



PBC No. 174 / 2025

**75**  
Azadi Ka  
Amrit Mahotsav

**दक्षिण रेलवे Southern Railway**  
**प्रधान मुख्य कार्मिक अधिकारी कार्यालय**  
**Office of the Principal Chief Personnel Officer**  
**प्रधान कार्यालय, कार्मिक विभाग, चेन्नै-600003**  
**Headquarters, Personnel Department, Chennai-600003**

सं/No: P(R)524/P/Fixation/Vol.IX

दिनांक/Dated: 25.08.2025

All PHODs/ DRMs/ CWMs/ CEWE/ CAO/ CPM/ PDA/ Dy.CPOs/ Sr.DPOs/ Secy to GM,  
Chairman/RRB/MAS,TVC, Addl.Registrar/RCT/MAS, Secretary/RRT/MAS,  
Principal MDZTI/TPJ, SRCETC/TBM, ZETTC/AVD,  
DPOs/SPOs/WPOs/APOs of HQ/Divisions /Workshops/Units.

**विषय/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.**

\*\*\*

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

Railway Board's letter dated 20.08.2019 referred to therein is enclosed for ready reference.

संलग्नक/Encl. 03 pages

(V.Swaminathan) .

Dy. Chief Personnel Officer / Co-ord.

For Principal Chief Personnel Officer

प्रतिलिपि/Copy to: The General Secretary/SRMU

The General Secretary / DREU

The General Secretary/AISCTREA

The General Secretary/AIOBCREA

The General Secretary/NFIR

IT Section/PB/HQ - to upload in the SR website.

**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

**Government of India  
Ministry of Railways  
(Railway Board)**

**No.2018/Safety(DM)/20/1**

**New Delhi, dated: 28.08.2019**

**General Managers,  
All Zonal Railways**


**Sub: Re-deployment of Loco Running Staff/Motorman involved in SPAD cases.**

References were received from Southern Railway and Central Railway seeking clarification regarding number of attempts to be given to the Loco Running Staff for the aptitude test (previously known as psychological test) who were involved in SPAD.

Accordingly, the matter has been examined and the following has been decided:

A Running staff who was 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.

Further, Railways may refer to Railway Board's letter No.2017/Safety(A&R)/18/11 dated 08.01.2018 for other details.



28/8/2019

**(Dimpy Garg)**  
ED/Safety(M)  
Railway Board

Copy to:

AM/L

CSOs/All Zonal Railways

EDEE/RS, EDME/Traction, EDE(N), ED/Safety-II