

**Northern Railway**

**Divisional Railway Manager's Office,  
Northern Railway, Firozpur**

No: 561-E/65/Rest./Personnel/CS&WLI/P-IV

Dated: 01.08.2025

**Notification no. 14 (Chief Staff & Welfare Inspector, L-7)/ 2025/FZR Div/NR**

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SELECTION FOR PROMOTION TO THE POST OF CHIEF STAFF & WELFARE INSPECTOR IN PAY LEVEL-7 AGAINST 20% LDCE QUOTA IN THE PERSONNEL DEPARTMENT OF FIROZPUR DIVISION. NORTHERN RAILWAY

2. It has been decided to hold a selection for filling up two vacancies for the post of Chief Staff & Welfare Inspector, Pay Level-07 against 20% LDCE quota in Personnel department of FZR Division. Bifurcation of vacancies is as under:-

UR	SC	ST	Total	PwBD (in terms of Railway Board's letter no. E(NG)II/2017/RC-2/1 Policy Dt. 27.02.2019)
01	01	00	02	Nil

**2. Eligibility conditions:**

Serving Staff & Welfare Inspector/L-6 of FZR Div., NR fulfilling the service condition and possessing graduation qualification as on issue of this notification as per following condition :-

1. Applicant must have completed two years regular service as Staff & Welfare Inspector/L-6.  
And
2. Applicant must have Graduation from recognized university.

**3. Syllabus:-**

A syllabus for the above selection is attached as Annexure- II. This is a common syllabus for the post as approved by the concerned PHOD and is application for all Divisions/Units over Northern Railway.

**3. Procedure for written examination:**

- I. The written examination will be conducted by Railway Recruitment Cell (RRC) Northern Railway through an Examination Conducting Agency to be provided by Railway Recruitment Board (RRB).
- II. The written examination will be a computer based test (CBT) / Tablet Based Test (TBT) where there will be no physical question paper. All the questions will appear on the computer/ tablet and the employee will have to mark their responses/answer to the question on computer/ tablet.
- III. RRC/NR will be issuing a formal admit card online (through the website <https://rrcnr.org>) to each and every eligible and willing employee for appearing in the CBT/TBT. Examination Venue and time of reporting for the written examination will be there in the admit card. As no physical communication will be made after issue of this vacancy notice, it will be the

*[Handwritten signature]*

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responsibility of the concerned employees to regularly visit RRC/NR's website as well as this Division's website for an update and to download the admit card as and when made available by RRC. Further, no supplementary/absentee examination shall be conducted on this ground.

- IV. A link will also be made available on the above website (<https://rrcnr.org>) to the employees, explaining as to how the question will be appearing and how to mark the responses/ answers in the actual examination. Employees can practice through that link any number of times.
- V. Both physical and biometric attendance will be marked at the examination venue.
- VI. The qualifying marks in the written examination are 60%. However, SC/ST employees are eligible for a relaxation of 10% against SC/ST reserved vacancies, as per extant rules.
- VII. There shall be negative marking for incorrect answers. One third (1/3) of the marks allotted for each question will be deducted for wrong answers. The duration of examination will be 120 minutes.
- VIII. In terms of Railway Board's letter circulated vide RBE No.196/2018, the online Computer Based Test (CBT) will be 100% objective type multiple choice questions for the written examination and 10% of the total marks will be from Official language policy and rules (which will be optional)
- IX. There will be computerized evaluation.

#### 5. Training:

- I. Employees selected against LDCE Quota have to undergo 21 days mandatory training followed by 1 day tour. All of them will have to successfully complete the mandatory training course before they are put on a working post, for which a prescribed examination at the end of the training course will be conducted.
- II. Attending the prescribed training is mandatory. After the selection, request, if any, for postponing or for attending next training course etc., will not be entertained, under any circumstances.
- III. It is further stated that on completion of training, selected employees are liable to report directly to the allotted department and after the posting order they should join the post in the allotted department/station. Therefore, it may be noted that the selected employees would not be allowed to report back in the old Office (unless they happen to be retained the same department, based on their option exercised in the application).

