

# RAILWAY SERVICES CONDUCT RULES -1966

RULE NO	SUB-RULE	DETAILS
1	1	These Rules may be called the Railway Services Conduct Rules -1966 (21.03.1966) (D & A Rules-01.10.1968)
2	(a) (b) (c)	Definition, " Government-Means" Railway Servant Means Members of Family
3	1	<p><b>Every Railway Servant shall at all times:-</b></p> <p><b>(i) Maintain Absolute Integrity;</b> [Bribery, corruption, thefts, forgery, Mis-appropriation of funds, losses of Rly. Revenue, sabotage, tempering with records, leaking of secret information, super session of material evidence etc.]</p> <p><b>(ii) Maintain Devotion to Duty;</b> [un-authorized absence, absconding from duty, delaying the works on flimsy grounds, negligence on duty, any absence must intimate to the controlling officer within 48 hours from last duty]</p> <p><b>(iii) Do nothing which is unbecoming of a Railway Servant;</b> [Any Act on his part is immoral as considered by the Disciplinary Authority]</p> <p><b>(iv)</b> Commit himself to and uphold the supremacy of the Constitution and democratic values;</p> <p><b>(v)</b> defend and uphold the sovereignty and integrity of India, the security of the State, public order, decency and morality;</p> <p><b>(vi)</b> maintain high ethical standards and honesty;</p> <p><b>(vii)</b> maintain political neutrality;</p> <p><b>(viii)</b> promote the principles of merit, fairness and impartiality in the discharge of duties;</p> <p><b>(ix)</b> maintain accountability and transparency;</p> <p><b>(x)</b> maintain responsiveness to the public, particularly to the weaker section;</p> <p><b>(xi)</b> maintain courtesy and good behaviour with the public;</p> <p><b>(xii)</b> take decisions solely in public interest and use or cause to use public resources efficiently, effectively and economically;</p> <p><b>(xiii)</b> declare any private interests relating to his public duties and take steps to resolve any conflicts in a way that protects the public interest;</p>

		<p>(xiv) not place himself under any financial or other obligations to any individual or organisation which may influence him in the performance of his official duties;</p> <p>(xv) not misuse his position as railway servant and not take decisions in order to derive financial or material benefits for himself, his family or his friends;</p> <p>(xvi) make choices, take decisions and make recommendations on merit alone;</p> <p>(xvii) act with fairness and impartiality and not discriminate against anyone, particularly the poor and the under-privileged sections of society;</p> <p>(xviii) refrain from doing anything which is or may be contrary to any law, rules, regulations and established practices;</p> <p>(xix) maintain discipline in the discharge of his duties and be liable to implement the lawful orders duly communicated to him;</p> <p>(xx) maintain confidentiality in the performance of his official duties as required by any laws for the time being in force, particularly with regard to information, disclosure of which may prejudicially affect the sovereignty and integrity of India, the security of the State, strategic, scientific or economic interests of the State, friendly relation with foreign countries or lead to incitement of an offence or illegal or unlawful gain to any person;</p> <p>(xxi) perform and discharge his duties with the highest degree of professionalism and dedication to the best of his abilities.</p> <p>[Authority - Railway Board's letter No. E(D&amp;A) 2014 GS1-3 dated 12.01.2015].acs no.125.</p>
2		<p>(i) Every railway servant holding a supervisory post shall take all possible steps to ensure the integrity and devotion to duty of all railway servants for the time being under his control and authority;</p> <p>(ii) no railway servant shall, in the performance of his official duties or in the exercise of powers conferred on him, act otherwise than in his best judgment except when he is acting under the direction of his official superior;</p> <p>(iii) The direction of the official superior shall ordinarily be in writing, and where the issue of oral direction becomes unavoidable, the official superior shall confirm it in writing immediately thereafter;</p>
3 A		<p><b>Promptness and Courtesy;</b></p> <p>No railway servant shall, in the performance of his official duties, act in a discourteous manner or willfully cause delays in disposal of work</p>

	<b>3 B</b>	<b><u>Observance of Govt. Policies;</u></b>  Every railway servant shall, at all times, act in accordance with the Govt. policies regarding age of marriage, preservation of environment, protection of wildlife , cultural heritage and crime against women;
	<b>3 (c)</b>	<b><u>Prohibition of sexual harassment of working women-</u></b> No govt. servant shall indulge himself in any activity of sexual harassment of any female employee at work place; Every Rly. servant who is in-charge of a work place shall take appropriate steps to prevent sexual harassment to any woman at the work place. <b><u>Sexual harassment includes:-</u></b> (a) Physical contact and advances; or (b) a demand or request for sexual favours; or (c) Sexually coloured remarks, (d) Showing any pornography, or (e) any other un-welcome physical, verbal or non-verbal conduct of sexual nature.
<b>RULE NO</b>	<b>SUB-RULE</b>	<b>DETAILS</b>
4		<b><u>Employment of near relatives of Railway Servants in Company or Firm enjoying government patronage;</u></b>  No Rly. Servant shall use his position or influence directly or indirectly to secure employment for any member of his family in Company or Firm.
5		<b><u>Taking part in Politics and Elections;</u></b>  No railway servant shall be a member of, or be otherwise associated with, any political party or any organization, which takes part in politics nor shall he take part in, or assist in any other manner, any political movement or activity. The Railway servants should not only be impartial but they should appear to be impartial in relation to the elections. They should not take part in any election campaign nor should they canvass. Any disregard of these instructions will be considered as serious act of indiscipline.
6		<b><u>Joining of Associations or Unions by Railway Servant;</u></b>  No Railway servant shall join, or continue to be a member of an association or union the objects or activities of which are prejudicial to the interests of the sovereignty and integrity of India or public order or morality.
7		<b><u>Demonstration;</u></b>

