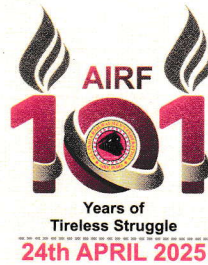


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4, State Entry Road, New Delhi-110055 (INDIA)

No. AIRF/53 (33)

Dated: 22.08.2025

The Director General (HR)
Railway Board,
Rail Bhawan,
New Delhi.

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 (Non-Running) Posts – Clarification regarding.

Ref: Railway Board's letter No. EP&All-2025/RS-28 dated 11.08.2025.

Dear Sir,

The All India Railwaymen's Federation (AIRF) wishes to draw your kind attention towards a matter of serious concern relating to the fixation of pay of Running Staff involved in Signal Passed at Danger (SPAD) cases, who fail in the prescribed psychological test and are subsequently redeployed in stationary (non-running) posts.

It is highly regrettable that, through the above referred communication dated 11.08.2025, the Railway Board has clarified that such staff, upon redeployment to non-running posts, shall not be eligible for pay fixation by reckoning the 30% pay element, and further, that upon their retirement or voluntary retirement, the admissibility of 55% pay element for the computation of retirement benefits shall also stand withdrawn.

This decision is extremely harsh and against the spirit of natural justice, besides being contrary to the extant Running Allowance Rules. It has always been the established position that whenever any Running Staff, due to medical de-categorization or administrative exigency, is shifted to a stationary post, his pay fixation is to be carried out by reckoning the 30% pay element. The present instructions run contrary to these settled provisions and will cause undue financial hardship to the affected employees.

AIRF is of the firm view that:

- Redeployment to stationary duties, irrespective of the reason, should not deprive an employee of his rightful entitlement to the 30% pay element for pay fixation.
- Denial of this benefit and the consequential exclusion of the 55% element in retirement benefits will severely affect the livelihood and social security of the concerned staff and their families.
- Such unilateral withdrawal of long-standing benefits, without proper consultation with staff federations, is an anti-labour step and detrimental to employee morale.

In view of the above, AIRF strongly urges that the instructions contained in Railway Board's letter dated 11.08.2025 be kept in abeyance immediately and the matter be reconsidered in consultation with the staff Federations. A fresh communication may kindly be issued restoring the reckoning of the 30% pay element for pay fixation and continuation of the 55% element for retirement benefits of the Running Staff, even in cases of redeployment following failure in the psychological test after SPAD.

We sincerely hope that the Railway Board will take a sympathetic, pragmatic, and judicious view in the matter and protect the legitimate rights of the affected Running Staff. A favorable and expeditious decision in this regard will go a long way in upholding justice and boosting the morale of the workforce.

Yours sincerely,



(Shiva Gopal Mishra)
General Secretary

Copy to: General Secretaries, all affiliated unions of AIRF – for information.