

GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
(RAILWAY BOARD)

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RBE NO.: 52/2014

No.E(GP) 2013/2/24

New Delhi, dt: 21.05.2014

The General Managers,  
All Indian Railways and Production Units.


**Sub:** Syllabi for professional papers for 70% Selection and 30% LDCE for promotion to Group 'B' posts of APO in Personnel Department of Railways/ Production Units.

**Ref:** Railway Board's letter No. E(GP) 80/2/75 dated 27.02.81 & E(GP) 86/2/61 dated 15.02.91

Revised syllabi for professional papers for 70% Selection and 30% Limited Departmental Competitive Examination (LDCE) for promotion from Group 'C' to Group 'B' posts in Personnel Department of Railways/Production Units is enclosed for guidance. This may be given wide publicity and circulated amongst the eligible candidates.

2. The revised syllabi shall be effective from the date of issue of this letter. However, Selections and LDCEs for which written examinations have already been held or which are under process, need not be disturbed.
3. Please acknowledge receipt.

Encl: As above

  
(ASHOK KUMAR)  
DIRECTOR, ESTT.(GC)  
RAILWAY BOARD


RBE-2014

No.E(GP) 2013/2/24

New Delhi, dt: 21.05.2014

Copy for information and necessary action to

- (1) The Director General & ex-officio General Manager, R.D.S.O., Lucknow.
- (2) The CAO, DMW, Patiala
- (3) The CAO, MTP (Rlys.), Mumbai and Chennai
- (4) The Chairman, Railway Recruitment Board:  
Allahabad/Ahmedabad/Ajmer/Bangalore/Bhopal/Bhubaneshwar/Kolkata/  
Chandigarh/Chennai/Gorakhpur/Guwahati/Jammu&Srinagar/Malda/  
Mumbai/Muzaffarpur/Patna/Ranchi/Secunderabad/Trivendrum.
- (5) The Director, NAIR, Vadodara.
- (6) The Director, IRISSET, Secunderabad/ IRIMEE, Jamalpur/ IRIEE, Nasik/ IRICEN,  
/ IRCAMTECH, Gawalior.
- (7) The Railway Liaison Officer, Jeevan Tara Building, Parliament Street, New Delhi.
- (8) The General Secretary, IRCA, New Delhi.
- (9) The C.A.O, COFMOW, Rly. Offices Complex, Tilak Bridge, New Delhi-  
110002.
- (10) The Secretary, Railway Rates Tribunal (Chennai), 50 MC.Nichola Road,  
Chetput, Chennai.
- (11) The Exec.Director, CRIS, Safdarjung Rly.Stn.Building, Chanakyapuri, New  
Delhi.
- (12) The Director (Movement), Railways 17 N.S.Road, Calcutta.
- (13) The Joint Director (Iron & Steel) 3 Koilaghat Street, Calcutta.

  
(ASHOK KUMAR)  
DIRECTOR, ESTT.(GC)  
RAILWAY BOARD

No.E(GP) 2013/2/24

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Copy forwarded to:

1. The General Secretary, All Indian Railwaymen Federation, Room No. 253, Rail Bhavan, New Delhi (35 copies)
2. The General Secretary, National, Federation of Indian Railwaymen, Room No. 256-E, Rail Bhavan, New Delhi (35 copies)
3. All Members, Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozshah Road, New Delhi (90 spares)
4. The Secretary General, Federation of Railway Officers Association, Room No. 256-A, Rail Bhavan, New Delhi (5 spares)
5. The Secretary General, Indian Railway Promotee Officers Association, Room No. 268, Rail Bhavan, New Delhi (35 spares)
6. The General Secretary, All India RPF Association, Room No. 549, Rail Bhavan, New Delhi-110001.
7. Railway Board Secretariat Staff Association.



For Secretary/Railway Board

Copy to:

PSs to MR, MSR (K), MSR (A)

Sr.PPSs to CRB, FC, MS, MM, MT, ML, ME

PPSs to Secretary, DG/RHS, DG/RPF

PPSs to all Addl. Members.

Dy. C&AG(Railways), Room No. 222, Rail Bhawan.

