

WESTERN RAILWAY

P.S.No.71/2011

Headquarter Office,  
Churchgate, Mumbai-20

No. EP(Mech)/840/8/Psycho-Policy

Date: 17.06.2011

To,

All DRMs / CWMs & Units Incharge,

C/- Genl. Secy., WREU-GTR / WRMS-BCT.

C/- GS-All India SC/ST Rly Employees. Assn,'W' Zone, Mumbai

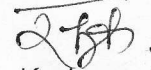
C/- GS-All India OBC Rly Empl. Assn, Mumbai.

Sub: Implementation of new procedure of Aptitude Test for in-service selection on Zonal Railways.

=====

A copy of new procedure for application of Aptitude test in Selection / Promotion to Safety Categories of staff on Indian Railways issued by Psycho Technical Directorate, RDSO/LKO vide their letter No.PT/PP/1-1-5 dated 05.05.2011 and received under Jr. Scientific Officer / Psychology's letter No.T5/WR/PS4/INS/5 dated 31.05.2011 is sent herewith for information, guidance and necessary action .

Encl: As above.



( S. Kademani )

Dy.CPO(HRD)

For General Manager(E)

Copy of Jr. Scientific Officer (Psychology), Western Railway's letter No.T5/WR/PSY/INS/5 dated 31.05.2011 addressed to CPO, Western Railway Headquarter, Mumbai.

Sub: Implementation of new procedure of Aptitude Test for in-service selection on Zonal Railways.

Ref: Executive Director / Traffic (Psych)/ RDSO /LKO's letter No.PT/PP/1.1.5 Dtd.05.05.2011.

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The new procedure for application of Aptitude Test in selection / promotion to safety categories of staff on Indian Railways has been issued by Psycho Technical Directorate, RDSO/LKO. This procedure order is implemented with immediate effect for subsequent in-service testing in future and superseding the procedure order which was in practice.

Please find the copy of new procedure enclosed herewith for your kind information and necessary action please.

DA: As above.

Tele : 91-0522-2450921 (Direct)  
: 91-0522-2451200 (PBX)  
: 91-0522-2450115(DID)  
Fax : 91-0522-2450921  
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भारत सरकार - रेल मंत्रालय  
अनुसंधान अभिकल्प और मानक संगठन  
लखनऊ - 226011  
Government of India-Ministry of Railways  
Research Designs & Standards Organisation  
Lucknow - 226011  
Dated: 05/05/2011

No.PT/PP/1.1.5

The Junior Scientific Officer/Psychology,  
Indian Railways.

Sub: Implementation of new procedure order for test content, test administration for in-service testing on Zonal Railways.

As discussed in the meeting and intimated earlier, the new procedure order for in-service testing has been prepared and is being issued on 4.5.2011 & 5.5.2011. The material contains a booklet of procedure order for in-service testing (in triplicate). The distribution of the copies will be one each for CPO, COM/Controlling officer and Scientific Officer for each zonal unit. The Junior Scientific Officers who are receiving this procedure order should ensure that the copies meant for CPO/COM are received properly. They will also ensure that sufficient number of photocopies of the procedure order are made and distributed to Sr. DPOs/DPOs in the division.

Along with that procedure order new set of test forms are also being given. Each packet contains 20 test booklets involving 4 different parallel forms in mixed condition and OMR sheets. Tests booklets will be used as per procedure laid down in the procedure order strictly.

One new application CD is also being distributed to the Scientific Officers/Psychology.

This procedure order is implemented with immediate effect for subsequent in-service testing in future and superseding the procedure order which was in practice.

In case you find any practical issue related to addition, revision, deletion of any process prescribed in the procedure order, you may send your suggestions within 15 days after receipt of this letter.

Encl: As above.

Copy to:

1. Director General/RDSO for kind information please.
2. Advisor/Safety, Railway Board, Railway Bhavan, New Delhi for kind information please.