#### 6. Notifying to the employees:

Options from willing staff, who are ready to work as Chief Staff & Welfare Inspector/L-7 post against the above mentioned selection, duly filled up on the prescribed Performa (enclosed) & forwarded (in a single bench) by the Sr. Subordinate are hereby called for and is to be submitted to Ch. OS/P-IV Personnel Branch, DRM Office FZR before or on **26.08.2025**. No application received after the target date i.e **26.08.2025** will be entertained. The cut off date for considering length of service is **01.08.2025**.

If any of the above instructions were modified/alerted at a later date by the Railway Board or Headquarters, the administration reserves right to amend the above notified instructions to the extent to give the effect of the same





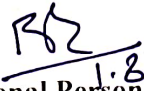
Note:- As per GM(P)/HQ/NDLS letter no. 807-E/Surrender of post/MPP-2017/II, Dated 19.06.2025, all the promotion of FZR Div. and JAT Div. jurisdiction should be done by FZR Div., NR. Hence this selection to be conducted for FZR and JAT Div both after empanelment employees may be posted anywhere at FZR & JAT Div. as per administrative requirement.

**7 Websites to be visited regularly for any update:**

RRC/NR's website: <https://rrcnr.org>

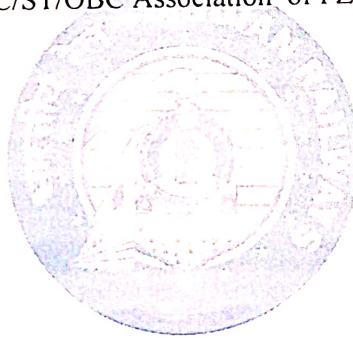
Enclosed : Proforma of application(**ANNEXURE-I**) & Syllabus (**ANNEXURE-III**).

DA- As above

  
For Sr. Divisional Personnel Officer,  
N. Rly, Firozpur

Copy to :-

1. GM(P)/HQ/NR/NDLS
2. CWM/ASR
3. All branch Officer, FZR Div., NR
4. All CS&WLI/L-7, S&WLI/L-6 of FZR Div., NR
5. All department Ministerial staff In-Charge of FZR Div., NR
6. Div. Secy. NRMU, URMU, SC/ST/OBC Association of FZR Div., NR



## ANNEXURE-I

Proforma for the post of Chief Staff & Welfare Inspector, Level-7 against 20% LDCE quota.

SN	Service particulars (Fill in Capital letter)			Attested recent Photograph		
1	Name					
2	Father's name					
3	Designation/Lvl					
4	Department					
5	Working under & Stn.					
6	Whether SC/ST/UR (Certificate attached)					
7	Mobile No.					
8	E-mail ID					
9	Employee No.					
10	HRMS ID No.			Signature of the employee		
11	D&AR/SPE Vig Clearance					
12	D.O.B.					
13	D. O.A.					
i)	D.O.A as S&WLI/L-6 post			Year	Month	Day
14	Qualification (with attested copy)					
15	Award/Punishment if any. (Copy must be enclosed)	2022-23	2023-24	2024-25		
i)	Award					
ii)	Punishment					

It is certified that the details mentioned herein above are true and correct if any of the above information is found false/wrong, I shall be responsible for the same.

Date:

Signature of employee

Application of the above named employee who is working in the office as Staff & Welfare Inspector in Level-6 on regular/MACPS is being forwarded in duplicate for further necessary action.

Date:

Signature of the controlling Officer /Supervisor  
Designation/ Station (with stamp)



## NORTHERN RAILWAY

Headquarters Office,  
Baroda House,  
New Delhi.

**P.S.No.16033/2025**

No. 752-E/Policy matter/Syllabus/EIII A

Dated:- 21.07.2025

DRM/NR-DLI, FZR, LKO, MB, UMB & JAT  
CAO/C, K.Gate/DLI, CAO/C USBRL/Satyam Complex, TrikutaNgr/JAT.  
CWM/CB-LKO, JUDW, AMV-LKO & ASR, CWM/Signal Shop/GZB.  
Dy. CMM/SSB, AMV-LKO & JUDW  
DY.CE/TMC/Line, State Entry Road, New Delhi.  
Chief Manager (Ptg. & Sty) Punjabi Bagh, Delhi.  
Dy.CE/Bridge, CB-LKO, JUC & TKJ.

