



दक्षिण पूर्व मध्य रेलवे
South East Central Railway
मुख्यालय, कार्मिक विभाग, प्रथम तल, महाप्रबंधक कार्यालय, बिलासपुर (छ. ग.)
HEAD QUARTER, PERSONNEL DEPARTMENT, 1st FLOOR,
GM's OFFICE, BILASPUR (C.G.) 495004

सं. पी-एचक्यू/रुलिंग/पॉलिसी/10

दिनांक: 22.08.2025

प्रति,
सर्व संबंधित

स्थापना नियम सं.- 144/2025

विषय:- Reckoning of 30 % Pay Element for fixation of Pay of Running Staff involved in SPAD cases, who fail in Psychological test and are subsequently deployed in stationary Posts (Non- Running)- Clarification reg.

रेल्वे बोर्ड के पत्र सं. E(P&A)II-2025/RS-28 दिनांक 11.08.2025 की प्रति, सूचना, मार्गदर्शन तथा आवश्यक कार्यवाही हेतु प्रकाशित की जा रही है। इस विषय से संबंधित रेलवे बोर्ड के पत्र को निम्नानुसार स्थापना नियम के तहत प्रकाशित किया गया था:-

क्र.	रेल्वे बोर्ड का पत्रांक एवं दिनांक, RBE No.	स्थापना नियम संख्या
1.	2018/Safety (DM)/20/1, Dt. 20.08.2019	249/2019

उपरोक्त नियम दफ्तरे की अधिकारिक वेब-साइट <http://www.secr.indianrailways.gov.in> एवं PCPO के share folder (10.206.2.18) पर निम्नलिखित लिंक पर उपलब्ध हैं:-

Web-site- Home page—Dept./Div of SECR—HQ—Personnel—Rules & Publications

Share Folder- Personnel—PCPO—Ruling—html—Estt. Rules

संलग्न:- यथोक्त.

(राघवेन्द्र सिंह)
सहायक कार्मिक अधिकारी (मुख्या.)
कृते प्रधान मुख्य कार्मिक अधिकारी

Reckoning of 30% Pay Element for Fixation of Pay of Running Staff involved in SPAD Cases, who fail in Psychological Test and are subsequently deployed in Stationary Posts (non- running) – Clarification reg.

RAJAN GOEL < rajan.goel@gov.in >

Thu, 21 Aug 2025 11:21:52 AM +0530

To "gm"<gm@cr.railnet.gov.in>,"gm"<gm@ecor.railnet.gov.in>,"gm"<gm@ecr.railnet.gov.in>,"gm"<gm@er.railnet.gov.in>,"gm"<gm@ncr.railnet.gov.in>,"gm"<gm@ner.railnet.gov.in>,"gm"<gm@nfr.railnet.gov.in>,"gm"<gm@nr.railnet.gov.in>,"gm"<gm@nwr.railnet.gov.in>,"gm"<gm@scr.railnet.gov.in>,"gm"<gm@secr.railnet.gov.in>,"gm"<gm@ser.railnet.gov.in>,"gm"<gm@sr.railnet.gov.in>,"gm"<gm@swr.railnet.gov.in>,"gm"<gm@wcr.railnet.gov.in>,"gm"<gm@wr.railnet.gov.in>,"gm"<gm@mtp.railnet.gov.in>,"cpo"<cpo@cr.railnet.gov.in>,"cpo"<cpo@ecor.railnet.gov.in>,"cpo"<cpo@ecr.railnet.gov.in>,"cpo"<cpo@er.railnet.gov.in>,"cpo"<cpo@ncr.railnet.gov.in>,"cpo"<cpo@ner.railnet.gov.in>,"pcpo"<cpo@nfr.railnet.gov.in>,"cpo"<cpo@nr.railnet.gov.in>,"cmd"<cmd@nwr.railnet.gov.in>,"cpo"<cpo@scr.railnet.gov.in>,"cpo"<cpo@secr.railnet.gov.in>,"cpo"<cpo@sr.railnet.gov.in>,"cpro"<cpo@swr.railnet.gov.in>,"cpo"<cpo@wcr.railnet.gov.in>,"cpo"<cpo@wr.railnet.gov.in>,"cpo"<cpo@nwr.railnet.gov.in>,"cpo"<cpo@swr.railnet.gov.in>,"cpo"<cpo@ser.railnet.gov.in>

Cc "GAURAV PURI"<gaurav.rb1@gov.in>,"MANOJ KUMAR"<manoj.rb@gov.in>

Sir/Madam,

Please find the attachment regarding the above-mentioned subject.

E (P&A)-II Branch, Pay Commission
Railway Board

1 Attachment(s)

Letter to ZRs reg reckoning of ...

112.1 KB

भारत सरकार / Government of India
रेल मंत्रालय / Ministry of Railways
(रेलवे बोर्ड / Railway Board)

No. E(P&A)II-2025/RS-28

New Delhi, dt. 11.08.2025

To
The General Managers (P)
All Zonal Railways

Sub: Reckoning of 30% Pay Element for Fixation of Pay of Running Staff involved in SPAD Cases, who fail in Psychological Test and are subsequently deployed in Stationary Posts (non-running) - Clarification reg.

References have been received from various Zonal Railways, seeking clarification on the applicability of the 30% pay element in respect of Running Staff involved in Signal Passed at Danger (SPAD) cases, who fail the prescribed psychological test and are redeployed to stationary (non-running) posts.

2. The queries raised by the Railways are broadly as under:

- i. Whether the 30% pay element is to be reckoned for fixation of pay of such Running Staff who, after failing the psychological test post-SPAD, are posted to non-running/stationary posts.
- ii. Clarification on pay fixation and further deployment procedures for such psycho-failed Running Staff.
- iii. Determination of the effective date for such pay fixation — whether from the date of the SPAD incident or the date of failure in the psychological/aptitude test.

3. In this regard, attention is invited to Board's letter No. 2018/Safety/DM/20/1 dated 20.08.2019, wherein it has been stipulated that:

"A Running Staff who is involved in SPAD should be allowed only one attempt for the psychological test. In case the staff fails in the psychological test, he/she should be taken out from running duties and deployed in stationary/non-running duties."

4. In view of the above, the following position is clarified for uniform adoption across all Railways:

- Running Staff involved in SPAD cases, who fail the psychological (aptitude) test, shall be treated as non-running staff with effect from the date of such failure.

- Upon redeployment to stationary (non-running) posts, they shall no longer be eligible for the 30% pay element for pay fixation.
- In case such staff subsequently retire or opt for VRS, the 55% pay element shall not be admissible for computation of retirement benefits.

5. This issues with the approval of the competent authority.

(This disposes of CR's letter No. CR-HQ0PERS(POPT)/224/2022 dt. 10.02.2025, SWR's letter No. दपरे/(पी),573/पीसीडीओ/2024-25 dt. 10.12.2024, ER's letter No. E.1140/ALP/E&DE/Refd/2019 dt. 30.01.2023)

Digitally signed by

Manoj Kumar

Date: 21-08-2025

09:48:55

(Manoj Kumar)

Deputy Director, Estt. (P&A)II

Railway Board

Tele No. - 011-47845113

Email ID : manoj.rb@gov.in

कॉफमो रेलवे कार्यालय परिसर, तिलक ब्रिज, नई दिल्ली - 110002
COFMOW Railway Offices Complex, Tilak Bridge, New Delhi -
110002