PSs to Adviser(Staff), Adv.(Vig.), , EDE, EDA, EDE(N), EDE(Res), JS, JS(E), JS(G), ED(E&R), EDE(GC), EDV(E), ED(Signal), EDV(S), EDF(E), ED(T&MPP), EDE(RRB), EDPC-I, DV(P), DE(L), DE(Res), DE(G), D(IH), JD(MPP), JDE(R)I&II, JDE(Rep)I&II, JDE(D&A), JDE(P&A), DPCI&II, JDE(L), JDE(N), JDE(N)II, JDE(N)III, DDF(E)I, DDF(E)VI, DDV(A&P), E(NG)I, E(O)III, DDRS(G), DDE(LR)I, Sec(E), PC-III, IV & V, E&R, E(Trg.), E(MPP), V(SS), E(SCT)I&II.

भारत सरकार  
रेल मंत्रालय  
(रेलवे बोर्ड)

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आरबीई सं.: /2014

सं. ई(जीपी)2013/2/24

नई दिल्ली, दिनांक: 21.05.2014

महाप्रबंधक,

सभी भारतीय रेलें और उत्पादन इकाइयां।

विषय: रेलों/उत्पादन इकाइयों के कार्मिक विभाग में एपीओ के ग्रुप 'बी' पदों पर 70% चयन से तथा 30% सीमित विभागीय प्रतिस्पर्धात्मक परीक्षा से पदोन्नति हेतु व्यावसायिक पेपरों के लिए पाठ्यक्रम।

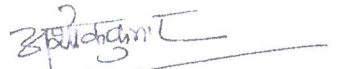
संदर्भ: रेलवे बोर्ड का दिनांक 27.02.81 का पत्र सं. ई(जीपी) 80/2/75 एवं दिनांक 15.02.91 का पत्र सं. ई(जीपी)86/2/61

रेलों/उत्पादन इकाइयों के कार्मिक विभाग में ग्रुप 'सी' पदों से ग्रुप 'बी' पदों पर 70% चयन से तथा 30% सीमित विभागीय प्रतिस्पर्धात्मक परीक्षा से पदोन्नति हेतु व्यावसायिक पेपरों के लिए संशोधित पाठ्यक्रम मार्गदर्शन हेतु संलग्न है। इसका व्यापक प्रचार किया जाए और पात्र उम्मीदवारों में इसे परिपत्रित किया जाए।

2. संशोधित पाठ्यक्रम इस पत्र के जारी होने की तारीख से प्रभावी होगा। बहरहाल, चयन और सीमित विभागीय प्रतिस्पर्धात्मक परीक्षाएं, जिनके लिए पहले से ही लिखित परीक्षाएं हो चुकी हों अथवा जो प्रक्रियाधीन हों, को रोकने की आवश्यकता नहीं है।

3. कृपया पावती दें।

संलग्नक: यथोक्त

  
(अशोक कुमार)

निदेशक, स्थानना (जीसी)  
रेलवे बोर्ड

**SYLLABUS FOR 30% LIMITED DEPARTMENTAL COMPETITIVE EXAMINATION (LDCE) FOR PROMOTION TO GROUP 'B' POST OF APO IN PERSONNEL DEPARTMENT.**

**PAPER-1**

**Part I:**

**50 Marks**

Official Language  
General Knowledge

**Part II:**

Professional Subject

**100 Marks**

1. Constitutional Provision of Right to Employment under Article 16 & 17 of the Constitution of India.

2. Manpower planning & Recruitment:

(a) Manpower planning, surrender and creation of posts, work charged posts, temporary posts, supernumerary posts, vacancy bank etc. Zero-based calculation of requirement/creation.

(b) Recruitment:

(i) Recruitment at various levels and methods of recruitment:

- Functioning of Railway Recruitment Boards.
- Recruitment at Zonal Railways including recruitment of artisan staff. Concept of Lead period, normal attrition while placing indent.
- Railway Recruitment Cell (RRC) - role and functions.
- Appointment as Bungalow peon, land losers, compassionate ground appointments.
- Liberalized Active Retirement Scheme for Guaranteed Employment for Safety Staff (LARGESS).

(ii) Recruitment to various Group 'A' Railway Services.

(iii) Direct recruitment quota as well as quota for recruitment for intermediate grades.

(iv) Reservation in recruitment, horizontal and vertical reservation, reservation roasters etc.

(c) Apprentices Act, 1961 and its Implementation.

- (d) Absorption of medically de-categorized staff in alternative posts.
- (e) Concept of Deputation, Foreign Service etc. and its impact on Pension, Foreign Service Contribution.

### 3. Training and Development:

- a. Basic concept of training and human resource development.
- b. Training and Development of Railway employees.
  - i. Training of Group C employees.
  - ii. Functioning of Zonal Training Schools and other training institutions.
  - iii. Training of Gazatted Officers in Railways as well as non-Railways institutions.
  - iv. Various Railway Training Institutes like NAIR, IREEN etc.
- c. Future developments in Railways, the changing roles of Railway personnel and the need for on the job training, multi skilling etc.

