

GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
(RAILWAY BOARD)

No. E(NG)II/2008/SB/SR/15 Pt. I

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New Delhi, dated 19.01.2012

The General Manager (P)  
South Western Railway,  
Hubli.

**Sub:** Engagement of physically challenged persons as substitutes on the Railway.  
**Ref:** S.W. Railway's letter No.SWRP.564/Substitutes/Vol.III,dated 15/12/2011.

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In the circumstances explained in your letter quoted above, the matter has been looked into and it is advised that extant instructions do not prohibit the engagement of disabled persons as substitutes. The very objective of such schemes is to get a post manned appropriately without adversely affecting the railway services in exigency. Any person as decided by the General Manager concerned, can be engaged as a substitute in terms of the guidelines laid down for the purpose. Such persons can be adjusted under the 3% quota for physically challenged persons only when he/she is regularized against a post. However, while engaging even disabled persons as substitutes, stipulation made vide para 5.4 of Board's letter dated 17/9/10 (RBE No.137/2010) has to be kept in mind.

19/1/12  
(Harsha Dass)  
Joint Director Estt.(N)II  
Railway Board

Copy to: General Manager (P)/All Zonal Railways/PUs for information and guidance.

19/1/12  
(Harsha Dass)  
Joint Director Estt.(N)II  
Railway Board