | - do -                 | 8 & 20 = (2)  | - do -                          |
| 6                         | 20  | - do -                 | - do -        | - do -                          |
| 7                         | 21  | - do -                 | - do -        | 2,6,10,14,18 & 22=(6)           |
| 8                         | 22  | - do -                 | - do -        | - do -                          |
| 9                         | 23  | - do -                 | - do -        | - do -                          |
| 10                        | 24  | 4,12,16 & 24=(4)       | - do -        | - do -                          |
| 11                        | 25  | - do -                 | - do -        | 2,6,10,14,18, 22 & 26=(7)       |
| 12                        | 26  | - do -                 | - do -        | - do -                          |
| 13                        | 27  | - do -                 | - do -        | 2,6,10,14,18, 22,26 & 28=(8)    |
| 14                        | 28  | - do -                 | - do -        | - do -                          |
| 15                        | 29  | - do -                 | - do -        | - do -                          |
| 16                        | 30  | 4,12,16,24 & 30=(5)    | - do -        | - do -                          |
| 17                        | 31  | - do -                 | - do -        | 2,6,10,14,18, 22,26,28 & 32=(9) |
| 18                        | 32  | - do -                 | - do -        | - do -                          |
| 19                        | 33  | - do -                 | 8,20 & 34=(3) | - do -                          |
| 20                        | 34  | - do -                 | - do -        | - do -                          |
| 21                        | 35  | - do -                 |               |                                 |

|     |    |                            |        |                              |
|-----|----|----------------------------|--------|------------------------------|
| 22. | 36 | - do -                     | - do - | 2,6,10,14,18,                |
| 23. | 37 | - do -                     | - do - | 22,26,38,32&36=(10)          |
| 24. | 38 | 4,12,16,24,30&38=(6)       | - do - | - do -                       |
| 25. | 39 | - do -                     | - do - | - do -                       |
| 26. | 40 | - do -                     | - do - | 2,6,10,14,18,                |
| 27. | 41 | - do -                     | - do - | 22,26,28,32,36&40=(11)       |
| 28. | 42 | - do -                     | - do - | - do -                       |
| 29. | 43 | - do -                     | - do - | - do -                       |
| 30. | 44 | 4,12,16,24,30,38&44=(7)    | - do - | 2,6,10,14,18,                |
| 31. | 45 | - do -                     | - do - | 22,26,28,32,36,40&42=(12)    |
| 32. | 46 | - do -                     | - do - | - do -                       |
| 33. | 47 | - do -                     | - do - | - do -                       |
| 34. | 48 | - do -                     | - do - | 8,20,34&46=(4)- do -         |
| 35. | 49 | - do -                     | - do - | 2,6,10,14,18,                |
| 36. | 50 | 4,12,16,24,30,38,44&50=(8) | - do - | 22,26,28,32,36,40,42&48=(13) |
| 37. | 51 | - do -                     | - do - | - do -                       |
| 38. | 52 | - do -                     | - do - | - do -                       |
| 39. | 53 | - do -                     | - do - | 2,6,10,14,18,                |
| 40. | 54 | - do -                     | - do - | 22,26,28,32,36,40,42,48&52   |
| 41. | 55 | - do -                     | - do - | =(14)                        |
| 42. | 56 | - do -                     | - do - | - do -                       |
|     |    |                            | - do - | 2,6,10,14,18,                |
|     |    |                            | - do - | 22,26,28,32,36,40,42,48,52   |
|     |    |                            | - do - | &54=(15)                     |

|     |     |                                       |                       |                                                                       |
|-----|-----|---------------------------------------|-----------------------|-----------------------------------------------------------------------|
| 43. | 57. | 4,12,16,24,30,38,44,50&56 = (9)       | - do -                | - do -                                                                |
| 44. | 58  | - do -                                | - do -                | 2,6,10,14,18,<br>22,26,28,32,36,40,42,48&52<br>,54&58=(16)            |
| 45. | 59  | - do -                                | - do -                | - do -                                                                |
| 46. | 60  | - do -                                | 8,20,34,46&60= (5)    | - do -                                                                |
| 47. | 61  | - do -                                | - do -                | - do -                                                                |
| 48. | 62  | - do -                                | - do -                | 2,6,10,14,18,<br>22,26,28,32,36,40,42,48,52<br>54,58&62=(17)          |
| 49. | 63  | - do -                                | - do -                | - do -                                                                |
| 50. | 64  | 4,12,16,24,30,38,44,50,56 & 64 = (10) | - do -                | - do -                                                                |
| 51. | 65  | - do -                                | - do -                | - do -                                                                |
| 52. | 66  | - do -                                | - do -                | 2,6,10,14,18,<br>22,26,28,32,36,40,42,48,52<br>54,58,62&66=(18)       |
| 53. | 67  | - do -                                | - do -                | - do -                                                                |
| 54. | 68  | - do -                                | - do -                | - do -                                                                |
| 55. | 69  | - do -                                | - do -                | 2,6,10,14,18,<br>22,26,28,32,36,40,42,48,52<br>54,58,62,66&68=(19)    |
| 56. | 70  | 4,12,16,24,30,38,44,50,56,64&70=(11)  | - do -                | - do -                                                                |
| 57. | 71  | - do -                                | - do -                | - do -                                                                |
| 58. | 72  | - do -                                | - do -                | - do -                                                                |
| 59. | 73  | - do -                                | - do -                | 2,6,10,14,18,<br>22,26,28,32,36,40,42,48,52<br>54,58,62,66,68&72=(20) |
| 60. | 74  | - do -                                | 8,20,34,46,60&74= (5) | - do -                                                                |
| 61. | 75  | - do -                                | - do -                | - do -                                                                |

|     |    |                                                   |                         |                                                                                      |
|-----|----|---------------------------------------------------|-------------------------|--------------------------------------------------------------------------------------|
| 62. | 76 | - do -                                            | - do -                  | 2,6,10,14,18,<br>22,26,28,32,36,40,42,48,52<br>54,58,62,66,68,72&76=(21)             |
| 63. | 77 | - do -                                            | - do -                  | - do -                                                                               |
| 64. | 78 | 4,12,16,24,30,38,<br>44,50,56,64,70&78=(12)       | - do -                  | - do -                                                                               |
| 65. | 79 | - do -                                            | - do -                  | - do -                                                                               |
| 66. | 80 | - do -                                            | - do -                  | 2,6,10,14,18,<br>22,26,28,32,36,40,42,48,52<br>54,58,62,66,68,72,76&80=(22)          |
| 67. | 81 | - do -                                            | - do -                  | - do -                                                                               |
| 68. | 82 | - do -                                            | - do -                  | - do -                                                                               |
| 69. | 83 | - do -                                            | - do -                  | - do -                                                                               |
| 70. | 84 | 4,12,16,24,30,38,<br>44,50,56,64,70,78&82 (13)    | - do -                  | 2,6,10,14,18,<br>22,26,28,32,36,40,42,48,52<br>54,58,62,66,68,72,76,80&84<br>(23)    |
| 71. | 85 | - do -                                            | - do -                  | - do -                                                                               |
| 72. | 86 | - do -                                            | - do -                  | - do -                                                                               |
| 73. | 87 | - do -                                            | 8,20,34,46,60,72,86 (7) | - do -                                                                               |
| 74. | 88 | - do -                                            | - do -                  | 2,6,10,14,18,<br>22,26,28,32,36,40,42,48,52<br>54,58,62,66,68,72,76,80,84&88<br>(24) |
| 75. | 89 | - do -                                            | - do -                  | - do -                                                                               |
| 76. | 90 | 4,12,16,24,30,38,<br>44,50,56,64,70,78,82&90 (14) | - do -                  | - do -                                                                               |
| 77. | 91 | - do -                                            | - do -                  | - do -                                                                               |

