

SENIORITY RULES

Seniority Rules are given in chapter III of IREM-Vol.I. Application of seniority rules will arise in cases of appointment, promotion, transfer, punishment, medical decategorisation and deployment of surplus staff etc.

Seniority in the initial Recruitment Grades I

Normally the seniority of the new entrant is decided by the date of entry in the grade of appointment and fixation of higher pay in the initial recruitment grade does not confer any right of acceleration in seniority. In cadres filled by both direct recruitment, and promotion the seniority is decided by the date of joining in the working post subject to the maintenance of inter se positions. When the date of joining of the new recruit(s) and promotee(s) happens to be the same they should be put in alternate positions, the promotee(s) being senior to the direct recruit(s) duly maintaining their inter se positions.

The candidates who are required to undergo training on their appointment to take up the working post their seniority will be decided based on their marks obtained in the training institutions. In the case where candidates from the same RRB batch were not sent for training in their turn due to administrative reasons their position / marks will be clubbed with the candidates of appropriate batch for determining their seniority.

When a candidate has not joined duty within a reasonable time allowed by the administration he is placed below all the candidates selected in the same examination and have joined already.

When confirmation is followed by a probationary period without break the date of appointment is the date of commencement of such probationary period. In respect of employees where the date of appointment to the grade is same, the date of entry into the grade next below determines the seniority. If both these dates are also the same then the date of entry in each lower grade in the order down to the lower grade determines the seniority. If these dates are also identical then the relative date of birth shall decide the seniority, the older person being senior.

Seniority on Promotion

Employees promoted earlier to higher grades shall be senior to those promoted later. In practice in the case of promotion to a non-selection post date of promotion / date of joining as the case may be decide the seniority. In case of promotion to a selection post the persons of an earlier panel rank senior to all those belonging to subsequent panel. Seniority on promotion is further subject to rules on regulation of seniority of the reserved community employee promoted by virtue of application of reservation rules ahead of senior general community employees. In the case of trade test an employee who fails in the earlier attempt ranks junior to the employees including his juniors who have been absorbed against regular vacancies.

Seniority on Transfer

The date of promotion or the date of appointment regulates seniority of the Railway servants transferred on administrative grounds. Railway servants transferred on mutual exchange from one cadre to another takes the seniority of the junior among them. Railway servants transferred

on their own request are placed below, to all existing confirmed, temporary and officiating Railway servants in the new cadre.

Seniority on Medical disablement

The disabled / medically decategorised Railway servants on absorption in alternative posts in equivalent grades are assigned seniority with reference to the length of service rendered by them in equivalent or corresponding grade before being declared medically unfit. However, it should be ensured that they are not kept above the erstwhile seniors if absorbed in the cadre from where they were promoted. The cases recommended by medical authorities for change of category on medical grounds are treated as staff transferred on their own request.

Seniority on Punishments

In Reduction to lower service, grade, post or time scale where the order imposing penalty does not specify the period of reduction coupled with an order declaring the Railway servant permanently unfit for promotion the question of repromotion or determination of seniority will not arise.

Where the period of reduction is not specified in the order imposing the penalty the Railway servant shall be deemed as reduced for an indefinite period (i.e.) till such time on the basis of his performance subsequent he is reconsidered for repromotion. On repromotion the seniority is determined by the date of repromotion. In all such cases person loses all his original seniority.

In case where the penalty has been ordered for a specific period the employee concerned should be repromoted automatically to the post from which he was reduced. In such case the seniority of the employee in the lower grade on reduction is fixed with reference to his position where he would have been but for the promotion to the high post or grade.

The seniority in the original service / post is determined in terms of the conditions of restoration. Where the reduction is not to operate to postpone future increments the Railway servant on repromotion is given the seniority / position where he would have been but for the penalty. Where the reduction is to operate to postpone future increments the Railway servant on repromotion is given the seniority / position by giving credit for the period of service rendered by him in the higher service prior to reduction.

When a Railway servant is reduced from a higher grade or post or service without any direction as to whether the period of penalty will operate to postpone future increments or not, it will be deemed as a penalty without the effect of postponing future increments. The seniority of the employee in the lower grade is fixed with reference to his position where he would have been but for the promotion to the high post or grade. The Railway servant on repromotion is given the seniority / position where he would have been but for the penalty.