(R.K. Lal)  
Executive Director/Traffic (Psych)

(R.K. Lal)  
Executive Director/Traffic (Psych)

*For official use only*  
केवल सरकारी प्रयोग हेतु



भारत सरकार  
GOVERNMENT OF INDIA  
रेल मंत्रालय  
MINISTRY OF RAILWAYS

भारतीय रेल के संरक्षा कोटि के कार्मिकों की चयन/पदोन्नति हेतु  
अभिक्षमता परीक्षण की प्रविधि

**PROCEDURE FOR APPLICATION OF APTITUDE TESTS IN  
SELECTION/PROMOTION TO SAFETY CATEGORIES OF  
STAFF ON INDIAN RAILWAYS**

2011  
May- 2011

अनुसंधान अभिकल्प और मानक संगठन  
Research Designs & Standards Organisation  
मानक नगर, लखनऊ - 226011  
MANAK NAGAR, LUCKNOW - 226011

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**PROCEDURE FOR APPLICATION OF APTITUDE TESTS IN SELECTION/  
PROMOTION TO SAFETY CATEGORIES OF IN-SERVICE STAFF ON INDIAN  
RAILWAYS**

**1 OBJECTIVE**

- 1.1 Aptitude tests have been prescribed for promotion/deployment to identified categories of posts, vide Board's letter No. E (NG)I/2002/PM1/31 dated 22.08.2003 and 29.03.2005 (Annexed), with a view to improve quality of personnel and operational safety. These tests aim at matching of employees with requirements of respective jobs in terms of basic skills, aptitudes and personality dispositions. This procedure aims at outlining the responsibility of various agencies involved in aptitude testing, viz. Zonal Railways, Regional Psycho-Technical Units and RDSO.

**2 SCOPE**

- 2.1 The aptitude tests are applicable at the stage of promotion/deployment as
- i) Assistant Station Master
  - ii) Assistant Loco pilot (Diesel/Electric)
  - iii) Motorman (EMU/MEMU/DMU), and
  - iv) At the time of deployment as drivers of High Speed trains running above 110 kmph.

**3 APPLICABILITY**

- 3.1 The Staff in categories mentioned at para 2.1(i) to (iii) will be required to qualify in the written test held as a part of the selection proceedings prior to appearing in the aptitude test.

**4 STATUS OF APTITUDE TESTS**

- 4.1 The aptitude test shall be in the nature of qualifying criteria, i.e., only those candidates, who secure minimum stipulated grades cut off as decided by RDSO, shall qualify for empanelment.
- 4.2 The marks obtained in written test, service records, etc. would be added to the marks obtained in Aptitude test to prepare a combined merit list, in which maximum marks would be 100. The ratio of written test marks to aptitude test marks shall be 80:20.
- 4.3 In terms of Railway Board's letter No. E(NG)I/85/PM2/12 dated 21.12.1992/08.01.1993 and E(NG)I/98/PM1/4 dated 13.07.1999, failure in psychological tests does not debar a candidate, from appearing in the psychological test once again. However, to offset the effect of memory a reasonable gap of six months or more may be given before the unsuccessful candidates are permitted to appear in psychological tests.

**5. APTITUDE TESTS TO BE USED IN SELECTION/PROMOTION'**

The Aptitude test batteries standardised by RDSO for respective categories shall be used in selection/promotion. RDSO may replace a test battery, in part or

full, for any category mentioned in Para 2.1, as and when considered necessary, as a result of further research or periodic reviews.

## **6. ADMINISTRATION OF APTITUDE TESTING PROGRAMME**

6.1 The responsibility of administering Aptitude test and their evaluation shall rest primarily with the Psycho-Technical Unit attached to Chief Operating Manager of the concerned Zonal Railway in co-ordination with Sr. DPO/DPO.