		<p>No railway servant shall engage himself or participate in any demonstration which is prejudicial to the interest of the sovereignty and integrity of India or which involves contempt of court.</p> <p>Demonstration, meetings and processions, which are orderly and peaceful and are held outside office premises and outside working hours, should not be interfered with.</p>
8		<p><b><u>Connection with Press or other media;</u></b></p> <p>No railway servant shall, except with the previous sanction of the Government, own wholly or in part, or conduct or participate in the editing or management of any newspaper or other periodical publication or electronic media. A Railway Servant publishing a book or participating in a public media shall, at all times, make it clear that the views expressed by him are his own and not that of Government.</p>
9		<p><b><u>Criticism of Government;</u></b></p> <p>No railway servant shall, in any radio broadcast, telecast through any electronic media or in any document published in his own name make any statement of fact or opinion which has the effect of an adverse criticism of any current or recent policy or action of the central Govt. of State Govt.,</p> <p>Provided that nothing in this rule shall apply to any statements made or views expressed by a railway servant in his official capacity or in the due performance of the duties assigned to him.</p>
10		<p><b><u>Evidence before committee or any other authority;</u></b></p> <p>No Rly. Servant shall, except with the previous sanction of Govt., give evidence in connection with, any enquiry conducted any person, committee or authority.</p> <p>Nothing in this rule shall apply to—</p> <ol style="list-style-type: none"> <li>(a) evidence given at any enquiry before an authority appointed by the government, Parliament or a State Legislature; or</li> <li>(b) evidence given in any judicial inquiry; or</li> <li>(c) evidence given at any departmental inquiry ordered by authorities subordinate to the Government.</li> </ol>
11		<p><b><u>Un-authorized Communication of Information.-</u></b></p> <p>No Railway Servant except with the previous sanction of Government , shall not to communicate official information un-authorized.</p>
12		<p><b><u>Subscription;</u></b></p> <p>No railway servant shall, except with the previous sanction of the Government; ask for or accept contributions to or otherwise associate himself with the raising, of, any funds or other collections in cash or in kind in pursuance of any object whatsoever.</p>
13		<p><b><u>Gift;</u></b></p> <p>Save as otherwise provided in these rules, no railway servant shall accept, or permit any</p>

		<p>member of his family or (any other person acting on his behalf) to accept, any gift.</p> <p>The expression "gift" shall include free transport, boarding, lodging or other service or any other pecuniary advantage provided by any person other than a near relative or personal friend having no official dealings with the govt. servant.</p> <p><b>Gift Permissible:-</b>  <b>[On occasions such as weddings, anniversaries, funerals or religious functions</b>  Group 'A'----- Rs 25,000/-Group 'B'-----Rs 15,000/-  Group 'C'----- Rs 7500/-  (Authority - Railway Board's letter No. E(D&amp;A) 2014 GS1-3 dated 12.01.2015)...acs no.126  In any other case, a Railway servant shall not accept any gift without the sanction of the Government if the value exceeds [RBE 30/2020]-  (i) <b>Rupees Five thousand</b> in the case of Railway servants holding any Group 'A' or Group 'B' post; and  (ii) <b>Rupees Two thousand</b> in the case of Railway Servants holding any Group 'C' or Group 'D' post.</p> <p>A Govt. servant may receive/retain gift from foreign dignitaries market value of which does not exceeds Rs 1000/-.</p>
13	A	<b>Dowry;</b>
14		<p><b>Public Demonstration in honour of a Railway Servants;</b></p> <p>No Railway servant shall, except with the previous sanction of the Government receive any complimentary or valedictory address or accept any testimonial or attend any meetings of entertainment held in his honour, or in the honour of any other Government servant.</p>
15		<p><b>Private Trade or Employment;</b></p> <p>No Railway Servant shall, except with the previous sanction of the Govt.-</p> <p>(a) Engage directly or indirectly in any trade or business, or</p> <p>(b) Negotiate for, or undertake any other employment,</p>
15	A	<p><b>Sub-letting and vacation of Government Accommodation;</b></p> <p>Save as otherwise provided in any other law for the time being in force, no Railway servant shall sub-let, lease or otherwise allow occupation by any other person of Govt. accommodation which has been allotted to him.</p>
16		<p><b>Investment, lending and borrowing;</b></p> <p>a) No railway servant shall speculate in any stock, share or other investments. Provided that nothing in this sub-rule shall apply to occasional investments made through stock</p>

