PBC No: 58/2026

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

सं/No: P(G)534/XVI/PBC Circulars दिनांक/Dated:20.04.2026

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: Comparison of Pay Levels of Loco Pilots with those of Stationary Staff for the purpose of preparing integrated seniority list for promotion from Group "C" to Group "B" posts against 70% Selection quota – reg.

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A copy of Railway Board's letter No. E(GP)2019/2/25 (3379109) dated 09.04.2026 is enclosed for information guidance and necessary action.

Railway Board's letters no. dated 18.08.2015 (RBE No. 92/2015) and 25.04.2011 (RBE No. 53/2011) referred therein have been issued as PBCs No. 123/2015 and 104/2011.

Encl. 02 Pages

20.04.2026

(SHIKHA LAL)
Chief Personnel Officer / Gaz
For Principal Chief Personnel Officer

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.

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

E(GP)2019/2/25 (3379109) **New Delhi, dt. 09.04.2026**

The General Manager,
All Indian Railways & Production Units.

(Kind attention: PCPOs/PFAs/Dy.CPO(G)s/Dy.CAO(G)s)

Sub.: Comparison of pay levels of Loco Pilots with those of Stationary Staff for the purpose of preparing integrated seniority list for promotion from Group 'C' to Group 'B' posts against 70% Selection quota.

Ref.: Board's letter No. E(GP)2005/2/87 dated 18.08.2015 (RBE No. 92/2015) and Board's letter of even number dated 04.11.2025.

1. It has recently come to Board's notice that Zonal Railways are following different practices while determining relative seniority of Loco Running Staff (i.e. Loco Pilots) vis-à-vis Stationary Staff (e.g. SSEs, JEs and CLIs etc.) in preparation of integrated seniority lists of Group 'C' employees for 70% Selection to Group 'B' posts. Also, in an ongoing Court case, it has been directed to seek clarification from Railway Board as to why the guidelines / policies are not being followed uniformly by all Railway Zones. As such, certain relevant information was called for from all Zones/PUs vide Board's letter dated 04.11.2025 mentioned above.

2. The matter has been examined in Board's office with aforementioned perspective. It is clarified that the basic principles governing equivalence of pay levels of Running categories of Staff vis-à-vis Stationary categories of Staff for promotion to Group 'B' posts, where both categories of staff are eligible to be considered, have essentially been same across all policy instructions issued pursuant to Implementation of various Central Pay Commission recommendations in the past, the last one being Board's letter dated 18.08.2015 (RBE No. 92/2015) cited above.

3. In this regard, attention is also drawn to the affirmation issued by Railway Board vide letter No. E(GP)2005/2/87 dated 22.12.2015 (copy enclosed for ready reference) to the procedure adopted by ECoR for preparing the integrated seniority list in connection with the selection to Group 'B' post of AEE, being in consonance with the Board's policy issued vide letter dated 18.08.2015. Therefore, the following procedure is being reiterated, in continuation of the instructions dated 22.12.2015 (*supra*), to be followed by all Railways, where equivalence of pay levels of Loco Running categories of Staff vis-à-vis Stationary categories of Staff for promotion to Group 'B' posts shall have to be required as both categories of staff being eligible :

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(i) The seniority of Loco Running Staff, who were in Vth CPC scale of Rs.5500-9000 or above (GP 4200 / Level 6) i.e., erstwhile Express Driver/Sr. Passenger Driver/Sr. Motorman/Passenger Driver/Motorman/Sr. Goods Driver, is to be fixed on the basis of the date of entry into scale Rs.5500-9000 and the seniority of Stationary Staff in GP 4600 / Level 7 (including Chief Loco Inspector) to be interpolated within the said list taking their date of entry into GP 4600 / Level 7 as the base.

(ii) The seniority of Loco Pilot (Goods) in the erstwhile scale of Rs.5000-8000 (GP 4200 / Level 6) to be fixed *en bloc* below all the staff mentioned at S.No.(i) and above the other staff (Running/Stationary) in Level 6.

3.1 Accordingly, the equivalence matrix for 6th CPC and afterwards shall be as mentioned below:

Sl. no.	Designation of Loco Running Staff	Scale of Pay (VI CPC / VII CPC)	Scale of Stationary post to be equated with (VI CPC / VII CPC)
1.	Loco Pilot (Mail/Express)	GP 4200 / Level 6	GP 4600 / Level 7
2.	Loco Pilot (Passenger)	GP 4200 / Level 6	GP 4600 / Level 7
3.	Loco Pilot (Goods)	GP 4200 / Level 6	GP 4600 / Level 7 **And to be placed *enbloc* below Running Staff at Sl. no. 1, 2 & Stationary Staff in GP 4600 / Level 7, but above the Stationary Staff in GP 4200 / Level 6 and Running Staff at Sl. no. 4, 5.**
4.	Loco Pilot (shunting) I (NF)	GP 4200 / Level 6	GP 4200 / Level 6
5.	Loco Pilot (shunting) II	GP 2400 / Level 4	GP 4200 / Level 6

4. Accordingly, the Zonal Railways/PUs are advised to ensure uniformity while preparing the integrated seniority lists of Group 'C' employees for promotion to Group 'B' posts in respect of Selections to be notified henceforth. Past cases where Selections have already been finalized/notified need not be re-opened.

5. This issues with the approval of the Competent Authority.

6. This also disposes SCR's reference No.SCR/P-HQ/EL/Group-B/AEE/2025 dated 25.8.2025.

DA: As above.

(Arti Singh Lal)
Jt. Director / Estt. (GP)
Railway Board
Ph. No. 23047250
Email Id - esttgp2@rb.railnet.gov.in