6.2 The testing of high speed train drivers will, however, be organised at nominated Zonal Railways (NR, ER, SR, WR) and RDSO. The railways catered by various testing centres for screening of high speed train drivers are indicated in Railway Board letter No2007/safety-I/28/3 dated 20.10.2008. The screening of high speed train drivers will be conducted on following the procedures, outlined in RDSO's letter No. PT/AP/4.1.1 Dated 26-03-2010. Computerised aptitude test for High Speed Drivers has been decentralised with following jurisdiction -:

S.No.	Location	Railways catered
1.	NR	NR,NWR
2.	SR	SR,SCR,SECR,SWR
3.	WR	WR,CR,WCR
4.	ER	ER,ECR,SER,NFR,EcoR
5.	RDSO	NCR.NER

6.3 The aptitude test shall be conducted by SSO/JSO associating an Assistant Officer (Committee Member) of the Division nominated by Sr.DPO/DPO. In case tests are being conducted at Zonal HQrs, COM/Competent authority may nominate an officer to serve as Committee Member. The programme of testing shall be chalked out by Sr. DPO/DPO who shall draw the merit list of the candidates who have cleared written test. The dates of testing and place may be fixed by SSO/JSO in coordination with Sr. DPO/DPO. RDSO shall be responsible for making necessary tests and manuals available, periodic monitoring of testing and follow-up research.

6.4 The sequence of activities involved in application of Aptitude tests and specific functions and responsibilities of various agencies involved in the process are indicated in paras 6.5 & 6.6.

### **6.5 Sequence of Activities**

- i) On finalisation of results of written examination, the concerned Sr.DPO/DPO will draw list of candidates eligible to appear in the aptitude test, chalk out a tentative programme for testing and indent service of SSO/JSO.
- ii) The Sr.DPO/DPO in consultation with COM or competent authority/SSO/JSO will finalised the dates and advise the Personnel Department accordingly. He will also nominate one Divisional Officer to serve on the Committee for the conduct of aptitude test and processing of results. In case testing is being conducted at zonal HQrs, if Sr.DPO/DPO is not able to nominate Committee Member due to unavoidable circumstances, COM/Competent authority will be requested to nominate one Committee Member for supervising the testing and result processing.

- iii) The Sr.DPO/DPO will depute one Group-C staff for verification of identity and obtaining attendance of the candidates.
- iv) SSO/JSO will organise hands-on-practice one day prior for the candidates before conducting aptitude tests.
- v) Before proceeding to conduct the test, the SSO/JSO shall collect the relevant answer sheets from stock already supplied to him/her by RDSO and the test battery as per the categories involved in the selection.
- vi) Four Forms of each test will be used in the testing. The Committee Member (Gazetted Officer) will draw out test booklets in required quantity. RDSO shall issue test booklet in such a way that all four forms are available in each test packet. The Committee Member shall distribute the test booklet to the candidates. The booklets should be distributed to the candidates in such a way that two adjoining candidates do not get the same test form. The Committee Member should not go through the contents of the test booklets during the testing session. The number of booklets taken out should be equal to the number of candidates. All un-circulated booklets should be kept under lock and key. After completion of the test, booklets shall be checked, counted, mixed and repacked in respective packets including the cancelled booklets. If the cancelled booklet comes out in the lottery (Randomly picking by committee member) then that booklet should be replaced with the booklet of the same form. If more than five booklets in the test packet are cancelled than the test packet should be treated as cancelled and replaced with another test packet. Same envelope can be used for repacking if it is in a good condition. After the testing session is over, booklets of all the tests shall be repacked jointly by SSO/JSO and Committee Member in their original envelope/wrapper or in a fresh cloth-lined envelope.
- vii) The test will be administered by the SSO/JSO as per the guidelines provided by RDSO. In a day, maximum 40 candidates, split in two batches of not more than 20 candidates each may be put to aptitude tests.
- viii) As soon as the tests for first session are over, the answer sheets shall be packed in an envelope and sealed using paper-seals bearing signatures of Committee Member and SSO/JSO.
- ix) The answer sheet shall be handed over to Sr. DPO/DPO/committee member for coding and coded sheets collected in a sealed cover before leaving for zonal HQrs.
- x) RDSO may depute their representative during testing for quality audit of Aptitude testing programme.
- xi) Results of Aptitude tests will be processed on the OMRs installed at the Zonal Railways.
- xii) At the time of processing of results, the answer sheets shall be opened in the presence of Committee Member who shall ensure that seals on the