		<p>brokers or other persons duly authorized and licensed</p> <p>b) lend or borrow or deposit money, as a principal or an agent, to or from, or with, any person or firm or private limited company with whom he is likely to have official dealings or otherwise place himself under pecuniary obligation to such person or firm or pvt. limited company ; or</p> <p>c) lend money to any person at interest or in a manner whereby return in money or in kind is charged or paid.</p> <p>Provided that a railway servant may give to, or accept from, a relative or a personal friend, a purely temporary loan of a small amount free of interest, or make an advance or pay to his private employee. Provided further that nothing in this sub-rule shall apply in respect of any transaction entered into by a railway servant with the previous sanction of the Government.</p>
17		<p><b><u>Insolvency and Habitual Indebtedness:-</u></b></p> <p>A railway servant shall so manage his private affairs as to avoid habitual indebtedness or insolvency. A railway servant against whom any legal proceeding is instituted for the recovery of any debt due from him or for adjudging him as an insolvent shall forthwith report the full facts of the legal proceedings to the Government.</p> <p>A railway servant who seeks the assistance of the Insolvency Court without the previous permission of the competent authority shall render himself liable to removal from service.</p> <p>A railway servant who is arrested for debt is liable for dismissal.</p>
18		<p><b><u>Transaction of Movable, Immovable and Valuable Property:</u></b></p> <p>Every railway shall on his first appointment shall submit a return of his assets and liabilities, in such form as may be prescribed by the government, giving full particulars regarding the immovable property/The shares, debentures and cash including bank deposits as well as the other movable property inherited by him or owned or acquired or held by him;</p> <p>Sale &amp; Purchase of shares, Securities, debentures etc. are to be treated as transactions as movable property:-</p> <p>Where a Rly. Servant enters into a transaction in respect if movable property either in his own name or in the name of a member of his family, he shall, within 01 month from the date of such transaction, report the same to the Govt., if such property exceeds 02 months' basic pay (RBE-105/11). If such transaction is with a person having official dealing with him prior sanction of the Admn., should be obtained.</p>
19		<p><b><u>Vindication of Acts and character of Railway Servants;</u></b></p> <p>a) No Railway servant shall, ordinarily, have recourse to any Court or to the Press for the vindication of any official act.</p> <p>b) Nothing in this rule shall be deemed to prohibit a railway servant from vindicating his private character and or any act done by him in his private capacity and where any action for vindicating his private character or any act done by him in his private capacity is taken, the railway servant shall submit a report to the govt. regarding such action.</p>
20		<p><b><u>Canvassing of non-official or other Influences;</u></b></p>

		No railway servant shall bring or attempt to bring any political or other influence to bear upon any superior authority to further his interests in respect of matters pertaining to his services under the Government.
21		<p><b><u>Restrictions regarding marriages;</u></b></p> <p>(a) No railway servant shall enter into, or contract, a marriage with a person having a spouse living, and, (b) No railway servant, having a spouse living shall enter into, or contract, a marriage with any person.</p> <p>A railway servant who has married or marries a person other than of Indian Nationality shall forthwith intimate the fact to the Government.</p> <p>Provided that the Government may permit a railway servant to enter into, or contract, any such marriage as is referred to in clause (1) or clause (2) if it is satisfied that-</p> <p>(a) Such marriage is permissible under the personal law applicable to such railway servant and the other party to the marriage; and</p> <p>(b) There are other grounds for so doing.</p>
22		<p><b><u>Consumption of Intoxicating Drinks and Drugs;</u></b></p> <p>A railway servant shall Refrain from consuming any intoxicating drink or drug in a public place and shall strictly abide by the law relating to intoxicating drinks or drugs during the course of his duties.</p>
22	(a)	<p><b><u>Prohibition regarding employment of children below 14 years of age;</u></b></p> <p>No Railway Servant shall employ to work any child below the age of 14 yrs.</p>
23		<p><b><u>Interpretation-</u></b></p> <p>The power of interpreting these rules is reserved to the President.</p>
24		<p><b><u>Delegation of Powers-</u></b></p> <p>The Government may, by general or special order, direct that any power exercisable by it under these rules shall, subject to such conditions, if any, as may be specified in the order, be exercisable also by such officer or authority as may be specified in the order.</p>
25		<p><b><u>Repeal and Saving;</u></b></p> <p>The Railway Services (Conduct) Rules, 1966, contained in Appendix VIII of the Indian Railways Establishment Code, Volume I, shall cease to be in force except as respects things done or omitted to be done.</p>
26		<p><b><u>Obligation to abide by all Administrative Instructions -</u></b></p> <p>Notwithstanding anything contained in these rules, a railway servant shall be governed by</p>

		all the administrative instructions that may be issued from time to time in regard to the conduct of railway servants.
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