



राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes

(भारत के संविधान के अनुच्छेद 338क के अंतर्गत एक संवैधानिक निकाय)
(A constitutional body under Article 338A of the Constitution of India)

File No.- NCST/SER-1577/MRLY/8/2024-RO-BHUV/RU-III

Dated 28.07.2025

To,

The General Manager,
General Branch Office, Southern Railways,
Ministry of Railways,
1st Floor, Main Building, Park Town,
Chennai-600003, Tamil Nadu
Email: gm@sr.railnet.gov.in

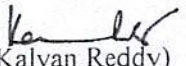
Sub: Representation dated 01.10.2024 received from Shri Penugonda Rajesh, S/o P.Ranganath, 4/18, T Kothapalli Village, Thondapadu Post, Gooty Manda, Anantapur District, Andhra Pradesh regarding employment in Railway after competition of Apprentice.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sittings held on 10.07.2025 at 06:30 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at New Delhi on the above mentioned subject.

It is requested that the action taken/to be taken in the matter may be intimated to NCST within stipulated time from receipt of the letter for placing it before the Commission.

Yours faithfully,


(डॉ.पी.कल्याण रेड्डी/Dr. P. Kalyan Reddy)

निदेशक/Director

Telephone No. : 011-20819841

Copy for information:-

1. Sri Penugonda Rajesh,
S/O- P Ranganath, 4/18, T Kothapalli Village, Thondapadu Post, Gooty Mandal,
Ananatpur,
Andhra Pradesh - 515401
Mobile No:9390562428
2. PS to Hon'ble Member (JH), NCST
- ✓ 3. NIC, NCST for uploading on the website of the Commission.

National Commission for Scheduled Tribes

Minutes of the Sitting held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi in the case of Shri Penugonda Rajesh and others regarding non absorption under GM's power by Southern Railway

NCST/SER-1577/MRLY/8/2024-RO-BHUV

Date of the Sitting: 10/07/2025, 06:30 PM

Participants in the Sitting: As per Annexure

Shri Penugonda Rajesh and others, vide their representation dated 01.10.2024, have stated that despite completing their apprenticeships as per the Act, they have not been absorbed into the Railway service under the General Manager's power as per RBE No.136/2004 till 2016, unlike apprentices from other zones. They allege that this has caused immense economic hardship to over 5000 families, with many petitioners now crossing the upper age limit for employment. They claim discrimination on caste grounds, citing RTI responses showing minimal absorption of ST apprentices and inconsistent application of policies like RBE No.71/2016. They request the Commission to investigate discriminatory practices in the Railway administration and advocate for their absorption with due promotions and increments, highlighting their prolonged protests and earlier appeals to various authorities which yielded no relief.

2. The Commission issued notice to the Secretary, Railway Board vide NCST letter dated 04.11.2024 seeking facts and comments within 30 days.

3. The Railway Board, vide letter no. E(NG)II/2024/RR-1/78 dated 20.12.2024 has informed that Course Completed Act Apprentices (CCAAs) were trained under the Apprentices Act, 1961, with no obligation on the Railways to absorb them. However, in 2004, instructions were issued allowing engagement of CCAAs as substitutes in Group 'D' posts under General Managers' powers, which were withdrawn in April 2017 after policy changes in 2016. It was clarified that now 20% of Level-1 vacancies are reserved for CCAAs through open competitive recruitment, with weightage given to NCVT marks and exemption from PET as per instructions dated 13.04.2022. Citing the Supreme Court's Uma Devi judgment and legal opinions, the Board stated that direct absorption of CCAAs without competitive examination is not feasible, and the demand of Shri Penugonda Rajesh for employment in Railways at this stage cannot be considered. This was sent to the petitioner vide NCST letter dated 06.01.2025 for information.

4. The Commission has decided to discuss the issue with the authority and the petitioner on 10.07.2025. Accordingly, a Sitting Notice was sent to GM, Southern Railway, Chennai and petitioner on 27.06.2025. The General Manager, Southern Railway vide letter no. P(S)171/NCST/HEARING dated 3.7.2025 has sought exemption and deputed Chief Personnel Officer (Admin) to attend the sitting.

5. In the sitting, the Chief Personnel Officer (Admin) alongwith other officers of Southern Railway and petitioner(s) were present. The petitioners reiterated their earlier submission and requested for justice by giving employment to them. The officers of Railway informed that the earlier rules for absorption in the railway has been discontinued from 2017. Therefore, the demand of the petitioner are not liable to be considered. The petitioner informed that the Mumbai Zone has absorbed the CCAAs persons in 2017. Therefore, the Southern Railway may also considered their cases for employment.

6. After discussion with the officers of Railway and petitioner(s), it was observed that while other Zones of Railway had permitted absorption of Course Completed Act Apprentices (CCAAs) under the General Manager's powers as per earlier instructions, Southern Railway had discontinued the practice, leading to differential treatment of similarly placed apprentices. It was further noted that the zonal level officials appear unable or lack the competence to resolve the issue satisfactorily. In view of the seriousness of the matter and the scale of grievance affecting a large number of candidates, it was decided that a sitting may be convened with the Chairman, Railway Board for a comprehensive discussion to resolve the issue.

(Jatothu Hussain)

जाटोतु हुसैन / Jatothu Hussain
सदस्य / Member
भारत सरकार / Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
नई दिल्ली / New Delhi

List of participants of the sitting held on 10.07.2025 at 6.22a... under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST

Sr. No.	Name and Designation	Address & Phone No.	Signature
I	<u>National Commission for Scheduled Tribes</u>		
1.	Dr. P.K Reddy Director		
2.	NCST Officials		
II	<u>Southern Railway</u>		
Sr. No.	Name and Designation	Address & Phone No.	Signature
III	<u>Petitioner</u>		
1	PENUGONDA RAJESH	9390562428	P. Rajesh
2	AMASA KISHORE	8367460108	A. KISHORE
3	B. Sivarameaswara	7075601644	B. Sivarameaswara
4	DASARI RAVI	9171141966	D. Ravi
5	Chalamchalla Sreenaiah	9676582255	Ch. Sreenaiah
6	T. Thangairaju	8300838735	T. Thangairaju
7	Dasari Venkataiah	7893909128	D. Venkataiah
8	R. SATHIYARAJ	9095918407	R. Sathiyaraj
9	D. Usha	7075350693	D. Usha
10	M. NATARAJAN	9688676234	M. Nat
11	N. JOYARAMAN.	9865566820	N. Joyaraman
12	M. KALIMUTHU.	9789801455	M. Kalimuthu
13	CHITHRA	9445759977	Chithra