**Sub: Syllabus for Selection for the post of Chief Staff & Welfare Inspector Level-7**


Ref: (i) PCPO's letter No PCPO/Sel./2025 dated 15.05.2025  
(ii) Dy.CPO/HRD's Note No. PCPO/Sel./2025(1) Dt.17.07.2025

In reference to above subject, the syllabus for selection for the post of Chief Staff & Welfare Inspector Level-7, is enclosed herewith for your information and necessary action please.

The above PS.No. is available on the website given as under:-  
<https://nr.indianrailways.gov.in>

Hindi Version will follow.  
Please acknowledge the receipt.

DA/as above

  
(Uday Jha)  
For General Manager (P)

Copy to:-


1. All PHODs and All Officers of Personnel Deptt., HQ Office, Baroda House, New Delhi.
2. Genl. Secy./NRMU, 12 Chelmsford Road, New Delhi.
3. Genl. Secy./URMU, 166/2, P.K.Road, New Delhi.
4. Genl. Secy./AIOBC Rly Emp. Asso. 171/A3, Basant Lane, New Delhi.
5. Zonal. Secy. All India SC/ST Rly Emp. Asso. North Zone Office, Baroda House, New Delhi.
6. Genl. Secy. NRPOA Room No.301, HQ Office, Baroda House, New Delhi.
7. Dy.CPO/IT, HQs Office, Baroda House, NDLS for uploading on the website.

**SYLLABUS FOR SELECTION TO THE POST OF  
CHIEF STAFF & WELFARE INSPECTOR**

(S)

Sl. No.	Topics	Tentative %of question
1.	<b>Organizational set up &amp; processes of Railways</b> <ol style="list-style-type: none"> <li>Role of Railways in development of country</li> <li>Organization of Railways – Railway Board, HQ &amp; other units</li> <li>Role of Personnel Department vis-à-vis other departments</li> <li>Schedule of Powers with respect to establishment matters</li> <li>General Office Procedure – a) Important registers &amp; forms at HQ/stations/depots, b) Files &amp; their maintenance, c) DAK system</li> <li>Policy guidelines like Manuals, Codes &amp; circulars</li> </ol>	05
2.	<b>General Conditions of Service &amp; Establishment Rules</b> <ol style="list-style-type: none"> <li>Modes of Recruitment, Functions of RRB &amp; RRC</li> <li>Recruitment Rules &amp; placing of indent</li> <li>Reservation Policy for SC, ST, OBC, PwBD, EWS, ESM &amp; CCAA</li> <li>Maintaining Reservation Roster – practical aspects</li> <li>Special Quota Recruitment – Sports, Cultural, Scout &amp; Guide Quota</li> <li>Casual Labour, Substitutes &amp; Act Apprentice trainees</li> <li>Seniority, Lien &amp; AVCs</li> <li>Promotion rules – GDCE, LDCE, Selection, Suitability &amp; Trade Test, Refusal of promotion</li> <li>Rules regarding APAR</li> <li>MACP &amp; Up-gradation, Service review</li> <li>Transfer &amp; Deputation, Ex-cadre posts</li> <li>Rules for Service record, DOB, Dependent family members, E-SR</li> <li>Pass Rules &amp; Leave Rules</li> </ol>	10
3.	<b>Financial Aspects of Establishment matter</b> <ol style="list-style-type: none"> <li>Pay structure &amp; Pay fixation – practical aspects</li> <li>Increments &amp; Notional Increment</li> <li>Stepping up of Pay</li> <li>Pay Bills &amp; related rules</li> <li>Recoveries, Deduction of Income Tax &amp; Arrears</li> <li>Loans, PF, Advances &amp; Allowances etc.</li> </ol>	05
4.	<b>Settlement</b> <ol style="list-style-type: none"> <li>Retirement rules - Old Pension scheme, New Pension scheme &amp; Unified Pension scheme</li> <li>Post-retirement benefits - Commutation, Gratuity, GiS, Leave Encashment, Family Pension, Provident Fund Rules etc.</li> <li>Other than normal retirement cases like VR, Resignations, Ex-gratia payment</li> <li>Handling of Pension Adalat, Pensioner's Associations</li> </ol>	10
5.	<b>Financial Expenditure etc.</b> <ol style="list-style-type: none"> <li>Canons of financial propriety</li> <li>Audit and Accounts narrative report</li> <li>Budget, Classification of Demands of Grants</li> <li>Award of works in Works Programme</li> <li>Procedure for Stores procurement, GeM, IRPSM &amp; outsourcing</li> </ol>	05
6.	<b>Use of IT platforms in Personnel Working</b> <ol style="list-style-type: none"> <li>E-Office, HRMS, IPAS, RESS</li> <li>CPGRAMS, UMID, GEM, IRPSM</li> <li>Working knowledge of Computers</li> </ol>	05
7.	<b>Medical De-categorization of Employees</b> <ol style="list-style-type: none"> <li>Medical examination of Railways employees</li> <li>Medical de-categorization &amp; absorption of medically de-categorized staff</li> </ol>	05
8.	<b>Compassionate Ground Appointments (CGA) - Rules &amp; Procedure</b> <ol style="list-style-type: none"> <li>Rules and priorities for CGA</li> <li>Documents required for CGA</li> <li>Verification of documents &amp; enquiry of CGA</li> </ol>	05