|     |     |                                                   |                             |                                                                                                     |
|-----|-----|---------------------------------------------------|-----------------------------|-----------------------------------------------------------------------------------------------------|
| 78. | 92  | - do -                                            | - do -                      | 2,6,10,14,18,<br>22,26,28,32,36,40,42,48,52<br>54,58,62,66,68,72,76,80,84,88<br>&92 (25)            |
| 79. | 93  | - do -                                            | - do -                      | - do -                                                                                              |
| 80. | 94  | - do -                                            | - do -                      | - do -                                                                                              |
| 81. | 95  | - do -                                            | - do -                      | 2,6,10,14,18,<br>22,26,28,32,36,40,42,48,52<br>54,58,62,66,68,72,76,80,84,88,<br>92&94 (26)         |
| 82. | 96  | - do -                                            | - do -                      | - do -                                                                                              |
| 83. | 97  | 4,12,16,24,30,38,<br>44,56,64,70,78,82,90&96 (15) | - do -                      | - do -                                                                                              |
| 84. | 98  | - do -                                            | - do -                      | - do -                                                                                              |
| 85. | 99  | - do -                                            | - do -                      | 2,6,10,14,18,<br>22,26,28,32,36,40,42,48,52<br>54,58,62,66,68,72,76,80,84,88,<br>92,94 98 (27)      |
| 86. | 100 | - do -                                            | 8,20,34,46,60,72,86&100 (8) | - do -                                                                                              |
| 87. | 101 | - do -                                            | - do -                      | - do -                                                                                              |
| 88. | 102 | - do -                                            | - do -                      | 2,6,10,14,18,<br>22,26,28,32,36,40,42,48,52<br>54,58,62,66,68,72,76,80,84,88,<br>92,94 98,&102 (28) |

|      |     |                                                                                |                                     |                                                                                                                   |
|------|-----|--------------------------------------------------------------------------------|-------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| 89.  | 103 | - do -                                                                         | - do -                              | - do -                                                                                                            |
| 90.  | 104 | 4,12,16,24,30,38,<br><sup>50</sup><br>44,56,64,70,78,82,90,96&104 (16)         | - do -                              | - do -                                                                                                            |
| 91.  | 105 | - do -                                                                         | - do -                              | - do -                                                                                                            |
| 92.  | 106 | - do -                                                                         | - do -                              | 2,6,10,14,18,<br>22,26,28,32,36,40,42,48,52<br>54,58,62,66,68,72,76,80,84,88,<br>92,94 98,102&106 (29)            |
| 93.  | 107 | - do -                                                                         | - do -                              | - do -                                                                                                            |
| 94.  | 108 | - do -                                                                         | - do -                              | - do -                                                                                                            |
| 95.  | 109 | - do -                                                                         | - do -                              | - do -                                                                                                            |
| 96.  | 110 | - do -                                                                         | - do -                              | 2,6,10,14,18,<br>22,26,28,32,36,40,42,48,52<br>54,58,62,66,68,72,76,80,84,88,<br>92,94 98,102,106 &108 (30)       |
| 97.  | 111 | 4,12,16,24,30,38,<br><sup>50</sup><br>44,56,64,70,78,82,90,96,104<br>&110 (17) | - do -                              | - do -                                                                                                            |
| 98.  | 112 | - do -                                                                         | - do -                              | - do -                                                                                                            |
| 99.  | 113 | - do -                                                                         | - do -                              | 2,6,10,14,18,<br>22,26,28,32,36,40,42,48,52<br>54,58,62,66,68,72,76,80,84,88,<br>92,94 98,102,106,108&112<br>(31) |
| 100. | 114 | - do -                                                                         | 8,20,34,46,60,72,86,100&<br>114 (9) | - do -                                                                                                            |
| 101. | 115 | - do -                                                                         | - do -                              | - do -                                                                                                            |
| 102. | 116 | - do -                                                                         | - do -                              | - do -                                                                                                            |
| 103. | 117 | 4,12,16,24,30,38,<br><sup>50</sup><br>44,56,64,70,78,82,90,96,104<br>&110 (18) | - do -                              | - do -                                                                                                            |

104. 118 - do -

- do -

2,6,10,14,18,  
22,26,28,32,36,40,42,48,52  
54,58,62,66,68,72,76,80,84,88,  
92,94 98,102,106,108,112&  
118 (32)

105. 119 - do -

- do -

- do -

106. 120 - do -

- do -

- do -

107. 121 - do -

- do -

2,6,10,14,18,  
22,26,28,32,36,40,42,48,52  
54,58,62,66,68,72,76,80,84,88,  
92,94 98,102,106,108,112&  
118&120 (33)

108. 122 - do -

- do -

- do -

109. 123 - do -

- do -

- do -

110. 124 4,12,16,24,30,38,  
44,50,56,64,70,78,82,90,96,104  
110,116&122 (19)

- do -

- do -

111. 125 - do -

- do -

2,6,10,14,18,  
22,26,28,32,36,40,42,48,52  
54,58,62,66,68,72,76,80,84,88,  
92,94 98,102,106,108,112&  
118,120&124 (34)

112. 126 - do -

- do -

- do -

113. 127 - do -

8,20,34,46,60,72,86,100&  
114 & 126 (10)

- do -

114. 128 - do -

- do -

2,6,10,14,18,  
22,26,28,32,36,40,42,48,52  
54,58,62,66,68,72,76,80,84,88,  
92,94 98,102,106,108,112&  
118,120,124&128 (35)

|      |     |                                                                                 |                                              |                                                                                                                                                  |
|------|-----|---------------------------------------------------------------------------------|----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
| 115. | 129 | - do -                                                                          | - do -                                       | - do -                                                                                                                                           |
| 116. | 130 | 4,12,16,24,30,38,<br>44,50,56,64,70,78,82,90,96,104<br>110,116,122&130 (20)     | - do -                                       | - do -                                                                                                                                           |
| 117. | 131 | - do -                                                                          | - do -                                       | - do -                                                                                                                                           |
| 118. | 132 | - do -                                                                          | - do -                                       | 2,6,10,14,18,<br>22,26,28,32,36,40,42,48,52<br>54,58,62,66,68,72,76,80,84,88,<br>92,94 98,102,106,108,112&<br>118,120,124,128&132 (36)           |
| 119. | 133 | - do -                                                                          | - do -                                       | - do -                                                                                                                                           |
| 120. | 134 | - do -                                                                          | - do -                                       | - do -                                                                                                                                           |
| 121. | 135 | - do -                                                                          | - do -                                       | - do -                                                                                                                                           |
| 122. | 136 | - do -                                                                          | - do -                                       | 3,7,11,13,15,21,25,27,31,35,39<br>41,47,51,53,57,61,65,67,71,75,<br>79,83,87,91,93,97,101,105<br>107,111,117,119,123,127,131<br>133&134 (37)     |
| 123. | 137 | 4,12,16,24,30,38,<br>44,50,56,64,70,78,82,90,96,104<br>110,116,122,130&136 (21) | - do -                                       | - do -                                                                                                                                           |
| 124. | 138 | - do -                                                                          | - do -                                       | - do -                                                                                                                                           |
| 125. | 139 | - do -                                                                          | - do -                                       | 3,7,11,13,15,21,25,27,31,35,39<br>41,47,51,53,57,61,65,67,71,75,<br>79,83,87,91,93,97,101,105<br>107,111,117,119,123,127,131<br>133,134&138 (38) |
| 126. | 140 | - do -                                                                          | 8,20,34,46,60,72,86,100&<br>114,126&140 (11) | - do -                                                                                                                                           |
| 127. | 141 | - do -                                                                          | - do -                                       | - do -                                                                                                                                           |
| 128. | 142 | - do -                                                                          | - do -                                       | - do -                                                                                                                                           |