packets are intact. The sheets will be scanned packet-wise. After the scanning of entire lot of answer sheets is over, the SSO/JSO shall randomly check correctness of five to six scanned sheets by tallying the marked responses with the data files.

- xiii) After processing of results is over, all the answer sheets will be sealed bearing signatures of the Committee Member and SSO/JSO. The used sheets shall be kept in a secure place till these are due for destruction.
  - xiv) The printout of results shall be taken in two copies. Each page of the result sheet shall be signed by Committee Members and SSO/JSO. A summary of results may be put up to COM/Competent authority for his/her information. One copy of the result will be sent to Sr. DPO/DPO in a sealed cover and the other copy will be kept for record by SSO/JSO. A soft copy of the marks file, on a CD ROM, shall be sent to RDSO for follow-up research.
  - xv) The finalisation of results shall not take more than a week after conduct of aptitude test. Any further delay should have approval of COM/controlling SAG officer.
  - xvi) RDSO shall arrange to make random surveillance checks on accuracy of result processed at Zonal Railways.
  - xvii) The used answer sheets shall be preserved by SSO/JSO for a period of six months from the date of finalisation of the results. After this period these may be destroyed after obtaining clearance from vigilance and approval of controlling office in due course. In case, there is any Court Case/RTI case or Vigilance inquiry pending against the selection, the sheets may be preserved till its finalisation.
- 6.6 The specific functions and responsibilities of various agencies involved in aptitude testing programmes are as follows:-

**(a) Functions and responsibilities of Chief Operating Manager or SAG officer nominated by COM at HQ**

- i) Exercise administrative control over and coordinate with various agencies.
- ii) Nominate Committee Members, in case testing is being conducted at zonal HQrs for supervising the testing and processing of result (As mentioned at para 6.5(ii)).
- iii) Period inspection of SSO/JSO office to check the status of upkeep of sensitive record and testing materials.

**(b) Functions and responsibilities of Sr. DPO/DPO**

- i) Draw the list of candidates to be put to aptitude test on the basis of written examination results seniority, qualifications. etc.
- ii) Intimate the schedule of selection programmes to COM or competent authority/SSO/JSO, well in advance indicating the category, number of candidates to be tested, etc.

- iii) Chalk out the programme of testing and issue intimation to candidates on receiving confirmation of dates from COM/SSO/JSO.
- iv) Arrange for suitable venue for administration of aptitude tests.
- v) Depute one staff from Personnel Department for verification of identity and obtaining attendance of the candidates.
- vi) Nominate a Committee Member for testing and result processing.

**(c) Functions and responsibilities of Zonal SSO/JSO**

- i) Administer aptitude tests on the candidates offered by the division after they qualify in written test for the categories mentioned in 2.1 in accordance with the guidelines issued by RDSO.
- ii) Fix the date for processing of results in consultation with the officer nominated for the purpose.
- iii) Score and evaluate answer sheets of candidates in presence Committee Member of in accordance with the norms and standards laid down for the purpose from time to time.
- iv) Make back-up of the data file before processing the result. Process the results after the correctness of the data entry and software has been verified. Scoring keys, wherever applicable and norms for evaluation of results shall remain in the custody of SSO/JSO. It will be the responsibility of SSO/JSO to update their schemes before processing the results. The processing of results shall be done by SSO/JSO in presence of Committee Member.
- v) Sign each page of the result. This shall be done jointly by SSO/JSO and the Committee Member.
- vi) Advise the results to the Division in a confidential cover after taking approval of competent authority.
- vii) Return the used material to RDSO to replenish the stock as and when required.
- viii) Ensure that the tests, when not in use are kept under lock and key and no one has access to these except the candidates at the time of taking the tests.
- ix) Packet containing tests should be properly sealed with overlapping signature on opening put jointly by JSO and Committee Members (as nominated by COM/Sr.DPO/DPO or the controlling officer).
- x) Preserve the answer sheets of candidates tested for a minimum period of 6 months from the date of declaration of the results. Computerised results shall, however, be preserved on a CD with a hard copy, for a minimum period of 5 years.



