
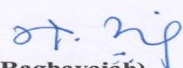


# SRES - NFIR

## ONE MORE CHANCE TO APPEAL FOR APAR

Recognised	<b>N F I R</b>	Registration No. : RTU/Nnn/31/20
	<b>National Federation of Indian Railwaymen</b>	
	3, CHELMSFORD ROAD, NEW DELHI - 110 055	
	Affiliated to : Indian National Trade Union Congress (INTUC) & International Transport Workers' Federation (ITF)	
No. NFIR/II/7		Dated: 04/01/2024
<b>The Secretary (E),</b> Railway Board, New Delhi		
Dear Sir,		
Sub: Non-communication of "Good" grading in the APAR to staff for the year 2022-23 – case of Southern Railway-reg.		
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<p>Staff representations are being received that on Southern Railway, the APAR grading for the year 2022-23 of Railway employees has been recorded "Good" by the Reporting Authorities without properly looking into the actual performance and negative implications of "Good APAR". In many cases, the Appellate and Reviewing Authorities are accepting the "Good" grading, having been unaware of disadvantage being caused to the staff. As the grading "Good" is not considered as 'adverse' for the purpose of granting promotion to the staff, the authorities in most of the cases are not conveying the "Good" APAR grading to the concerned staff. Consequently, the staff are not able to submit appeals intime for considering upgradation of "Good" APAR to "Very Good" or "Outstanding".</p>		
<p>Railway Board is aware that the grading "Good" in the APAR would result staff not fit for financial upgradation under MACPS. Reports received from Southern Railway reveal that there are nearly 2000 employees whose grading has been recorded as "Good" while majority of them would be entitled for financial upgradation under MACPS in the next one to two years period. The gradation "Good" would make all those staff not eligible for financial upgradation under MACPS as according to the extant norms, the staff should have APAR grading atleast "Very Good" for becoming eligible for the MACP benefit. Non-communication of APAR – Good to the concerned staff has also led to the situation wherein they could not submit appeals to higher authority intime to consider for upgradation to Very Good/Outstanding.</p>		
<p>NFIR, therefore, requests the Railway Board to kindly consider the peculiar situation arisen on Southern Railway on account of non-communication of APAR-Good for the year 2022-23 and issue instructions to the General Manager, Southern Railway to allow appeals from those staff whose APARs have been recorded "Good" for considering for upgradation to "Very Good" so that they stand eligible for financial upgradation under MACPS. A copy of the instructions issued may be endorsed to the Federation.</p>		
		<b>Yours faithfully,</b>
		
		<b>(Dr. M. Raghavaiah)</b> General Secretary
Copy forwarded to the General Secretary, SRES, Chennai for information with reference to letter No. 97/APAR dated 27/12/2023.		

- The above issue was discussed & agreed by Board in the DC/JCM held on 15/16.02.2024.
- The Staff who were affected by APAR grading for the last three years will get one more chance to represent to change / upgrade their grading.
- Therefore, the APAR model link will be kept open for next two months.
- Make use of the chance to upgrade the grading.

Dr. M.Raghavaiah  
GS/NFIR & President/SRES

Circular No. 1385  
Date : 16.02.2024

P.S.Suriyaprakasam  
GS/SRES & JGS/NFIR

For more details visit : [sresindia.org](http://sresindia.org) / [nfirindia.org](http://nfirindia.org)