### 4 Pay and Allowances:

- a. Computerization of Pay Bill, AFRES, I-Pass Concept
- b. Pay in the Government i.e. Pay bands, Grade pay etc.
- c. Principles of pay fixation in case of appointment and promotion. Pay fixation in case of functional and non functional promotions etc.
- d. Instances of pay protection etc. Fundamental Rule (FR) & Fixation.
- e. Various allowances admissible to the Railway employees including allowances to the running staff.

### 5. Seniority and Promotion:

- a. Rules regulating determination of seniority and procedure for promotion against selection and non-selection posts.
- b. Provision of reservation for Schedule Caste and Scheduled Tribe employees. Maintenance of various reservation rosters.
- c. Relaxations available to SC/ST candidates for promotion in safety and non-safety category posts and procedure for de-reservation of posts.
- d. Performance appraisal – APAR, procedure, maintaining of records, communication of adverse comments etc. Impact of Vigilance investigation during and after Selection.
- e. NBR, sealed cover procedure etc.

- 6. Organization and Role of Personnel Department, its functions and objectives, Schedule of Powers in Establishment Matters. Maintenance of records-Service Registers, Personal Files and preparation of claims- Pay Bill, etc. Computerization of records and personnel management functions (Human Resource Management System)

- benefits, challenges and implementation. Computerisation of official record and its retrieval.

7. Loans and various advances admissible to the Railway employees and conditions thereof, PLB, TA rules etc.

8. Disciplinary & Appeal Rules (1968), Railway Services Conduct Rules (1966) & Schedule of Disciplinary Powers. Various judgements of Supreme Court on D&AR (1966) and Railway Services Conduct Rules(1966)

9. Pass Rules.

10. **Retirement benefits:**

a. Pension Rules (new and old), Provident fund rules, Leave encashment rules, Gratuity rules etc.

b. Retirement benefits under different circumstances (superannuation, voluntary retirement, resignation, dismissal, technical resignation etc).

c. Impact of Disciplinary & Appeal Rules, penalties etc on retirement benefits.

d. Pension adalats, timely settlement and Redressal of grievances related to settlement.

e. Retirement benefits under Provident Fund & Pension rules and Schemes of Financial Settlement.

11. Leave Rules and joining time.

12. Reimbursement of tuition fees and legal expenses.

13. Medical assistance to Railway employees and retired Railway employees. RELHS & its membership.

14. Various Industrial & Labour Laws: Industrial Dispute Act, Payment of Wages Act: Contract Labour Regulation and Abolition Act: Trade Union Act, Factories Act etc.

**PAPER-II**

**Part I:**

**50 Marks**

Establishment Rules &  
Financial Rules

**Part II:**

**100 Marks**

Professional Subject

1. Recognition of Trade Unions and dealing with unrecognized Trade Unions/Associations Industrial disputes, their causes, strikes, lockouts, layoffs, provisions of Industrial Disputes Act and functions of Labour Enforcement Officers and Labour courts.
2. Labour legislations viz, Factories Act, its applicability to Workshops and other Railway establishments, Special Rules for Workshop staff in Railways, payment of wages, Workmen's Compensation Act, ex-gratia payment, incentive bonus scheme, Minimum Wages Act, etc.
3. Contact Labour (Regulation & Abolition) Act, 1972, Sexual Harassment Sexual Harassment of women at workplace (Prevention, Prohibition & Redressal), Act, 2013.
4. Service Law, CAT, High Courts, Supreme Court and effective handling of court cases, filing of Review Petitions, SLP, engagement of Advocates and payment of fees to them and their related issues. Hours of Employment Regulations, conducting of job analysis, payment of overtime, etc.
5. Engagement of casual labour and substitutes, policy and procedure thereof.
6. Grievance Redressal mechanism, Staff Welfare- Staff Benefit Fund, Consumer Co-op. Societies, medical assistance, Workers' Education Scheme, Societies and educational assistance.



