



PBC No. 100 / 2025



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

सं/No: P(R)535/P/Upgradation/Vol.I

दिनांक/Dated: 14.05.2025

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:Clarification regarding upgradation of pay structure of certain cadres.**

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A copy of the Railway Board's letter No. PC-VII/2019/RSRP/3(Pt.) dated 02.05.2025 on the above subject, is enclosed for information, guidance, and necessary action.

Railway Board's letter RBE No. 155/2022 referred to therein has been circulated as PBC No. 247/2022. Copy of Southern Railway's letter dated 26.04.2024 referred to therein is enclosed for reference.

संलग्नक/Encl. 03 pages

CHILAKALAPUDI  
ANJANIKUMAR

Digitally signed by  
CHILAKALAPUDI ANJANIKUMAR  
Date: 2025.05.16 10:08:59 +05'30'

**सहायक कर्मचारी संबंधी अधिकारी/Asst Personnel Officer / IR & Trg.**  
**कृते प्रमुकाधि/For Principal Chief Personnel Officer**

प्रतिलिपि/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 (BHARAT SARKAR)  
MINISTRY OF RAILWAYS (RAIL MANTRALAYA)  
(RAILWAY BOARD)**

No. PC-VII/2019/RŠRP/3(Pt.)

New Delhi, dated: 02/05/2025

The General Manager  
Southern Railway,  
Chennai - 600003

(Attention: Shri V. Swaminathan, Dy. CPO)

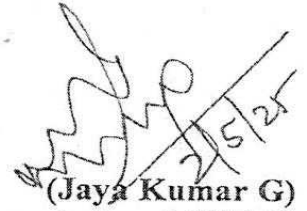
**Sub: Clarification regarding upgradation of pay structure of certain cadres.**

**Ref: Southern Railway's letter No. P@535/P/Upgradation/Vol.I dated 03.02.2025 and dated 26.04.2024.**

Please refer to Southern Railway's letters mentioned above seeking clarification on assessment of vacancies while annual review of the scheme under RBE No. 155/2022. These issue has been examined in consultation with E(NG) Dte.

2. With reference to above, it is stated that Board's letter RBE No. 155/2022 and clarification dated 01.12.2022 already stipulate that upgraded posts may be classified as Non selection and extant instructions issued by Establishment Directorate in this regard may be referred. Further, the principle of assessment of vacancy for non-selection posts may be adopted as detailed in para 4 of Master Circular 37.

3. This issues with the approval of Competent Authority.

  
(Jaya Kumar G)

Joint Director, Pay Commission & HRMS  
Railway Board

Ph. No. 011-47845125

e-mail : [jaya.kumarg@gov.in](mailto:jaya.kumarg@gov.in)



## दक्षिण रेलवे /SOUTHERN RAILWAY

सं/No: P(R)535/P/Upgradation/Vol.I

सचिव(प्र) /The Secretary (E),  
रेलवे बोर्ड/Railway Board,  
नई दिल्ली /New Delhi.

मुख्य कार्यालय /Headquarters Office,  
कार्मिक शाखा /Personnel Branch,  
चेन्नै /Chennai-600003  
दिनांक/Dated: 03.02.2025

[Kind attention: Sri.G.Jayakumar, Dy.Director, PC-VII & HRMS]  
(Email ID – [jaya.kumarg@gov.in](mailto:jaya.kumarg@gov.in))

विषय /Sub: Clarification regarding Upgradation of pay structure of  
certain cadres.

संदर्भ /Ref: This Railway's letters of even no. dated 26.04.2024, 07.06.2024  
12.07.2024, 20.08.2024 and 09.10.2024

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Railway Board is requested to kindly refer to this Railway's letters cited above, and clarify whether filling up of vacancies arising in the upgraded posts of Level-8 subsequent to 01.12.2022 are to be done by promotion with effect from the date such vacancy has occurred in the upgraded posts of Level-8, or otherwise.

A copy of this Railway's letter dated 26.04.2024 is enclosed for ready reference. Railway Board is requested to issue clarification at the earliest.