|      |      |                                                                                         |                                                  |                                                                                                                                                             |
|------|------|-----------------------------------------------------------------------------------------|--------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 129. | 143  | - do -                                                                                  | - do -                                           | 3,7,11,13,15,21,23,27,31,35,39<br>41,47,51,53,57,61,65,67,71,75<br>79,83,87,91,93,97,101,105<br>107,111,117,119,123,127,131<br>133,134,138&142 (39)         |
| 130. | 144  | 4,12,16,24,30,38,<br>44,50,56,64,70,78,82,90,96,104<br>110,116,122,130,136&144 (22)     | - do -                                           | - do -                                                                                                                                                      |
| 131. | 145  | - do -                                                                                  | - do -                                           | - do -                                                                                                                                                      |
| 132. | 146  | - do -                                                                                  | - do -                                           | - do -                                                                                                                                                      |
| 133. | 147. | - do -                                                                                  | - do -                                           | 3,7,11,13,15,21,25,27,31,35,39<br>41,47,51,53,57,61,65,67,71,75<br>79,83,87,91,93,97,101,105<br>107,111,117,119,123,127,131<br>133,134,138,142&146 (40)     |
| 134. | 148  | - do -                                                                                  | - do -                                           | - do -                                                                                                                                                      |
| 135. | 149  | - do -                                                                                  | - do -                                           | - do -                                                                                                                                                      |
| 136. | 150  | 4,12,16,24,30,38,<br>44,50,56,64,70,78,82,90,96,104<br>110,116,122,130,136,144&148 (23) | - do -                                           | - do -                                                                                                                                                      |
| 137. | 151  | - do -                                                                                  | - do -                                           | 3,7,11,13,15,21,25,27,31,35,39<br>41,47,51,53,57,61,65,67,71,75<br>79,83,87,91,93,97,101,105<br>107,111,117,119,123,127,131<br>133,134,138,142,146&150 (41) |
| 138. | 152  | - do -                                                                                  | - do -                                           | - do -                                                                                                                                                      |
| 139. | 153  | - do -                                                                                  | - do -                                           | - do -                                                                                                                                                      |
| 140. | 154  | - do -                                                                                  | 8,20,34,46,60,72,86,100&<br>114,126,140&152 (12) | - do -                                                                                                                                                      |

|      |      |                                                                                                     |        |                                                                                                                                                                            |
|------|------|-----------------------------------------------------------------------------------------------------|--------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 141. | 155  | - do -                                                                                              | - do - | 3,7,11,13,15,21,25,27,31,35,<br>41,47,51,53,57,61,65,67,71,75,<br>79,83,87,91,93,97,101,105<br>107,111,117,119,123,127,131<br>133,134,138,142,146,150&154<br>(42)          |
| 142. | 156  | - do -                                                                                              | - do - | - do -                                                                                                                                                                     |
| 143. | 157  | 4,12,16,24,30,38,<br>44,50,56,64,70,78,82,90,96,104<br>110,116,122,130,136,<br>144,148&156 (24)     | - do - | - do -                                                                                                                                                                     |
| 144. | 158. | - do -                                                                                              | - do - | 3,7,11,13,15,21,25,27,31,35,39<br>41,47,51,53,57,61,65,67,71,75,<br>79,83,87,91,93,97,101,105<br>107,111,117,119,123,127,131<br>133,134,138,142,146<br>150,154&158 (43)    |
| 145. | 159. | - do -                                                                                              | - do - | - do -                                                                                                                                                                     |
| 146. | 160  | - do -                                                                                              | - do - | - do -                                                                                                                                                                     |
| 147. | 161  | - do -                                                                                              | - do - | - do -                                                                                                                                                                     |
| 148. | 162  | - do -                                                                                              | - do - | 3,7,11,13,15,21,25,27,31,35,39<br>41,47,51,53,57,61,65,67,71,75,<br>79,83,87,91,93,97,101,105<br>107,111,117,119,123,127,131<br>133,134,138,142,146<br>150,154,158&160(44) |
| 149. | 163. | - do -                                                                                              | - do - | - do -                                                                                                                                                                     |
| 150. | 164  | 4,12,16,24,30,38,<br>44,50,56,64,70,78,82,90,96,104<br>110,116,122,130,136,<br>144,148,156&162 (25) | - do - | - do -                                                                                                                                                                     |

|      |     |                                                                                                          |                                                          |                                                                                                                                                                                         |
|------|-----|----------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 151. | 165 | - do -                                                                                                   | - do -                                                   | 3,7,11,13,15,21,25,27,31,35,39<br>41,47,51,53,57,61,65,67,71,75,<br>79,83,87,91,93,97,101,105<br>107,111,117,119,123,127,131<br>133,134,138,142,146<br>150,154,158,160&164(45)          |
| 152. | 166 | - do -                                                                                                   | - do -                                                   | - do -                                                                                                                                                                                  |
| 153. | 167 | - do -                                                                                                   | 8,20,34,46,60,72,86,100&<br>114,126,140,<br>152&166 (13) | - do -                                                                                                                                                                                  |
| 154. | 168 | - do -                                                                                                   | - do -                                                   | - do -                                                                                                                                                                                  |
| 155. | 169 | - do -                                                                                                   | - do -                                                   | 3,7,11,13,15,21,25,27,31,35,39<br>41,47,51,53,57,61,65,67,71,75,<br>79,83,87,91,93,97,101,105<br>107,111,117,119,123,127,131<br>133,134,138,142,146<br>150,154,158,160,164&168(46)      |
| 156. | 170 | - do -                                                                                                   | - do -                                                   | - do -                                                                                                                                                                                  |
| 157. | 171 | 4,12,16,24,30,38,<br>44,50,56,64,70,78,82,90,96,104<br>110,116,122,130,136,<br>144,148,156,162 &170 (26) | - do -                                                   | - do -                                                                                                                                                                                  |
| 158. | 172 | - do -                                                                                                   | - do -                                                   | - do -                                                                                                                                                                                  |
| 159. | 173 | - do -                                                                                                   | - do -                                                   | 3,7,11,13,15,21,25,27,31,35,39<br>41,47,51,53,57,61,65,67,71,75,<br>79,83,87,91,93,97,101,105<br>107,111,117,119,123,127,131<br>133,134,138,142,146,150,154,<br>158,160,164,168&172(47) |
| 160. | 174 | - do -                                                                                                   | - do -                                                   | - do -                                                                                                                                                                                  |
| 161. | 175 | - do -                                                                                                   | - do -                                                   | - do -                                                                                                                                                                                  |

162. 176 - do -

- do -

3,7,11,13,15,21,23,27,31,35,39  
41,47,51,53,57,61,65,67,71,75  
79,83,87,91,93,97,101,105  
107,111,117,119,123,127,131  
133,134,138,142,146,150,154,  
158,160,164,165,172&174(48)

163. 177 - do -

- do -

- do -

164. 178 4,12,16,24,30,38,  
44,50,56,64,70,78,82,90,96,104  
110,116,122,130,136,  
144,148,156,162,  
170 & 176(27)

- do -

- do -

165. 179 - do -

- do -

- do -

166. 180 - do -

- do -

3,7,11,13,15,21,23,27,31,35,39  
41,47,51,53,57,61,65,67,71,75,  
79,83,87,91,93,97,101,105  
107,111,117,119,123,127,131  
133,134,138,142,146,150,154,  
158,160,164,165,  
172,174&173(49)

167. 181 - do -

8,20,34,46,60,72,86,100&  
114,126,140,  
152,166 & 180(14)

- do -

168. 182 - do -

- do -

- do -

169. 183 - do -

- do -

- do -

170. 184 - do -

- do -

3,7,11,13,15,21,23,27,31,35,39  
41,47,51,53,57,61,65,67,71,75  
79,83,87,91,93,97,101,105  
107,111,117,119,123,127,131  
133,134,138,142,146,150,154,  
158,160,164,165,  
172,174,178&182(50)

171 185 4,12,16,24,30,38,  
44,56,64,70,78,82,90,96,104  
110,116,122,130,136,  
144,148,156,162,  
170,176&184(28)

172 186 - do -  
173 187 - do -  
174 188 - do -

175 189 - do -  
176 190 - do -  
177 191 - do -

178 192 4,12,16,24,30,38,  
44,56,64,70,78,82,90,96,104  
110,116,122,130,136,  
144,148,156,162,  
170,176,184&190(29)

179 193 - do -

- do - - do -

- do -  
- do -  
- do -

- do -  
- do -  
- do -

- do -

- do - - do -

- do -  
- do -  
3,7,11,13,15,21,25,27,31,35,39  
41,47,51,53,57,61,65,67,71,75,  
79,83,87,91,93,97,101,105  
107,111,117,119,123,127,131  
133,134,138,142,146,150,154,  
158,160,164,168,  
172,174,178,182&186(51)  
- do -  
- do -  
3,7,11,13,15,21,25,27,31,35,39  
41,47,51,53,57,61,65,67,71,75,  
79,83,87,91,93,97,101,105  
107,111,117,119,123,127,131  
133,134,138,142,146,150,154,  
158,160,164,168,  
172,174,178,182,186&188(52)  
- do -