**SYLLABUS FOR SELECTION TO THE GROUP 'B' POST OF APO AGAINST 70% SELECTION.**

**Establishment Rules**

**50 Marks**

**Financial Rules**

**100 Marks**

**Professional Subject:**

- 1. Personnel department on Indian Railways, Legal framework, industrial laws, industrial relations and grievance redressal system:**
  - a. Organization and Role of Personnel Department, its functions and objectives, Schedule Of Powers in Establishment Matters
  - b. Service law, CAT, High Courts, Supreme Court and effective handling of court cases, filing of Review Petitions, SLP, engagement of Advocates and payment of fees to them and their related issues.
  - c. Labour legislations viz, Factories Act, its applicability to Workshops and other Railway establishments, Special Rules for Workshop staff in Railways, payment of wages, Workmen's Compensation Act, ex-gratia payment, incentive bonus scheme, Minimum Wages Act, etc.
  - d. Hours of Employment Regulations, conducting of job analysis, payment of overtime, etc.
  - e. Engagement of casual labour and substitutes, policy and procedure thereof. Contact Labour (Regulation & Abolition) Act, 1972, The Sexual Harassment of Women at workplace (Prevention, Prohibition & Redressal Act, 2013).
  - f. Recognition of Trade Unions and dealing with unrecognized Trade Unions/Associations Industrial disputes, their causes, strikes, lockouts, layoffs, provisions of Industrial Disputes Act and functions of Labour Enforcement Officers and Labour courts.
  - g. Grievance Redressal mechanism, Staff Welfare- Staff Benefit Fund, Consumer Co-op. Societies, medical assistance, Workers' Education Scheme Societies, educational assistance.
  
- 2. Manpower planning, methods of recruitment in Railways:**
  - a. Manpower planning, surrender and creation of posts, work charged posts, temporary posts, supernumerary posts, vacancy bank etc.

b. Recruitment:

(i) Recruitment at various levels and methods of recruitment:

- Functioning of Railway Recruitment Boards.
- Recruitment at Zonal Railways including recruitment of artisan staff. RRC, its roles and functions
- Appointment as Banglow peon, land losers, compassionate ground appointments
- Liberalized Active Retirement Scheme for Guaranteed Employment for Safety Staff (LARGESS)

(ii) Various Gr. 'A' organized services and recruitment to organized Gr. 'A' Railway Services.

(iii) Direct recruitment quota as well as quota for recruitment for intermediate grades.

(iv) Reservation in recruitment, horizontal and vertical reservation, reservation rosters etc.

c. Apprentice act and Implementation of Apprentices Act.

d. Absorption of medically de-categorized staff in alternative posts.

**3. Training and Development:** Basic concept of training and human resource development. Training and Development of Railway employees with emphasis on the following aspects:

- a. Training of Group C employees.
- b. Functioning of Zonal Training Schools and other training institutions.
- c. Training of Gazatted Officers in Railways as well as non-Railways institutions.
- d. Various Railway Training Institutes like NAIR, IREEN, IRITM, IRISSET etc.
- e. Future developments in Railways, the changing roles of Railway personnel and the need for on the job retaining, multi skilling etc.

**4. Pay and Allowances:** Pay and allowances in the Railways i.e. Pay bands, Grade pay etc. Principles of pay fixation in case of appointment and promotion (functional and non functional promotions etc). Instances of pay protection etc. The various allowances admissible to the Railway employees including allowances to the running staff. Reimbursement of tuition fees and legal expenses. TA rules,

Loans and advances admissible to the Railway employees and conditions thereof, PLB, etc.

**5. Seniority and promotion:**

- a. Rules regulating determination of seniority and procedure for promotion against selection and non-selection posts.
- b. Provision of reservation for schedule Caste and Scheduled Tribe employees. Maintaining of reservation rosters.
- c. Other relaxations available to SC/ST candidates in safety and on-safety category posts and procedure for de-reservation of posts.
- d. Performance appraisal – APAR, procedure, maintaining of records, communication of adverse comments etc.
- e. NBR, sealed cover procedure etc.

**6. Retirement benefits:**

- a. Pension rules (new and old) , provident fund rules, leave encashment rules, Gratuity rules,
- b. Retirement benefits under different circumstances (superannuation, voluntary retirement, resignation, dismissal, technical absorption etc),
- c. Impact of Disciplinary & Appeal Rules, penalties etc on retirement benefits,
- d. Pension adalats, timely settlement and Redressal of grievances related to settlement,
- e. Retirement benefits under Provident Fund & Pension rules and Schemes of Financial Settlement.

**7.** The Disciplinary & Appeal Rules, (1968), Railway Services Conduct Rules, (1966) & Schedule of Disciplinary Powers.

**8.** Pass Rules, Leave Rules and joining time. Medical assistance to Railway employees and retired Railway employees.

**9.** Computerization of records and personnel management functions (Human Resource Management System) - benefits, challenges and implementation.