

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)

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