180. 194 - do -

8,20,34,46,60,  
72,86,100,  
114,126,140,  
152,166,  
180&192(15)

-do-

181. 195 - do -

- do -

3,7,11,13,15,21,25,27,31,35,39  
41,47,51,53,57,61,65,67,71,75,  
79,83,87,91,93,97,101,105  
107,111,117,119,123,127,131  
133,134,138,142,146,150,154,  
158,160,164,168,  
172,174,178,182,186,  
188&194(53)

182. 196 - do -

- do -

- do -

183. 197 - do -

- do -

- do -

184. 198 4,12,16,24,30,38,  
44,56,64,70,78,82,90,96,104  
110,116,122,130,136,  
144,148,156,162,  
170,176,184,190&196 (30)

-do-

- do -

185. 199 - do

- do -

- do -

186. 200 - do -

- do -

3,7,11,13,15,21,25,27,31,35,39  
41,47,51,53,57,61,65,67,71,75,  
79,83,87,91,93,97,101,105  
107,111,117,119,123,127,131  
133,134,138,142,146,150,154,  
158,160,164,168,  
172,174,178,182,186,  
188,194&198(54)

# DIRECT RECRUITMENT ON ALL INDIA BASIS BY OPEN COMPETITION

## Model Roster for cadre strength upto 14 posts

|       |                | Replacement No. |     |     |     |     |     |     |     |     |      |      |      |      |      |
|-------|----------------|-----------------|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|------|
| Cadre | Initial Rectt. | 1st             | 2nd | 3rd | 4th | 5th | 6th | 7th | 8th | 9th | 10th | 11th | 12th | 13th | 14th |
| 1.    | UR             | OBC             | UR  | SC  | UR  | OBC | UR  | ST  | UR  | OBC | UR   | SC   | UR   | UR   | OBC  |
| 2.    | OBC            | UR              | SC  | UR  | OBC | UR  | ST  | UR  | OBC | UR  | SC   | UR   | UR   | OBC  |      |
| 3.    | UR             | SC              | UR  | OBC | UR  | ST  | UR  | OBC | UR  | SC  | UR   | UR   | OBC  |      |      |
| 4.    | SC             | UR              | OBC | UR  | ST  | UR  | OBC | UR  | SC  | UR  | UR   | OBC  |      |      |      |
| 5.    | UR             | OBC             | UR  | ST  | UR  | OBC | UR  | SC  | UR  | UR  | OBC  |      |      |      |      |
| 6.    | OBC            | UR              | ST  | UR  | OBC | UR  | SC  | UR  | UR  | OBC |      |      |      |      |      |
| 7.    | UR             | ST              | UR  | OBC | UR  | SC  | UR  | UR  | OBC |     |      |      |      |      |      |
| 8.    | ST             | UR              | OBC | UR  | SC  | UR  | UR  | OBC |     |     |      |      |      |      |      |
| 9.    | UR             | OBC             | UR  | SC  | UR  | UR  | OBC |     |     |     |      |      |      |      |      |
| 10.   | OBC            | UR              | SC  | UR  | UR  | OBC |     |     |     |     |      |      |      |      |      |
| 11.   | UR             | SC              | UR  | UR  | OBC |     |     |     |     |     |      |      |      |      |      |
| 12.   | SC             | UR              | UR  | OBC |     |     |     |     |     |     |      |      |      |      |      |
| 13.   | UR             | UR              | OBC |     |     |     |     |     |     |     |      |      |      |      |      |
| 14.   | UR             | OBC             |     |     |     |     |     |     |     |     |      |      |      |      |      |

### Notes:-

- For cadres of 2 to 14 posts the roster is to be read from entry 1 under column Cadre Strength till the last post and then horizontally fill the last entry in the horizontal row i.e. like "L".
- All the posts of a cadre are to be earmarked for the categories shown under column initial Appointment. While initial filling up will be by the earmarked category, the replacement against any of the post in the cadre shall be by rotation as shown horizontally against the last post of the cadre.
- The relevant rotation by the indicated reserved category could be skipped and carried forward to next unreserved point ~~if~~ it leads to more than 50% representation of reserved category.



GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
(RAILWAY BOARD)

R.B. No. 114/97

No. 95-E(SCT)/1/49/5 (2)

New Delhi, dt. 21.8.97

The General Managers,  
All Indian Railways/Production Units (including CLW, DLW, ICF, RCF  
& WBAP)/MTP(Rlys.), Calcutta/CORE, Allahabad /GM(Const.),  
N.F.Rly.

OSDs: East Coast Zone, Bhubhaneshwar/North Central Zone,  
Allahabad /East Central Zone, Hazipur/ North-Western Zone,  
Jaipur/ South-Western Zone, Bangalore/ West-Central Zone,  
Jabalpur.

The C.A.O. DCW, Patiala.

The Director General, R.D.S.O., Lucknow, etc. (as per standard list)

Sub: Reservation rosters - posts based - Group 'C' and 'D'  
posts of promotion category. Implementation of the  
Supreme Court's judgement of R.K. Sabharwal Vs State of  
Punjab (AIR 1995 SC 1371), Union of India Vs. Virpal Singh  
Chauhan (AIR 1996 SC 442) and Union of India Vs.  
J.C. Malik.

Under the existing instructions, vacancy based rosters have  
been prescribed in order to implement the Government's policy  
relating to the reservation of jobs for the Scheduled Castes &  
Scheduled Tribes. The application of reservation on the basis of  
these rosters was called in the question before the courts. The  
Constitution Bench of the Supreme Court in the case of R.K.  
Sabharwal Vs. State of Punjab as well as Union of India Vs. J.C. Malik  
has held that the reservation of jobs for Backward Classes  
SC/ST/OBCs should apply to the posts and not to the vacancies.  
The Court further held that the vacancy based rosters can operate  
only till such time as the representation of the persons belonging to  
the reserved categories in a cadre reaches the prescribed

percentage of reservation. Thereafter, the rosters cannot operate and vacancies released by retirement, resignation, promotion etc., of the persons belonging to the general and the reserved categories are to be filled by the appointment of the persons from the respective category so that the prescribed percentage of reservation is maintained.

2. The Courts also held that persons belonging to reserved categories, who are appointed on the basis of merit and not on account of reservation—are not to be counted towards the quota meant for reservation.

3. With a view to bringing the policy of reservation in line with the law laid down by the Supreme Court, it has been decided that the existing 40 point vacancy based rosters of promotional categories shall be replaced by post based rosters. All the Zonal Railways, Production Units and Associated Offices of the Railway Board should therefore, prepare the rosters for Groups C and D posts based on principles elaborated in the Explanatory Notes given in Annexure-I and illustrated in the Model Roster as given in Annexure-II and Annexure III.

4. The principles for preparing the rosters elaborated upon in Explanatory notes are briefly recapitulated below:-

(a) The number of points in the roster shall be equal to the number of posts in the cadre. In case there is any increase or decrease in the cadre strength in future, the rosters shall be expanded or contracted correspondingly;

(b) Cadre, for the purpose of roster, shall mean a particular grade and shall comprise the number of the posts to be filled by a particular mode of recruitment in terms of the codal/manual provisions or Railway Board's instructions issued from time to time. Thus, in a cadre of, say, 200 posts where the recruitment rules prescribed a ratio of 50:50 for direct recruitment and promotion, 2 rosters—one for direct recruitment and another for promotion (where reservation in promotion applies) - each comprising 100 points shall be drawn up on the lines of the respective model rosters. The cadre also means the sanctioned temporary posts, workcharged posts, supernumerary posts, shadow posts etc. in the grade.

(c) Since, reservation does not apply to transfer on deputation/transfer where rules prescribed a percentage of posts to be filled by this method, such number of posts of the grade shall be excluded while preparing the rosters.

(d) In the small cadre upto '13' posts the method prescribed for preparation of rosters does not permit the reservation to be made for both categories- SC/ST. Therefore, enclosed roster (Annexure-III) for cadre strength upto 14 posts may be followed. The principles of operating the rosters has been detailed in the Explanatory Notes. The reservation even in single post have been held as constitutional and valid recently by the Hon'ble Supreme Court in the case of Union of India and others Vs Madhav s/o Gajanan Chauhan and others (JT 1996 (9) SC 320).