- xi) Maintain bio-data of the tested candidates for future reference and follow-up research.
- xii) Furnish score files of candidates for updating of norms and follow-up research to RDSO.
- xiii) Monthly report in prescribed proforma about the work done during the month.
- xiv) Administer trial tests separately or together with recruitment testing as required by RDSO from time to time as a part of on-going developmental work.

**(d) Functions and responsibilities of the Member of Committee**

- i) Ensure that seals on the test booklets are intact when these are opened at the venue of testing.
- ii) The Committee Member will draw out test booklet randomly in required quantity. The Committee Member shall distribute the booklet to the candidates.
- iii) Assist in supervision and invigilation during testing.
- iv) Verify that candidates have written their correct Roll numbers, Name, Test ID and Test code on their answer sheets and then put signatures on each answer sheets.
- v) The OMR sheets shall be coded by committee member to hide the identity of candidate. Detached portion shall be sealed in an envelop and handed over to Sr. DPO/DPO.
- vi) Check that prescribed time limits for various tests are being maintained.
- vii) Ensure that any unauthorised person is not handling the test booklets. As soon as the test is over the booklets shall be packed and sealed in envelop using paper seals duly signed by the Committee Member and SSO/JSO.
- viii) Assist in collection of answer sheets after completion of the tests.
- ix) Ensure that OMR answer sheets of the candidates are in a sealed condition before packets are opened for scanning on OMR.
- x) Carry out test checks as prescribed in para 6.5 (xii) at the time of processing the results.
- xi) Ensure that all used test forms are properly kept in the packet and sealed with joint signature.

**(e) Functions and responsibilities of R.D.S.O.**

- i) Make available test material, OMR answer sheets, and other related forms required for testing for the categories mentioned in Para 2.1 to Zonal Psycho-Technical Unit.
- ii) Provide new scanning applications, schemes, norms, time limit etc. for processing of results.
- iii) Design/Develop apparatus required in testing programmes. RDSO's role shall, however, be confined to advising Zonal Psycho-Technical Units the specifications of equipment and sources of availability. Procurement shall be made by Zonal Railways. Assistance of RDSO may, however, be availed for checks on specifications and reliability of equipment.
- iv) Organise orientation training of Senior Scientific Officers/Junior Scientific Officers and supporting technical staff of Zonal Railways in professional/technical aspects of aptitude testing and evaluation of results.
- v) Quality audit of aptitude testing programmes.
- vi) Submission of periodical appreciation reports on recruitment testing to Railway Board (Advisor/Safety and ED/RRB).
- vii) Periodic reviews of test batteries and follow-up research on the efficacy of aptitude test batteries with reference to validation criteria.

**7. APPLICATION OF NORMS AND STANDARDS IN EVALUATION OF PSYCHOLOGICAL TEST RESULTS**

- 7.1 Norms and standard as laid down from time to time shall be applied uniformly to all candidates for adjudging their suitability.
- 7.2 The cut-off for Tests are fixed on the basis of Normalized T-score. The Mean of normalised T-score is 50 and its SD is 10. The basic parameters required to calculate T-score are Mean and Standard Deviation calculated from normalized sample. The range of the T-score is 20 to 80. The formula to calculate T-score is:

$$Tscore = 50 + 10 \left( \frac{X - Mean}{SD} \right), \text{ where } x \text{ is candidate's score}$$

