

RBE No. 214/1987: Promotion – Cases of Staff in Sealed Cover
No.E(D&A)87 RG6-66, dated 17.08.1987

Sub: Regulation of promotion of staff whose conduct is under investigation.

A copy of the Department of Personnel and Training's OM No.22011/2/87-Estt.(A), dated 06.04.1987 on the above subject is enclosed herewith. It has been decided that the principles outlined in this Office Memorandum should be followed on Railway Administration. The Department of Personnel's earlier OM No.22011/1/79-Estt.(A), dated 30.01.1982 mentioned therein was circulated vide Board's letter No.E(D&A)82 RG6-28, dated 20.09.1982. Board's earlier letters on the subject as referred to in their letter No.E(D&A)82 RG6-28, dated 20.09.1982 may also please be referred to.

Please acknowledge receipt

Ministry of Personnel
Public Grievances & Pensions
Department of Personnel & Training
OM No.22011/2/87-Estt.(A), dated 06.04.1987
Office Memorandum

Sub: Sealed cover procedure - Posting of a Government servant on promotion as immediate superior to a senior whose case for promotion has also been considered by the same DPC but its recommendations kept in the Sealed Cover.

1. The undersigned is directed to refer to this Department OM No.22011/179-Estt.(A), dated 30th January, 1982 laying down the procedure to be followed in the matter of promotion of Government servant, in whose case the Sealed Cover procedure had been followed by the DPC due to pendency of disciplinary proceedings etc. against him and to say that while following the Sealed Cover Procedure, situations may arise when a Government servant junior in the feeder post/ cadre gets promotion earlier than the senior, whose case has been kept in the Sealed Cover. It was pointed out by the staff side of the National Council (JCM) in its 30th Ordinary Meeting held on the 7th Feb, 1987 that in such a contingency, posting the junior officer as the immediate superior of the senior, whose case is kept in the Sealed Cover, may, besides having a demoralizing effect on the senior, adversely affect his future career

prospects, as there can be a reasonable apprehension of his Annual Confidential Report written by the junior not being objective and unbiased.

2. It has, therefore, been decided that in case where the junior is promoted earlier than a senior, whose case is placed in the Sealed Cover, the junior officer should not, as far as possible, be made the immediate superior to the senior, whose case is kept in the Sealed Cover. This will not, however apply in cases, where the case of the senior was not kept in Sealed Cover and the senior was superseded by the junior.
3. Ministry of Agriculture etc. are requested to bring these orders to the notice of administrative authorities under their control.

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Forward reference ⇒ RBE No.

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