5. At the stage of initial operation of a roster it will be necessary to adjust the existing appointments in the roster. This will also help in identifying the excesses/shortage, if any, in respect of categories in the cadre. This will be done starting from the earliest appointment made and making appropriate remarks "utilised by SC/ST/ General", as the case may be, against each point in the rosters as explained in Explanatory Note appended to model rosters. In making these adjustments, the appointments of candidates belonging to the SC/ST which were made on merit (and not due to the reservation) are not to be counted towards reservation. In other words they are to be treated as general category appointments.

6. Excess, if any, would be adjusted through future appointments and the existing appointments would not be disturbed. (Akhil Bhartiya Soshit Karamchari Sangh & Others Vs. Union of India & Others - JT 1996 (8) SC 274).

7. While preparing post based rosters, care should be taken to ensure that reserve roster points are spread over evenly and not kept together as far as possible.

8. The existing instructions regarding single vacancy would not be applicable in the post based roster system.

9. Post reserved for SC/ST should not be dereserved and should be carried forward as per extant rules. The reserve posts may also continue to be exchanged between SCs and STs in the 3rd year of carry forward as per extant orders. Thus, there may be a situation where a SC may be occupying a post earmarked for STs and vice versa. When such a situation will arise, the combined reservation shall not exceed more than 22.5% However, whenever either Scheduled Caste(s) or Scheduled Tribe(s) is/are occupying

-4-

post(s) meant for the STs or SCs as case may be, the possibility of filling up of the post by SCs or STs, as the case may be, at the earliest opportunity, against a subsequent reserved post may be kept in view.

10. At any given point of time, the rule of maximum 50% quota will be followed on the cadre as a whole and not on the basis of individual recruitment where it may happen that all posts may be falling in share of SCs/STs due to the application of post based reservation as the posts may be vacated by these segments only.

11. SC/ST surplus staff adjusted in a new cadre against unreserved roster points will not be required to be adjusted against the reserved points; whereas if a reserved point is filled up by surplus staff appointee who has/have been the member of SC/ST the reserved point will be deemed to be consumed and adjusted against the reserved point in the new roster.

12. All Zonal Railways/ Production Units etc. are requested to initiate immediate action to prepare the roster and operate them according to these guidelines. The post based rosters will require concerned CPD's approval.

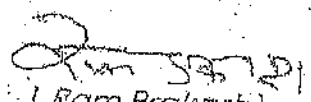
13. The existing orders on the subject are deemed to have been amended to the extent herein.

14. These orders shall take effect from 10.2.95.

Please acknowledge the receipt.

(Hindi version will follow)

DA: As above.

  
( Ram Prakash )  
Executive Director Estt. (Res.)  
Railway Board

Copy to CRB, FC, MM, MT, MS, ME, SECY, AM(S), AM(F), AM(MTP), AM(ELECT), DG(RHS), DG(RPF), AM(CE), AM(MEC.), AM(PU), AM(S&T), AM(COMM), AM(SAFETY), AM(TRAFFIC), AM(STORES), EDPA, EDE(IR), EDE, EDPC, EDE(G), EDA, EDE(T&MPP), EDW, EDE(N), DE(NG), DE(R), JDE(P&A), JDE(RRB), JDE(REP), DDE(REP)-I, II ; JDE(R)I, JDE(D&A), E(REP)I, II, III; Sec.(E) Sec.(ABE), E(NG)I&II, E(LR)I, II, III, IV, E(W), E(SCT)II, E(RRB), E(RB)I, II&IV Branches of Railway Board.

Annexure-I of letter No.95-E(SCT)/49/5(2) dated 2/8.97

#### EXPLANATORY NOTES:-

##### Principles for making & operating post based roster.

1. As hitherto, these rosters are only an aid to determine the entitlement of different categories with regard to the quota reserved for them.
2. The model rosters have been drawn up keeping in mind two fundamental principles - the reservation for the entitled categories is to be kept within the prescribed percentage of reservation as far as possible as the rounding off of fractions may cause variation. However the total reservation should in no case exceed 50% of the cadre.
3. There should be separate rosters for direct recruitment and for promotions where reservation in promotion applies.
4. The number of points in each roster shall be equal to the number of posts in a cadre.
5. While cadre is generally to be construed as the number of posts in a particular grade, for the purpose of preparation of roster, it shall comprise posts required to be filled by a particular mode of recruitment in terms of the codal/manual provisions or Railway Board's instructions issued from time to time. To illustrate, in a cadre comprising 200 posts, where the recruitment rules prescribe ratio of 50:50 for direct recruitment and promotions, the roster for direct recruitment shall have 100 points and that for promotion shall have 100 points - thus making a total of 200. The cadre also means the sanctioned temporary posts, workcharged posts, supernumerary posts, shadow posts etc. in the grade.
6. For making a post based roster, the first step is to calculate the reservation for each category separately on the basis of prescribed percentage. If the number of posts are coming in fraction number, they will be rounded off to a whole number and distributed on the roster points which should be spread over evenly as far as possible subject to the condition that total reservation in any case may not exceed 50% of the cadre posts as illustrated in the model roster of 15 posts to 200 posts. (Annexure-II)
7. Since reservation does not apply to transfer/transfer on deputation, where rules prescribe a percentage of posts to be filled by this method, the corresponding proportion of posts should be excluded while drawing up the rosters.

8. Whenever there is any increase or decrease in the cadre strength, the roster shall be correspondingly expanded or contracted. The same will also apply whenever there is a change in recruitment rules which affects the proportion of posts to be filled by a particular mode of recruitment.
9. The roster is to be operated on the principle of replacement and not as a "running account" as hitherto. In other words, the points at which reservation for different categories applies are fixed as per the roster and vacancies caused by retirement etc. of persons occupying those points shall be filled by appointment of persons of the respective categories.
10. While operating the roster, persons belonging to communities for whom reservation has been made, but who are appointed on merit and not owing to reservation, should not be shown against reserved points. They will occupy the unreserved points.
11. In the case of small cadres (upto 14 posts), all the posts shall be earmarked on the same pattern as in the Annexure-III. Initial Promotion against these posts shall be by the category for which the post is earmarked. Replacement of incumbents of posts shall be by rotation as shown horizontally against the cadre strength, as applicable. Railways and other units should also make their own rotational rosters for small cadres for which recruitments are made on local/regional basis i.e. for post of which starting grade is less than 1,400(RPS). While operating the relevant roster, care will have to be taken to ensure that on no occasion the percentage of reserved category candidates exceed 50%. If such a situation occurs at any time, the relevant reserved point occurring as a result of rotation will be skipped and carried forward to next unreserved point.

#### INITIAL OPERATIONS:-

1. At the point of initial operation of the roster, it will be necessary to determine the actual representation of the incumbents belonging to different categories in a cadre vis-a-vis the points earmarked for each category viz. SC/ST/OBC and General in the roster. This may be done by plotting the appointments made against each point of roster starting with the earliest appointee. Thus, if the earlier appointee in the cadre happens to be a candidate belonging to the Scheduled Castes, against point No.1 of the roster, the remark "utilised by SC" shall be entered. If the next appointee is a general category candidate, the remark "utilised by general category" shall be made against point No.2; and so on and so forth till all appointments are adjusted in the respective rosters. In making these adjustments, SC/ST/OBC candidates on merit, in direct recruitment, shall be treated as general category candidates.

2. After completing the adjustment as indicated above, a tally should be made to determine the actual percentages of representation of appointees belonging to the different categories in the cadre. If there is an excess representation of any of the reserved categories, or if the total representation of the reserved categories exceeds 50%, it shall be adjusted in the future recruitment. Vacancies arising from retirement etc. of candidates belonging to such categories shall be filled by appointment of candidates belonging to the categories to which the relevant roster points, against which the excesses occur, belong.

3. Since recruitment is generally vacancy based, it may happen that the actual number of promotees and direct recruits in the cadre does not correspond to the number of posts earmarked in the respective reservation roster. For the purpose of calculations of representation of reserved category in a cadre, total of promotees and direct recruits may be taken. Rectification of the representation as per prescribed percentage by the prescribed mode of recruitment at the earliest possible should however be the goal.

