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Azadi Ka
Amrit Mahotsav

PBC No. 165 / 2025
RBE No. 79 / 2025

दक्षिण रेलवे Southern Railway
प्रधान मुख्य कार्मिक अधिकारी कार्यालय
Office of the Principal Chief Personnel Officer
प्रधान कार्यालय, कार्मिक विभाग, चेन्नै-600003
Headquarters, Personnel Department, Chennai-600003

सं/No: P(R) 608/ P / CCBT

दिनांक/Dated: 05.08.2025

All PHODs/ DRMs/ CWMs/ CEWE/ CAO/ CPM/ PDA/ Dy.CPOs/ Sr.DPOs/ Secy to GM,
Chairman/RRB/MAS,TVC, Addl.Registrar/RCT/MAS, Secretary/RRT/MAS,
Principal MDZTI/TPJ, SRCETC/TBM, ZETTC/AVD,
DPOs/SPOs/WPOs/APOs of HQ/Divisions /Workshops/Units.

विषय/Sub: Reservation for PwBDs in promotions- Clarification regarding applicability of the "Best Among Failed Scheme" -reg.

A copy of the Railway Board's letter No. 2022-E(SCT)/133/10 dated 05.08.2025 on the above subject is enclosed for information, guidance, and necessary action.

Railway Board's letter dated 08.02.2024 (RBE No.13/2024) and 28.06.1995 (RBE No.57/1995) referred to therein have been issued as PBC No.20/2024 and 70/1995.

संलग्नक/Encl. 02 pages

(B. Indumathy)
Sr.Personnel Officer /RP
For Principal Chief Personnel Officer

प्रतिलिपि/Copy to: The General Secretary/SRMU
The General Secretary / DREU
The General Secretary/AISCTREA
The General Secretary/AIOBCREA
The General Secretary/NFIR
IT Section/PB/HQ - to uploaded in the SR website.

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

No.2022-E(SCT)I/133/10

New Delhi, dated-05.08.2025

The General Managers (P):
All Indian Zonal Railways
& Production Units.
The Director General/RDSO/Lucknow

Sub: Sub: Reservation for PwBDs in promotions- clarification regarding applicability of the "Best Among Failed Scheme"-reg.

**Ref.: (i)NCR's letter No. 797-E/Confid(Gaz.)/CBT/Gr.B Selection/2025-26/NCR dated-19.7.2025.
(ii) SECR's letter No. HQ/RUL/123/2(E-106917)(ID-105) dated- 17.7.2025.
(iii) SR's letter No. P(G)CON/CCBT/2025-26 dated- 22.7.2025
(iv) ER's letter No. 220/1/1/RR/PWDs/Roster Pt.II dated- 22.7.2025
(v) Board's letter No. E(GP)2022/2/20 dated 08.2.2024(RBE No. 13/2024)**

Some of the Zonal Railways viz. NCR, SECR, SR, and ER vide letters under reference has expressed doubt regarding applicability of the 'Best Amongst the Failure Scheme' in promotion for PwBD candidates and sought clarification from Board's office on this issue.

2. The matter has been examined in this office in terms of the guidelines issued from time to time regarding applicability of the policy of promoting SC/ST candidates against quota by applying the 'Best amongst the Failed scheme. Attention in this regard is drawn towards Board's letter No. 88-E(SCT)I/23/1 dated 28.6.1995(RBE No. 57/95) wherein it is laid down as under:

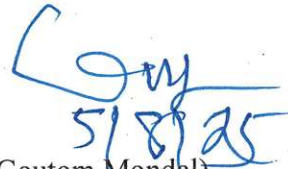
In respect of promotion to and within Group C and from Group D and Group C to B in Non Safety category, if during selection proceedings, the requisite number of SC/ST employees are not available for being placed on the panel inspite of various relaxations and concessions already granted to them, the best among the failed SC/ST employees who secure a minimum 20% marks separately under each heading i.e. in the written test, viva voce, record of service, etc. and also in the aggregate, should be earmarked for being placed on the panel to the extent the vacancies have been reserved in their favour.

3. It is clarified that 'Best amongst the Failed' policy is a unique SCHEME designed for promoting the best amongst the SC/ST candidates only, with a view to fill up the reserved vacancy of SCs/STs. It is not a kind of relaxation available to SC/STs. It is a policy exclusively meant for SC/ST candidates and not for any other community candidates. This 'Scheme' is existing in Railways only. DOP&T's guidelines on the relaxation and concessions available for SCs/STs does not mention about this 'Best amongst the Failed scheme'. As such, the said 'Best amongst the Failed scheme' can't be made applicable to PwBD candidates.'

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3.1. However, as PwBD candidates may belong to SC/ST category also, the 'Best amongst the Failed scheme' as per the extant guidelines, remains applicable to the PwBD candidates belonging to SC/ST category only, promotion by selection within Group-C and from Group-C to Group-B, in non-safety category.

The above may please be brought to the notice of all concerned for information, guidance and necessary action, if any.


5/8/25

(Goutom Mondal)

Joint Director, Estt.(Res.)

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Copy to: General Manager(P)/ NCR, SECR, SR, and ER- Issue of this letter disposes off their letter under reference on the subject.