

NORTH CENTRAL RAILWAY

NCRPS- 6269/2024

Headquarters Office
Subedarganj, Prayagraj

No. 797-E/NCR/Policy/2024/APAR

Dated: .01.2024

All PHODs / CHODs, NCR HQ office, Prayagraj,
Divisional Railway Manager AGRA, JHANSI & PRAYAGRAJ,
CWM/JHS WS, CWM/ MLR WS, CWM/ RSK/STLI, CWM/CPOH Prayagraj,
Sr.DPO AGRA, JHANSI & PRAYAGRAJ, Dy.CPO/Const PRYJ, Dy.CPO/WS/JHS,
SPO/MLR, APO /RSK/STLI, CEE/WS/ JHS, Dy.CE/WS/JHS, Dy.CMM/GSD JHANSI,
Dy.CE/ Bridge Line JHANSI AGRA, Prayagraj, Dy.CE/ TMC Line JHANSI DyCE / CSP
Prayagraj, Staff Officer/RPF/NCR/HQ/Prayagraj. Dy.FA&CAO/G/NCR,
Principal- ETC/ Kanpur. Principal- IRTMTC / Prayagraj, Principal- CETA / Kanpur,
Principal- Supervisor Training Centre /Jhansi, Principal- Area Training Centre/Jhansi,
Principal- Transportation Training Centre, Subedarganj / Prayagraj, Principal- Basic Training
Centre, Loco/Jhansi, Principal- BTCC&W/Jhansi, Principal- BTC, Wagon Workshop/Jhansi,
Principal- C&W training Centre/ Kanpur, Principal- Permanent Way Training Centre/JHS,
Principal- Electric Training Centre/TRD/Jhansi.

Sub: Non-communication of 'Good' grading in the APAR to staff for the
year 2022-23-case of Southern Railway-reg.

Ref: Railway Board's letter No. E(NG)I-2023/CR/6 dated 18.01.2024.

Copy of Railway Board's letter No. E(NG)I-2023/CR/6 dated 18.01.2024, is annexed
herewith for further necessary action.

In this connection it is requested to examine the issue on the basis of letter of NFIR dated
04.01.2024 and arrange to furnish the consolidated details about similar cases over
Divisions/Workshops/Units, steps taken to tackle the problem and suggestions, if any up to
09.02.2024 otherwise it will be assumed that no case of similar nature exist in your
Division/Workshop/Unit, also no suggestion to tackle the problem and Railway Board may be
advised accordingly.

Policy Letter Circulated under NCRPS/NCRBE is also be available on website
www.ncr.indianrailways.gov.in (About us→Department→Personnel→NCR Policy Circulars).

DA: as above

(Jitendra Singh)
Digitally Signed by
Jitendra Singh
for General Manager
Date: 26-01-2024 17:38:08
Reason: Approved

C/- All Personnel Officer in HQ.

C/- All Recognized Union and Associations.

C/- SWC for information in reference to SWC No.

Policy
E(NG)I-2023/CR/6

Mail received on 19-1-24

Sanjay

Single Window Cell HQ
SWC No. NCR/HQ
Date: 22/01/24
902898

1/3086926/2024

भारत सरकार/GOVERNMENT OF INDIA
रेल मंत्रालय/MINISTRY OF RAILWAYS
(रेलवे बोर्ड/RAILWAY BOARD)

No. E(NG)I-2023/CR/6

New Delhi, dated 18.01.2024

The General Managers (P),
All Zonal Railways and Production Units.

Sub: Non-communication of 'Good' grading in the APAR to staff for the year
2022-23-case of Southern Railway-reg.

One of the recognized Federations i.e. NFIR vide its reference dated 04.01.2024 (copy enclosed) has brought to notice the Board that a number of employees have been graded 'Good' in their APARs for the year 2022-23, as a result, they would not be eligible for financial upgradation under MACP according to the extant norms.

To enable a considered view being taken in the matter, it is, requested to examine the enclosed case and arrange to furnish the details about similar cases over the Zonal Railways, steps taken to tackle the problem and suggestions, if any, at the earliest. Southern Railway may give details as the problem has been highlighted over Southern Railway.

Signed by
Sanjay Kumar
(Sanjay Kumar)
Deputy Director Estt. (N)
Date: 18-01-2024 10:46:37
Railway Board
Tele No. 23303658

तीसरा तल, कमरा नं. 359-A, रेल भवन, नई दिल्ली-110001, ई-मेल sanjay.kumar6@gov.in
3rd Floor, Room No.359-A, Rail Bhawan, New Delhi-110001, E-mail sanjay.kumar6@gov.in

SWC

✓ HRMS/APAR cell

Policy Cell

APD/IR

Recognised

N F I R

Registration No. : RTU/Nnn/31/2012



National Federation of Indian Railwaymen

3, CHELMSFORD ROAD, NEW DELHI - 110 055

**Affiliated to : Indian National Trade Union Congress (INTUC) &
International Transport Workers' Federation (ITF)**

No. NFIR/II/7

Dated: 04/01/2024

The Secretary (E),
Railway Board,
New Delhi
Dear Sir,

Handwritten signature and date 4/1/24
E DE(N)

Sub: Non-communication of "Good" grading in the APAR to staff for the year 2022-23 – case of Southern Railway-reg.

Staff representations are being received that on Southern Railway, the APAR grading for the year 2022-23 of Railway employees has been recorded "Good" by the Reporting Authorities without properly looking into the actual performance and negative implications of "Good APAR". In many cases, the Appellate and Reviewing Authorities are accepting the "Good" grading, having been unaware of disadvantage being caused to the staff. As the grading "Good" is not considered as 'adverse' for the purpose of granting promotion to the staff, the authorities in most of the cases are not conveying the "Good" APAR grading to the concerned staff. Consequently, the staff are not able to submit appeals intime for considering upgradation of "Good" APAR to "Very Good" or "Outstanding".

Railway Board is aware that the grading "Good" in the APAR would result staff not fit for financial upgradation under MACPS. Reports received from Southern Railway reveal that there are nearly 2000 employees whose grading has been recorded as "Good" while majority of them would be entitled for financial upgradation under MACPS in the next one to two years period. The gradation "Good" would make all those staff not eligible for financial upgradation under MACPS as according to the extant norms, the staff should have APAR grading atleast "Very Good" for becoming eligible for the MACP benefit. Non-communication of APAR – Good to the concerned staff has also led to the situation wherein they could not submit appeals to higher authority intime to consider for upgradation to Very Good/Outstanding.

NFIR, therefore, requests the Railway Board to kindly consider the peculiar situation arisen on Southern Railway on account of non-communication of APAR-Good for the year 2022-23 and issue instructions to the General Manager, Southern Railway to allow appeals from those staff whose APARs have been recorded "Good" for considering for upgradation to "Very Good" so that they stand eligible for financial upgradation under MACPS. A copy of the instructions issued may be endorsed to the Federation.

Yours faithfully,

Handwritten signature of Dr. M. Raghavaiah
(Dr. M. Raghavaiah)
General Secretary