- 7.3 The T-score for dummy subject for a test can be calculated as follows:
- i) Dummy subject score in Test 1 = 20.
  - ii) Mean of Test 1 on normative sample = 14
  - iv) SD of Test 1 on normative sample = 3

$$Tscore = 50 + 10 \left( \frac{20 - 14}{3} \right) = 50 + 10(2) = 70$$

7.4 Calculation of composite score is as follows-

As weightage to aptitude score is 20, the composite score of a dummy subject can be calculated as follows:

- i) Composite T-score of a candidate having 5 tests in a battery is = 300.
- ii) The max T-score a candidate can obtain having 5 tests in a battery is  $(80 \times 5) = 400$ .

iii) The composite score out of 20 is:

\*Out of 400 Max. T-score candidate scored = 300

\*out of 20 score will be  $= \frac{300 \times 20}{400} = 15$

7.5 Information regarding the norms and cut-off marks of the aptitude tests are not publicly available. However, in case of any query arising under RTI Act, the same information may be provided to the applicant under RTI by Chairman or PIO designated of RRB. Queries pertaining to such information may not be referred to RDSO.

## **8. APPEALS AGAINST APTITUDE TEST RESULTS**

8.1 No appeal shall normally lie against the results of aptitude test. However, specific complaints may be enquired into by the competent authority.

8.2 Wide publicity among staff should be ensured by Divisional and HQ officers and scientific officers (Psychology) about the exclusive website of Psycho-Technical Directorate 'irptd.org'.

(Issued under the authority of Railway Board's letter No. E(NG)I/2000/PM1/31 dated 29.7.2004)

GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
(RAILWAY BOARD)

No. E(NG)/2002/PM1/31

New Delhi, 22-08-2003

The General Managers,  
All Indian Railways.

Sub: **Psychological Test in Departmental selections.**

In terms of this Ministry's letter No. E(NG)/92/PM1/22 dt. 26.09.94, the serving staff are required to be subjected to psycho-test at the stage of promotion to the post of Switchman, ASM, Diesel/Elec. Asstts., Goods Driver, Motorman and at the stage of deployment of Drivers on Rajdhani/Shatabdi Express trains. In this Ministry's letter No. E(NG)/98/PM1/4 dt. 13.07.99 it was clarified that psycho test wherever prescribed will be of qualifying nature and part of the selection meaning thereby that a person who fails in the psycho test is not eligible to be included in the panel.

2. The scope of Psycho Test and its effect on the eligibility of staff for empanelment have been considered by a high level Committee. The recommendations of the Committee have been considered by the Board and following decisions have been taken:-

(i) The Psycho Test should henceforth be called as 'Aptitude Test'.

So far as in-service employees are concerned, the Aptitude test will now be applicable at the stage of promotion as ASM, Diesel/Elec. Asstts. and Motorman (EMU/ MEMU/ DMU) and at the stage of deployment of Drivers on high speed trains running above 110 kmph. While the Aptitude test need not be given to Drivers of Rajdhani/Shatabdi Express trains running at lower speeds, the Drivers for deployment on non-Shatabdi/Rajdhani trains also running over 110 kmph should be subjected to the Aptitude Test.

(iii) The Aptitude test should be given a weightage of 20% in the selection for promotion as ASM, Diesel/Elec. Asstt. and Motorman and should be integrated in the selection proceedings. In other words, the Aptitude test will no more be of qualifying nature.

....2/-



2.1. It has been decided further that weightage of 20 marks, that is required to be given to Aptitude test in the selection for promotion to the above categories should be given in lieu or by bifurcating the heading/marks under the heading Personality, address, leadership and academic/technical qualifications. Accordingly in the case of selection for promotion as ASM and Diesel/Elec. Assts. covered by procedure laid down for general (selection) posts, the existing heading "Personality, address, leadership and academic/technical qualifications should be bifurcated as under:-

	<u>Max. Marks</u>	<u>Qualifying Marks</u>
i) Academic/technical qualifications.....	10	Nil
ii) Aptitude Test.....	20	Nil


In the case of selection for promotion as Motorman the existing heading "Personality, address, leadership and academic/technical qualifications should be deleted and substituted by the following:-

	<u>Max. Marks</u>	<u>Qualifying Marks</u>
"Aptitude Test .....	20	Nil

3. It has also been decided that only the staff who clear the written test held as part of the selection should be subjected to Aptitude Test.

