

NFIR/IV/RSAC

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Comments - early
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GOVERNMENT OF INDIA / भारत सरकार
MINISTRY OF RAILWAYS / रेल मंत्रालय
RAILWAY BOARD / रेलवे बोर्ड

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

New Delhi, dated 27.01.2026

The General Secretary,
AIRF,
4, State Entry Road,
New Delhi-110055

The General Secretary
NFIR
3, Chelmsford Road,
New -Delhi-110055

Sirs,

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)

Ref:- (i) AIRF's letter No. AIRF/53 (S14) dated 26.12.2025.
(ii) NFIR 's letter No. NFIR/IV/RSAC/2026 dated 05.01.2026.

The undersigned is directed to refer to the above mentioned communications on the subject cited above.

The issue raised has been examined again in the Board's office. In this connection, it is observed that the detailed position on the matter has already been communicated to both the Federations vide Board's letter of even number dated 28.10.2025, which is in accordance with the extant policy provisions. As no new facts have been brought out in the present references, the same position is reiterated.

As regards the application of Para 924(i)(d) of IREM-I, it is clarified that the provision only provides a general guideline for reckoning 30% of basic pay for the purpose of pay fixation when running staff are posted to stationary posts. Failure in the prescribed psychological or aptitude test cannot be treated as a minor or procedural issue. Such failure indicates that the employee does not meet the required mental fitness and behavioural standards necessary for safe performance of running duties. In these circumstances, allowing the 30% pay element would not be justified and would be contrary to the intent of the aptitude testing system.

Further, granting the benefit of the 30% pay element to staff who have failed the psychological test and are found unsuitable for running duties would lead to inequity, as they would continue to receive a financial benefit linked to duties they are no longer qualified to perform. This would undermine the purpose of the aptitude test and go against principles of fairness. Moreover, extending this benefit in cases involving SPAD could create an undesirable incentive and may have adverse implications for train safety.

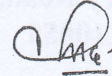
It is also noted that the Board's instructions dated 11.08.2025 have been challenged before the Hon'ble Central Administrative Tribunal in OA Nos. 851 and 870 of 2025. The matter

National Federation of Indian Railwaymen

is, therefore, sub-judice. In terms of Section 19(4) of the CAT Act, 1985, no action on the subject matter is permissible during the pendency of the said cases.

In view of the foregoing facts and circumstances, the request of the Federations for withdrawal of the instructions dated 11.08.2025 cannot be agreed to.

Yours faithfully,



For PED(IR)/Railway Board

Copy to :- JDE(IR), Railway Board

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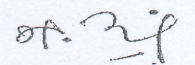


NATIONAL FEDERATION OF INDIAN RAILWAYMEN (N.F.I.R.)
3, Chelmsford Road, New Delhi

No. NFIR/IV/RSAC/2026

Dated: 31/01/2026

Copy of Railway Board's letter No. E(P&A)II/2025/RS-28 dated 27/01/2026 sent to GS/NFIR is forwarded to the General Secretaries of Zonal Unions of NFIR for comments. Affiliates may connect NFIR's letter dated 05/01/2026 and DC/JCM Item No. 15 sent to Railway Board on 27/10/2025.


(Dr. M. Raghavaiah)
General Secretary