Page 1/2

  
**पंकज कुमार**  
**Pariksh Kumar**  
 सचिव मुख्य कार्यालय/सचिव संसाधन विकास  
 उत्तर रेलवे बड़ीदा हाऊस, नई दिल्ली  
 Dy. Chief Personnel Officer/HRD  
 N. Rly. Baroda House, New Delhi

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Sl. No.	SYLLABUS FOR SELECTION TO THE POST OF CHIEF STAFF & WELFARE INSPECTOR (CONTD.) Topics	Tentative % of question
9.	<b>Welfare Activities</b> I. SBF Rules & Constitution of SBF committee, Allocation of Budget & Expenditure of Funds under various heads of SBF II. Facilities to Railway employees and families – School, Holiday Home, Mahila Samitis, Handicraft Centers etc. III. Cultural Activities, Recreation Center, Railway Institutes and Clubs IV. Sports Activities, Scout & Guides Activities V. Co-operative Societies, Industrial Training Centers, Housing Societies VI. Canteens-statutory & non-statutory, amenities policy VII. Reimbursement of Fees, Scholarships VIII. Uniform Policy IX. Medical benefits to employees, pensioners & families – UMID & RELHS X. Homeopathic/Ayurvedic Dispensaries, Hospital Visiting Committees	10
10.	<b>Role of Welfare Inspectors</b> I. Inspections – Related to HOER, Overtime, Sanctioned Strength & MOR II. Verifications – Initial Appointment, Dependent family, Medical unfit/disability, Residential, Education, Caste certificate and Family composition etc. III. Registers Maintained at various units for Grievances, Attendance etc. IV. Displaying of Statutory Notices V. Grievance Redressal Mechanism of Railways	05
11.	<b>Industrial Relations</b> I. Elections & Recognition of Trade Unions II. Permanent Negotiation Machinery, PREM & FNM III. ZRUCC, Policy regarding Unrecognized Unions, Facilities to Office bearers of Recognized Unions/Associations	05
12.	<b>D&amp;AR &amp; Conduct rules</b> I. Railway Services (Conduct) Rules & related instructions II. Railway Servants (Discipline & Appeal) Rules & related instructions	10
13.	<b>Legal Matters</b> I. Industrial & Labour Laws II. Laws on Contract Labour III. Employees Compensation Act IV. Payment of Wages Act V. Minimum Wages Act VI. Factories Act VII. Railway Servants (Hours of Work and Period of Rest) Rules, VIII. Job Analysis Meeting with LEO & Labour Commissioner, Labour Court, Industrial Tribunal Cases IX. CAT Act X. Trade Union Act XI. Right to Information Act XII. Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal Act 2013) XIII. Court Case & CAT, HC, SC and other Statutory Commissions/Bodies	20
14.	<b>Rajbhasha: (Optional)</b> I. Rajbhasha Rules 1976 and its applicability on Railways	10

Note: The syllabus is only indicative in nature & not exhaustive.

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Page 2/2



पंकज कुमार  
Pankaj Kumar

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