Encl: As above

(V.SWAMINATHAN)

उप मुख्य कार्मिक अधिकारी/मु का  
Deputy Chief Personnel Officer/Co-ord  
for Principal Chief Personnel Officer  
(E-mail ID - [dycpo\\_co-ord@sr.railnet.gov.in](mailto:dycpo_co-ord@sr.railnet.gov.in))



## दक्षिण रेलवे /SOUTHERN RAILWAY

मुख्य कार्यालय /Headquarters Office,  
कार्मिक शाखा /Personnel Branch,  
चेन्नै /Chennai-600003  
दिनांक/Dated: 26.04.2024

सं/No: P(R)535/P/Upgradation/Vol.I

सचिव(प्र) /The Secretary (E),  
रेलवे बोर्ड/Railway Board,  
नई दिल्ली /New Delhi.

[Kind attention: Sri.U.K.Tiwari, Dy.Director Estt(N)]  
(Email ID – [umesh.tiwari11@gov.in](mailto:umesh.tiwari11@gov.in))

विषय /Sub: Clarification regarding Upgradation of pay structure of  
certain cadres.

संदर्भ /Ref: Railway Board's letter Nos.  
1) PC-VII/2019/RSRP/3 dated 17.11.2022(RBE 155/2022);  
2) PC-VII/2019/RSRP/3 dated 01.12.2022

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Kind attention is invited to RBE 155/2022 dt 17.11.2022, wherein orders were issued for upgradation of 50% posts from Level-07 (Group C) to Level 8 (Group C) of certain Group C cadres in the list enclosed therein as Annexure-I and further upgradation of 50% post in Level-8 (Group C) to Level-9 (Group C) after 4 years of service in Level-8.

In terms of the modalities detailed in Annexure A2 of RBE 155/2022, the benefit of upgradation will be effective from 01.12.2022, duly considering the sanctioned cadre strength as on 30.11.2022. After the cutoff date, the annual review of the scheme is to be taken on 1<sup>st</sup> July of every year. With regard to the classification and designation, it has been stated that there will be no change in the nomenclature, designation, duties & responsibilities and classification of the post after upgradation. Pay fixation benefits as per the extant rule will also be applicable.

Further clarification has been issued by Railway Board vide letter dated 01.12.2022 in which it has been advised that the upgraded post may be classified as non-selection and filled up on the basis of seniority, scrutiny of service records and confidential reports without holding any written examination and/or viva voce and duly following the extant practice for promotion in respect of Vigilance and D&A clearance and also applying reservation rules. The minimum residency period prescribed for promotion to non-selection post will also be applicable for upgradation to Level-8. For assessment of vacancies for Direct recruitment the vacancies in all three grades i.e. Level 7, Level 8 and Level 9 will be taken altogether and recruitment will be made only in the grade of Level 7.



From these instructions, it is not clear whether filling up of vacancies arising in the upgraded post of Level-8 subsequent to 01.12.2022 are to be done by promotion with effect from the date of occurrence of vacancy or from the date of annual review and assessment of vacancies i.e 1st July of every year or, from the date of issue of office order.

However, in the PNM meeting held on this Railway with the recognised union i.e SRMU, a subject was raised regarding filling of upgraded posts in Level -8 from Level-7 employees. SRMU stated that the vacancies subsequently falling after 01.12.2022 in upgraded post are to be filled from the date of such posts becoming vacant.

It is seen that Board have advised that the upgraded posts in Level-8 are to be filled up broadly following the methods laid down for filling up non-selection posts and also that there is no change in nomenclature/ designation and duties & responsibilities of the upgraded posts.

In view of the above, Board is requested to kindly clarify whether filling up of vacancies arising in the upgraded posts of Level -8 subsequent to 01.12.2022 are to be done by promotion with effect from the date such vacancy has occurred in the upgraded posts of Level-8 or otherwise.

This has the approval of PCPO.

  
(T.D.Dinakar)  
मुख्य कार्मिक अधिकारी /  
Chief Personnel Officer/ G  
for Principal Chief Personnel Officer  
(E-mail ID - [tddinakar@gov.in](mailto:tddinakar@gov.in))