Annexure-II of letter No. 95-E(SCT)/49/5(2) Dt. 21.8.97

FOR PROMOTION POST BASED MODEL ROSTER FOR  
15 POSTS AND ABOVE FOR GROUPS C & D POSTS

| Sl.No. | Nucaber of<br>posts | Roster Points Reserved   |                  |
|--------|---------------------|--------------------------|------------------|
|        |                     | SCs                      | STs              |
|        |                     | 15%                      | 7.5%             |
| (1)    | (2)                 | (3)                      | (4)              |
| 1      | 15                  | 4 & 12 = (2)             | 8 (1)            |
| 2      | 16                  | - do -                   | - do -           |
| 3      | 17                  | 4, 12, 16 = (3)          | - do -           |
| 4      | 18                  | - do -                   | - do -           |
| 5      | 19                  | - do -                   | - do -           |
| 6      | 20                  | - do -                   | 8 & 20 = (2)     |
| 7      | 21                  | - do -                   | - do -           |
| 8      | 22                  | - do -                   | - do -           |
| 9      | 23                  | - do -                   | - do -           |
| 10     | 24                  | 4, 12, 16 & 24 = (4)     | - do -           |
| 11     | 25                  | - do -                   | - do -           |
| 12     | 26                  | - do -                   | - do -           |
| 13     | 27                  | - do -                   | - do -           |
| 14     | 28                  | - do -                   | - do -           |
| 15     | 29                  | - do -                   | - do -           |
| 16     | 30                  | 4, 12, 16, 24 & 30 = (5) | - do -           |
| 17     | 31                  | - do -                   | - do -           |
| 18     | 32                  | - do -                   | - do -           |
| 19     | 33                  | - do -                   | - do -           |
| 20     | 34                  | - do -                   | 8, 20 & 34 = (3) |
| 21     | 35                  | - do -                   | - do -           |

|     |    |                                |                   |
|-----|----|--------------------------------|-------------------|
| 22. | 36 | - do -                         | - do -            |
| 23. | 37 | - do -                         | - do -            |
| 24. | 38 | 4,12,16,24,30&38=(6)           | - do -            |
| 25. | 39 | - do -                         | - do -            |
| 26. | 40 | - do -                         | - do -            |
| 27. | 41 | - do -                         | - do -            |
| 28. | 42 | - do -                         | - do -            |
| 29. | 43 | - do -                         | - do -            |
| 30. | 44 | 4,12,16,24,30,38&44=(7)        | - do -            |
| 31. | 45 | - do -                         | - do -            |
| 32. | 46 | - do -                         | - do -            |
| 33. | 47 | - do -                         | - do -            |
| 34. | 48 | - do -                         | 8,20,34&46=(4)    |
| 35. | 49 | - do -                         | - do -            |
| 36. | 50 | 4,12,16,24,30,38,44&50=(8)     | - do -            |
| 37. | 51 | - do -                         | - do -            |
| 38. | 52 | - do -                         | - do -            |
| 39. | 53 | - do -                         | - do -            |
| 40. | 54 | - do -                         | - do -            |
| 41. | 55 | - do -                         | - do -            |
| 42. | 56 | - do -                         | - do -            |
| 43. | 57 | 50,                            | - do -            |
| 44. | 58 | 4,12,16,24,30,38,44&56=(9)     | - do -            |
| 45. | 59 | - do -                         | - do -            |
| 46. | 60 | - do -                         | - do -            |
| 47. | 61 | - do -                         | 8,20,34,46&60=(5) |
| 48. | 62 | - do -                         | - do -            |
| 49. | 63 | - do -                         | - do -            |
| 50. | 64 | 50,                            | - do -            |
|     |    | 4,12,16,24,30,38,44,56&64=(10) | - do -            |

|     |    |                                                   |                         |
|-----|----|---------------------------------------------------|-------------------------|
| 51. | 65 | - do -                                            | - do -                  |
| 52. | 66 | - do -                                            | - do -                  |
| 53. | 67 | - do -                                            | - do -                  |
| 54. | 68 | - do -                                            | - do -                  |
| 55. | 69 | - do -                                            | - do -                  |
| 56. | 70 | 4,12,16,24,30,38,44,50,56,64&70=(11)              | - do -                  |
| 57. | 71 | - do -                                            | - do -                  |
| 58. | 72 | - do -                                            | - do -                  |
| 59. | 73 | - do -                                            | - do -                  |
| 60. | 74 | - do -                                            | 8,20,34,46,60&74=(6)    |
| 61. | 75 | - do -                                            | - do -                  |
| 62. | 76 | - do -                                            | - do -                  |
| 63. | 77 | - do -                                            | - do -                  |
| 64. | 78 | 4,12,16,24,30,38,44,<br>50,56,64,70&78=(12)       | - do -                  |
| 65. | 79 | - do -                                            | - do -                  |
| 66. | 80 | - do -                                            | - do -                  |
| 67. | 81 | - do -                                            | - do -                  |
| 68. | 82 | - do -                                            | - do -                  |
| 69. | 83 | - do -                                            | - do -                  |
| 70. | 84 | 4,12,16,24,30,38,44,<br>50,56,64,70,78&82 (13)    | - do -                  |
| 71. | 85 | - do -                                            | - do -                  |
| 72. | 86 | - do -                                            | - do -                  |
| 73. | 87 | - do -                                            | 8,20,34,46,60,72,86 (7) |
| 74. | 88 | - do -                                            | - do -                  |
| 75. | 89 | - do -                                            | - do -                  |
| 76. | 90 | 4,12,16,24,30,38,44,<br>50,56,64,70,78,82&90 (14) | - do -                  |
| 77. | 91 | - do -                                            | - do -                  |
| 78. | 92 | - do -                                            | - do -                  |
| 79. | 93 | - do -                                            | - do -                  |

|      |     |                                                                     |                                     |
|------|-----|---------------------------------------------------------------------|-------------------------------------|
| 80.  | 94  | - do -                                                              | - do -                              |
| 81.  | 95  | - do -                                                              | - do -                              |
| 82.  | 96  | - do -                                                              | - do -                              |
| 83.  | 97  | 4,12,16,24,30,38,44,<br>50,56,64,70,78,82,90&96 (15)                | - do -                              |
| 84.  | 98  | - do -                                                              | - do -                              |
| 85.  | 99  | - do -                                                              | - do -                              |
| 86.  | 100 | - do -                                                              | 8,20,34,46,60,72,86&100 (8)         |
| 87.  | 101 | - do -                                                              | - do -                              |
| 88.  | 102 | - do -                                                              | - do -                              |
| 89.  | 103 | - do -                                                              | - do -                              |
| 90.  | 104 | 4,12,16,24,30,38,44,<br>50,56,64,70,78,82,90,96&104 (16)            | - do -                              |
| 91.  | 105 | - do -                                                              | - do -                              |
| 92.  | 106 | - do -                                                              | - do -                              |
| 93.  | 107 | - do -                                                              | - do -                              |
| 94.  | 108 | - do -                                                              | - do -                              |
| 95.  | 109 | - do -                                                              | - do -                              |
| 96.  | 110 | - do -                                                              | - do -                              |
| 97.  | 111 | 4,12,16,24,30,38,44,<br>50,56,64,70,78,82,90,96,104<br>&110 (17)    | - do -                              |
| 98.  | 112 | - do -                                                              | - do -                              |
| 99.  | 113 | - do -                                                              | - do -                              |
| 100. | 114 | - do -                                                              | 8,20,34,46,60,72,86,100,<br>114 (9) |
| 101. | 115 | - do -                                                              | - do -                              |
| 102. | 116 | - do -                                                              | - do -                              |
| 103. | 117 | 4,12,16,24,30,38,44,<br>50,56,64,70,78,82,90,96,104<br>110&116 (18) | - do -                              |

