

copy to affiliates

Government of India (Bharat Sarkar)  
Ministry of Railways (Rail Mantralaya)  
Railway Board.

No.2017/SCC/03/09

New Delhi, dated 16.04.18

To  
The General Manager/equivalent  
(All Indian Railways, PUSs, RDSO, NAIR,  
Directors/Training Institutes).



Subject : Benchmark for promotion to administrative grades in Railway Services.

Reference : Board's letter No.2017/SCC/03/09 dated 01.09.17 and 23.11.17.

Board, vide letter dated 01.09.17 and 23.11.17, issued instructions regarding interpretation of the benchmark for promotion to various grades in terms of numerical grading. After considering several issues relating to interpretation of benchmark, Board have now decided to follow the following revised interpretation of benchmark in respect of APARs with numerical grading :

Grade	Benchmark as per instructions dated 15.12.15	Interpretation of benchmark consequent to introduction of APARs with numerical grading
HAG	Very Good Plus – two 'Outstanding' and three 'Very Good' grading in the last five years. However, minimum 'Very Good' in each of the last five APARs	Bench mark will continue to be 'Very Good plus' i.e. minimum two 'Outstanding' and three 'Very Good' grading or equivalent in the last five APARs under consideration classifying the numerical grading in terms of 'Outstanding', 'Very Good' and 'Good' as per Board's instructions dated 21.07.17. A minimum grading of 'Very Good' is also required in each of the five APARs.
SAG and NFSG	Very Good – The minimum performance benchmark will be 'Very Good' in each of the last five APARs.	Bench mark will continue to be Very Good i.e. minimum grading of 'Very Good' in each of the last five APARs under consideration classifying the numerical grading in terms of 'Outstanding', 'Very Good' and 'Good' as per Board's instructions dated 21.07.17.
JAG	Good – should have earned two 'Very Good' and three 'Good' grading or equivalent in the last five APARs	Bench mark will be 'Good plus' which will be defined as two 'Very Good' and three 'Good' APARs in the last five APARs under consideration classifying the numerical grading in terms of 'Outstanding', 'Very Good' and 'Good' as per Board's instructions dated 21.07.17. A minimum grading of 'Good' is also required in each of the five APARs.

2. DPC should not be guided merely by the overall grading, that may be recorded in the APARs but should make its own assessment on the basis of entries in the APARs, as at times the overall grading in a APAR may be inconsistent with the grading under various parameters or attributes.

3. Railways/PUs etc. are also advised that empanelment/promotion of officers made on the basis of instructions dated 01.09.17 need not be revisited unless the same has adversely affected their promotion. Above mentioned decision should be brought to the notice of all officers working in respective Railways/PUs/CTIs.

S Krishna  
(SC Krishna)  
Under Secretary (Conf)  
Railway Board.

Copy to :-  
All officers in Railway Board  
C&IS for uploading in REIS website



NATIONAL FEDERATION OF INDIAN RAILWAYMEN (N.F.I.R.)  
3, Chelmsford Road, New Delhi

No. II/7

Dated 26/04/2018

Copy forwarded to the General Secretaries of affiliated Unions of NFIR for information and guidance.

C/: Media Centre/NFIR.

Dr. M. Raghavaiah  
(Dr. M. Raghavaiah)  
General Secretary