पूर्व मध्य रेल
EAST CENTRAL RAILWAY

कार्यालय
महाप्रबंधक (का.)
हाजीपुर

PCPO's Cir. Sl. No.105/2025

No.ECR-HQ0PERS (RULE)/0001/2025 (Com.No.309129) Date: As Signed

1. CAO (Con.)/उत्तर एवं दक्षिण/पटना।
2. सभी PHOD/CHOD/पूमरे/हाजीपुर।
3. DRM/पूमरे/दानापुर, डीडीयू, धनबाद, सोनपुर एवं समस्तीपुर।
4. मुख्य कार्मिक अधिकारी/प्रशासन/पूमरे/हाजीपुर।
5. मुख्यालय के सभी कार्मिक अधिकारी।
6. CWM/पीडी/डीडीयू, यांत्रिक कारखाना/समस्तीपुर एवं हरनौत।
7. Sr.DPO/पूमरे/दानापुर, डीडीयू, धनबाद, सोनपुर एवं समस्तीपुर।
8. उप महाप्रबंधक/विधि/पटना।
9. प्राचार्य/क्षेत्रीय रेल प्रशिक्षण संस्थान/मुजफ्फपुर एवं भूली।
10. सभी मुकार्याधी/कार्याधी/पूमरे/हाजीपुर।

विषयः- 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.

संदर्भः- Railway Board's letter No.-E(P&A)II-2025/RS-28, Dated-11.08.2025.

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विषयांकित से संबंधित संदर्भित पत्र की छायाप्रति सूचना एवं अग्रेत्तर आवश्यक कार्रवाई हेतु प्रेषित की जा रही है।

A copy of above referred letter on the subject matter is being forwarded herewith for information and needful onward action please.

DA: As above.

Signed by
Prakash Kumar Singh
Date: 09-09-2025 16:08:30

सकाधि/ई.एस.एम.
कृतें महाप्रबंधक (का.)/पूमरे/हाजीपुर

प्रतिलिपि/– निम्नलिखित को सूचनार्थ एवं आवश्यक कार्रवाई हेतु प्रेषितः–

1. महासचिव/ईसीआरईयू/पूमरे/हाजीपुर।
2. महासचिव/एस.सी.एवं एस.टी.एशोसिएशन/पूमरे/हाजीपुर।
3. सकाधि (एम.पी.पी.)/पूमरे/हाजीपुर–कृपया इसे वेबसाइट पर अपलोड कराने की व्यवस्था करें।
4. महासचिव/ओ.बी.सी.एशोसिएशन/पूमरे/हाजीपुर।

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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

1171
27 AUG 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.

E(P&A)II/2025/RS-28

- 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

कॉफमो रेलवे कार्यालय परिसर, तिलक ब्रिज, नई दिल्ली - **110002**
COFMOW Railway Offices Complex, Tilak Bridge, New Delhi - 110002