



Estt. Srl. No. 144/2025
RBE No-Nil

EAST COAST RAILWAY
प्रधान मुख्य कर्मिक अधिकारी का कार्यालय/
Office of the Principal Chief Personnel Officer
रेल सदन, द्वितीय तल, भुवनेश्वर - 751017
Rail Sadan, IInd Floor, Bhubaneswar-751017

ECoR/Pers/R/SPAD cases

Date: 04.09.2025

ALL PHODs/CHODs,
DRMs/CWM/CAO & CPM,
East Coast Railway, Bhubaneswar.

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.

उपर्युक्त विषय पर रेलवे बोर्ड पत्र सं. E(P&A)II-2025/RS-28, दिनांक 11.08.2025 की प्रतिलिपि सूचना, मार्गदर्शन एवं आवश्यक कार्रवाई हेतु अग्रेषित है।

A copy of Railway Board's Letter No. E(P&A)II-2025/RS-28, dated 11.08.2025 on the above quoted subject is forwarded herewith for information, guidance and necessary action.

Encl: As above,


(Subash Chandra Hota)
Assistant Personnel Officer(HQ-I)
for Principal Chief Personnel Officer

Copy to:-

1. Secy. to GM & AGM,
2. Chairman-RRB & RRC-BBS,
3. Dy.CPOs /Sr.DPOs, DPOs/SPOs, WPO/APOs of Personnel Department,
4. General Secretary's- ECoRSC & ECoRSU.


for Principal Chief Personnel Officer

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

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