4. The Indian Railway Establishment Manual should also be amended as in the ACS No. 149 enclosed.

Please acknowledge receipt.

  
**(J.S. Gusain)**  
 Joint Director, Estt.(N)  
 Railway Board

Encl: As above.



INDIAN RAILWAY ESTABLISHMENT MANUAL, VOLUME I, 1989 EDITION

Section 'B', Chapter II – Promotion of Group 'C' Staff

Advance Correction Slip No. 149

I. Insert the following as Note (v) after the existing Note (iv) below the existing para 219 (g):

"(v) in the case of **selection** for promotion as Motorman, substitute the following for the existing heading 'Personality, address, leadership and academic/technical qualifications' in the table below para 219 (g):-

	<u>Max. Marks</u>	<u>Qualifying Marks</u>
" Aptitude test	20	Nil

II. Insert the following as Note (iv) after the existing Note below para 219(j):

"(iv) In the case of **selection** for promotion to the post of Diesel/Elect. Asstts. and ASMs, the heading (2) above shall be bifurcated as under:-

	<u>Max. marks</u>	<u>Qualifying marks</u>
(a) Academic/ Technical Qualifications -	10	Nil
(b) Aptitude Test -	20	Nil

(Authority: Ministry of Railways letter No. E(NG)/2002/PM1/31 dt. 22-08-2003)

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Government of India/Bharat Sarkar  
Ministry of Railways/Rail Mantralaya  
(Railway Board)

No.E(NG)-2002/PM1/31

.....  
New Delhi, dated 29-03-2005

The General Managers(P),  
All Indian Railways,  
(As per standard list).

**Sub:-Psychological Test in departmental selections.**


As the Railways are aware in terms of instructions contained in this Ministry's letter of even number dt.22.08.2003, Psychological Test renamed as Aptitude Test has been given a weightage of 20% in the departmental selections for promotion as ASM, Dsl./Elec. Asstts. and Motorman and has been integrated in the selection proceedings with the stipulation that the Aptitude Test is not of qualifying nature.

2. The Advisory Committee constituted by the Ministry of Railways to inter-alia advise and guide the Psycho Technical cell of RDSO in the area of Aptitude Tests has recommended that the Railways may switch back to the old system of multiple cut off and qualifying status for Aptitude Test with the existing system of adding marks of aptitude test with written examination continuing for deciding the eligibility for empanelment amongst those candidates who score the minimum cut-off marks and above in all the sub tests of the Aptitude Test. This has been considered by the Board and the recommendations of the Advisory Committee accepted. The minimum cut-off marks will be as may be decided by RDSO.

3. The IREM, Vol.I,1989 is accordingly amended as in the ACS No. 171 enclosed.

4. Please acknowledge receipt.

Encl: ACS No. 171.

  
(J. S. Gusain)  
Director Estt.(N)  
Railway Board.

---2/-

**VOLUME – I, 1989 Edition**

**Chapter-II, Section-B, Rules governing promotion of Group 'C' staff**

**Advance Correction Slip No.171**

- I. In the existing Note(v) below para 219(g) for the qualifying marks "NIL" substitute the words "Minimum cut-off as may be decided by RDSO".
  
- II. In the existing Note(ii) below para 219(j) against Item(b) for the qualifying marks "NIL" substitute the words "Minimum cut-off as may be decided by RDSO".

(Authority: Railway Board's letters No. E(NG)I-2002/PM1/31  
dt.09.09.2003 & dt. 29.03.2005.)"