

GOVERNMENT OF INDIA (भारत सरकार)
MINISTRY OF RAILWAYS (रेल मंत्रालय)
RAILWAY BOARD (रेलवे बोर्ड)

No. E(P&A)II/2025/RS-16 New Delhi, dt. 06.01.2026

The PCPOs
All Zonal Railways

Sub: Review of stepping up of pay already granted to CLIs.

Instances have come to the notice of the Railway Board where stepping up of pay has been granted to Chief Loco Inspectors (CLIs) without fulfilling the mandatory conditions prescribed by the Board. In several cases, this has later resulted in withdrawal of the benefit, attempted recoveries, and multiple litigations before judicial forums.

2. In a set of OAs filed before the Hon'ble Central Administrative Tribunal, Ahmedabad (OA Nos. 324/2024, 330/2024, 231/2025, 235/2025, 236/2025 and 246/2025), applicants have challenged the withdrawal of stepping up of pay granted earlier. Examination of records revealed that stepping up of pay had initially been allowed in 2009 and again in 2021, despite the fact that the basic and mandatory conditions laid down by the Railway Board for stepping up of pay were not fulfilled.

3. It is reiterated that stepping up of pay is admissible only when all conditions prescribed in Board's letters dated 24.07.2009 (RBE No. 236/2009) and 16.08.2019 (RBE No. 133/2019) are strictly met. Non-fulfilment of any of these conditions renders the grant of stepping up of pay inadmissible from the outset.

4. It has also been observed that in some cases stepping up of pay was granted more than once, based on an already incorrect initial stepping up, without adequate scrutiny and without seeking clarification from the Board. Such actions are contrary to extant instructions and have led to avoidable financial implications and prolonged litigation.

5. Attention is also invited to the Hon'ble Supreme Court's judgment

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dated 18.12.2014 in *State of Punjab & Ors. vs. Rafiq Masih (White Washer)*, adopted by the Railway Board vide letter dated 22.06.2016, wherein recoveries arising out of excess payments due to administrative errors have been held to be impermissible in specified circumstances, including cases of retired employees and payments continuing for long periods. Erroneous grant of stepping up of pay thus exposes the administration to legal constraints on recovery, further aggravating the financial impact.

6. In view of the above, all Zonal Railways are advised to:
- i. review cases of the last ten years of stepping up of pay to CLIs and ensure that stepping up of pay is sanctioned strictly in accordance with the conditions laid down in the relevant Board's instructions, after thorough scrutiny of service records and feeder cadre details;
 - ii. avoid granting stepping up of pay more than once, unless such grant is clearly admissible under the rules and supported by explicit justification; and
 - iii. examine fixation of responsibility in cases where incorrect stepping up of pay was processed, approved, or implemented in violation of Board's instructions, and consider initiation of appropriate administrative or disciplinary action under the extant rules.
7. A report on the review of the cases undertaken and action taken may be furnished to the Board's office by **31.03.2026**.

Digitally signed by

Sundeep Pal

Date: 06-01-2026

(Sundeep Pal)

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Railway Board

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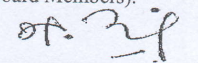


NATIONAL FEDERATION OF INDIAN RAILWAYMEN (N.F.I.R.)
3, Chelmsford Road, New Delhi

No. NFIR/IV/RSAC/2026

Dated: 12/01/2026

Copy of Railway Board's letter No. E(P&A)II/2025/RS-16 dated 06/01/2026 is forwarded to the General Secretaries of Zonal Unions of NFIR for furnishing comments to the Federation soon and latest by 31st January, 2026 positively for taking up the matter at the level of Railway Board (CRB & Board Members).


(Dr. M. Raghavaiah)
General Secretary