|      |     |                                                                                 |                                             |
|------|-----|---------------------------------------------------------------------------------|---------------------------------------------|
| 104. | 118 | - do -                                                                          | - do -                                      |
| 105. | 119 | - do -                                                                          | - do -                                      |
| 106. | 120 | - do -                                                                          | - do -                                      |
| 107. | 121 | - do -                                                                          | - do -                                      |
| 108. | 122 | - do -                                                                          | - do -                                      |
| 109. | 123 | - do -                                                                          | - do -                                      |
| 110. | 124 | 4,12,16,24,30,38,44,<br>50,56,64,70,78,82,90,96,104<br>110,116&122 (19)         | - do -                                      |
| 111. | 125 | - do -                                                                          | - do -                                      |
| 112. | 126 | - do -                                                                          | - do -                                      |
| 113. | 127 | - do -                                                                          | 8,20,34,46,60,72,86,100.<br>114 & 126 (10)  |
| 114. | 128 | - do -                                                                          | - do -                                      |
| 115. | 129 | - do -                                                                          | - do -                                      |
| 116. | 130 | 4,12,16,24,30,38,44,<br>50,56,64,70,78,82,90,96,104<br>110,116,122&130 (20)     | - do -                                      |
| 117. | 131 | - do -                                                                          | - do -                                      |
| 118. | 132 | - do -                                                                          | - do -                                      |
| 119. | 133 | - do -                                                                          | - do -                                      |
| 120. | 134 | - do -                                                                          | - do -                                      |
| 121. | 135 | - do -                                                                          | - do -                                      |
| 122. | 136 | - do -                                                                          | - do -                                      |
| 123. | 137 | 4,12,16,24,30,38,44,<br>50,56,64,70,78,82,90,96,104<br>110,116,122,130&136 (21) | - do -                                      |
| 124. | 138 | - do -                                                                          | - do -                                      |
| 125. | 139 | - do -                                                                          | - do -                                      |
| 126. | 140 | - do -                                                                          | 8,20,34,46,60,72,86,100<br>114,126&140 (11) |
| 127. | 141 | - do -                                                                          | - do -                                      |

|      |     |                                                                                                 |                                                  |
|------|-----|-------------------------------------------------------------------------------------------------|--------------------------------------------------|
| 128. | 142 | - do -                                                                                          | - do -                                           |
| 129. | 143 | - do -                                                                                          | - do -                                           |
| 130. | 144 | 4,12,16,24,30,38,44,<br>50,56,64,70,78,82,90,96,104<br>110,116,122,130,136&144. (22)            | - do -                                           |
| 131. | 145 | - do -                                                                                          | - do -                                           |
| 132. | 146 | - do -                                                                                          | - do -                                           |
| 133. | 147 | - do -                                                                                          | - do -                                           |
| 134. | 148 | - do -                                                                                          | - do -                                           |
| 135. | 149 | - do -                                                                                          | - do -                                           |
| 136. | 150 | 4,12,16,24,30,38,44,<br>50,56,64,70,78,82,90,96,104<br>110,116,122,130,136,144&148 (23)         | - do -                                           |
| 137. | 151 | - do -                                                                                          | - do -                                           |
| 138. | 152 | - do -                                                                                          | - do -                                           |
| 139. | 153 | - do -                                                                                          | - do -                                           |
| 140. | 154 | - do -                                                                                          | 8,20,34,46,60,72,86,100,<br>114,126,140&152 (12) |
| 141. | 155 | - do -                                                                                          | - do -                                           |
| 142. | 156 | - do -                                                                                          | - do -                                           |
| 143. | 157 | 4,12,16,24,30,38,44,<br>50,56,64,70,78,82,90,96,104<br>110,116,122,130,136,<br>144,148&156 (24) | - do -                                           |
| 144. | 158 | - do -                                                                                          | - do -                                           |
| 145. | 159 | - do -                                                                                          | - do -                                           |
| 146. | 160 | - do -                                                                                          | - do -                                           |
| 147. | 161 | - do -                                                                                          | - do -                                           |
| 148. | 162 | - do -                                                                                          | - do -                                           |
| 149. | 163 | - do -                                                                                          | - do -                                           |

|     |     |                                                                                                                |                                                                |
|-----|-----|----------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|
| 150 | 164 | 4,12,16,24,30,38,44,<br>50,56,64,70,78,82,90,96,104,<br>110,116,122,130,136,<br>144,148,156&162 (25)           | - do -                                                         |
| 151 | 165 | - do -                                                                                                         | - do -                                                         |
| 152 | 166 | - do -                                                                                                         | - do -                                                         |
| 153 | 167 | - do -                                                                                                         | 8,20,34,46,60,72,86,100,<br>114,126,140,<br>152&166 (13)       |
| 154 | 168 | - do -                                                                                                         | - do -                                                         |
| 155 | 169 | - do -                                                                                                         | - do -                                                         |
| 156 | 170 | - do -                                                                                                         | - do -                                                         |
| 157 | 171 | 4,12,16,24,30,38,44,<br>50,56,64,70,78,82,90,96,104,<br>110,116,122,130,136,<br>144,148,156,162 & 170 (26)     | - do -                                                         |
| 158 | 172 | - do -                                                                                                         | - do -                                                         |
| 159 | 173 | - do -                                                                                                         | - do -                                                         |
| 160 | 174 | - do -                                                                                                         | - do -                                                         |
| 161 | 175 | - do -                                                                                                         | - do -                                                         |
| 162 | 176 | - do -                                                                                                         | - do -                                                         |
| 163 | 177 | - do -                                                                                                         | - do -                                                         |
| 164 | 178 | 50,<br>4,12,16,24,30,38,44,56,64,70,78,<br>82,90,96,104 110,116,122,130,136,<br>144,148,156,162,170 & 176 (27) | - do -                                                         |
| 165 | 179 | - do -                                                                                                         | - do -                                                         |
| 166 | 180 | - do -                                                                                                         | - do -                                                         |
| 167 | 181 | - do -                                                                                                         | 8,20,34,46,60,72,86,100,<br>114,126,140,<br>152,166 & 180 (14) |
| 168 | 182 | - do -                                                                                                         | - do -                                                         |
| 169 | 183 | - do -                                                                                                         | - do -                                                         |
| 170 | 184 | - do -                                                                                                         | - do -                                                         |

|     |     |                                                                                                                      |                                                                 |
|-----|-----|----------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| 171 | 185 | 4,12,16,24,30,38,44,<br>50,56,64,70,78,82,90,96,104,<br>110,116,122,130,136,<br>144,148,156,162,<br>170,176&184(28)  | - do -                                                          |
| 172 | 186 | - do -                                                                                                               | - do -                                                          |
| 173 | 187 | - do -                                                                                                               | - do -                                                          |
| 174 | 188 | - do -                                                                                                               | - do -                                                          |
| 175 | 189 | - do -                                                                                                               | - do -                                                          |
| 176 | 190 | - do -                                                                                                               | - do -                                                          |
| 177 | 191 | - do -                                                                                                               | - do -                                                          |
| 178 | 192 | 4,12,16,24,30,38,44,50,56,64,70,78,<br>82,90,96,104,110,116,122,130,136,<br>144,148,156,162,170,176,184&190 (29)     | - do -                                                          |
| 179 | 193 | - do -                                                                                                               | - do -                                                          |
| 180 | 194 | - do -                                                                                                               | 8,20,34,46,60,72,86,100,<br>114,126,140,152,166,<br>180&192(15) |
| 181 | 195 | - do -                                                                                                               | - do -                                                          |
| 182 | 196 | - do -                                                                                                               | - do -                                                          |
| 183 | 197 | - do -                                                                                                               | - do -                                                          |
| 184 | 198 | 4,12,16,24,30,38,44,50,56,64,70,78,82,<br>90,96,104,110,116,122,130,136,144,<br>148,156,162,170,176,184,190&196 (30) | - do -                                                          |
| 185 | 199 | - do -                                                                                                               | - do -                                                          |
| 186 | 200 | - do -                                                                                                               | - do -                                                          |

Annexure III of Letter No. 95-ElSC/11/49/512 dated 21.8.97.

Model Roster for Promotion for cadre strength upto 14 posts

| Cadre    |         | Replacement No. |     |     |     |     |     |     |     |     |      |      |      |      |      |
|----------|---------|-----------------|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|------|
| Strength | Initial | App 1st         | 2nd | 3rd | 4th | 5th | 6th | 7th | 8th | 9th | 10th | 11th | 12th | 13th | 14th |
| 1.       | UR      | UR              | UR  | SC  | UR  | UR  | UR  | ST  | UR  | UR  | UR   | SC   | UR   | UR   | UR   |
| 2.       | UR      | UR              | SC  | UR  | UR  | UR  | ST  | UR  | UR  | UR  | SC   | UR   | UR   | UR   | UR   |
| 3.       | UR      | SC              | UR  | UR  | UR  | ST  | UR  | UR  | UR  | SC  | UR   | UR   | UR   | UR   | UR   |
| 4.       | SC      | UR              | UR  | ST  | UR  | UR  | UR  | SC  | UR  | UR  | UR   | UR   | UR   | UR   | UR   |
| 5.       | UR      | UR              | UR  | UR  | UR  | UR  | UR  | SC  | UR  | UR  | UR   | UR   | UR   | UR   | UR   |
| 6.       | UR      | UR              | ST  | UR  | UR  | UR  | SC  | UR  | UR  | UR  | UR   | UR   | UR   | UR   | UR   |
| 7.       | UR      | ST              | UR  | UR  | UR  | SC  | UR  | UR  | UR  | UR  | UR   | UR   | UR   | UR   | UR   |
| 8.       | ST      | UR              | UR  | UR  | SC  | UR  | UR  | UR  | UR  | UR  | UR   | UR   | UR   | UR   | UR   |
| 9.       | UR      | UR              | UR  | SC  | UR  | UR  | UR  | UR  | UR  | UR  | UR   | UR   | UR   | UR   | UR   |
| 10.      | UR      | UR              | SC  | UR  | UR  | UR  | UR  | UR  | UR  | UR  | UR   | UR   | UR   | UR   | UR   |
| 11.      | UR      | SC              | UR  | UR  | UR  | UR  | UR  | UR  | UR  | UR  | UR   | UR   | UR   | UR   | UR   |
| 12.      | SC      | UR              | UR  | UR  | UR  | UR  | UR  | UR  | UR  | UR  | UR   | UR   | UR   | UR   | UR   |
| 13.      | UR      | UR              | UR  | UR  | UR  | UR  | UR  | UR  | UR  | UR  | UR   | UR   | UR   | UR   | UR   |
| 14.      | UR      | UR              | UR  | UR  | UR  | UR  | UR  | UR  | UR  | UR  | UR   | UR   | UR   | UR   | UR   |

Notes:-

- For cadres of 2 to 14 posts the roster is to be read from entry 1 under column Cadre Strength till the last post and then horizontally till the last entry in the horizontal row i.e. like "L".
- All the posts of a cadre are to be earmarked for the categories shown under column initial Appointment. While initial filling up will be by the earmarked category, the replacement against any of the post in the cadre shall be by rotation as shown horizontally against the last post of the cadre.
- The relevant rotation by the indicated reserved category could be skipped and carried forward to next unreserved point if it leads to more than 50% representation of reserved category.

GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
(RAILWAY BOARD)

No. 2005-E(SCT)/I/25/14

New Delhi, dt. 16.11.2005

The General Managers(P),  
All Indian Railways and Production Units/including CORE/Allahabad, Metro Rly./ Kolkata  
N.F.Rly. (Cons)/Maligaon  
The Director General/ RDSO/Lucknow  
The CAO, DCW, Patiala  
The CAO: MTP(Rlys.), Mumbai and Chennai  
The Chairman, Railway Recruitment Board: Allahabad/Ahmedabad/Ajmer/Bangalore/  
Bhopal/Bhubaneswar/Kolkata/Chandigarh/Chennai/Gorakhpur/Guwahati/Jammu&Srinagar/  
Malda/Mumbai/Muzaffarpur/Patna/ Ranchi/ Secunderabad /Trivandrum  
The Director General, Railway Staff College, Vadodra  
The Director IRISST, Secunderabad/IRIMBE, Jamalpur/IRIEE, Nashik/IRICEN, Pune/  
IRCAMTECH, Gwalior.  
The Railway Liaison Officer, Jeevan Tara Building, Parliament Street, New Delhi  
The General Secretary, IRCA, New Delhi,  
The C.A.O. COFMOW, Rly. Offices Complex, Tilak Bridge, New Delhi-110002  
The Secretary, Railway Rates Tribunal (Chennai), 50 Mc. Nicholas Road, Chetpet, Chennai.  
The Exe. Director, CRIS, Safdarjang Rly. Stn. Building Chanakyapuri, New Delhi,  
The Director (Movement), Railways 17 N.S.Rd, Kolkata.  
The Joint Director, (Iron & Steel) 3 Kollaghat Street, Kolkata.  
The General Secretary, NFIR, 3 Chelmsford Road, New Delhi.  
The General Secretary, AIRF, 4 State Entry Road, New Delhi.  
All Members of National Council/Department Council and the Secretary of the Staff Side of  
the National Council, 13-C, Ferozeshah Road, New Delhi.  
All India SC/ST Railway Employees Association, 224/1 Railways Colony, Kishan Ganj  
Delhi-110007  
General Secretary, All India OBC Railway Employees Federation, 171/A-3, Basant  
Lane Railways Colony, New Delhi-55  
Indian Railway Promotee Officers Federation, Room No. 268 Rail Bhawan, New Delhi-1  
The Railway Board Ministerial Staff Association, Room No.7-B, Rail Bhawan, New Delhi-1  
Railway Board Class II Officers Association, Room No.521, Rail Bhawan, New Delhi-1  
Railway Board Class I Officers Association, Room No. 256-B, Railway Board, Rail  
Bhawan.  
Railway Board Class IV Staff Association, Room No. 7-C, Rail Bhawan, New Delhi-1  
The Managing Director, RITES/IRCON/CONCOR/KRCL/IRFC  
  
The Commanding Officers:  
No. 1 Bn/RPSE/Lumding (Assam)  
No. 2 Bn/RPSE/Gorakhpur UP)  
No. 3 Bn/RPSE/Talkatora, Alambagh, Lucknow  
No. 4 Bn /RPSE/P.P. Bhaktinagar/New Jalpaiguri (W.B.)

No. 5 Bn/RPSF/Tiruchirappalli (Tamil Nadu)  
No. 6 Bn/RPSF/Dayabasti, Delhi-36  
No. 7 Bn/RPSF/Maula Ali, Secunderabad  
No. 8 Bn/RPSF/ Technical Training Institute, Chittaranjan

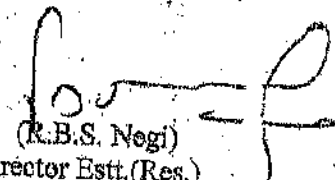
Sub.: Implementation of Post Based Rosters for promotion from Group 'C' to Group 'B' and within Group 'B' categories.

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The matter regarding adoption of Post Based Rosters for promotion from Group 'C' to Group 'B' and within Group 'B' categories had been under consideration of the Board since long. It has been decided that instructions as contained in Board's letter of No. 95-E(SCT)I/49/5(2) dated 21.08.1997 should also apply for promotions from Group 'C' to Group 'B' and within Group 'B' categories. Further instructions as regards fixation of cadre strength in Group 'B' will follow.

Please acknowledge receipt.

D.A: NII

  
(R.B.S. Negi)  
Director Estt.(Res.)

Copy to: Sr.PPSs. to CRB, FC, MS, MM, MT, MR, ML, Secretary(R.B.)  
PPSs. to Adv.(S), AM(F), AM(MTP), AM(Elect), AM(B), AM(CE),  
AM(Mech), AM(PU), AM(Sig), AM(Tele), AM(Com), AM(Traffic),  
AM(Stores), DG(RHS), DG(RPF), IG(RPSF), EDPA, EDE(IR), EDE(G),  
EDE, EDPC, EDA, EDE(T&MPP), EDF(B), EDW, EDE(N), DE(N),  
Dir(MPP), Dir(Trg), JDE(Res), JDE(Res)I, JDE(Gaz), JDE(GC),  
JDE(GP), JDE(RRB), JDE(Rep), JDE(P&A), DDE(Rep) I, II,  
JDE(D&A), E(RRB), E(Trg), E(Rep)I, II, III, Sec(E), Sec(ABE),  
E(NG)I, II, E(W), E(LR) I, II, III, IV, E(SCT)-II, E(RB)I, II, V, D  
E(GR)I, II, E(GP), E(GC) Branches of Railway Board.