

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

E(GP)2019/2/25 (3379109)

New Delhi, dt. 09.04.2026

The General Manager,
All Indian Railways & Production Units.

{Kind attention: PCPOs/PFAs/Dy.CPO(G)s/Dy.CAO(G)s}

Sub.: Comparison of pay levels of Loco Pilots with those of Stationary Staff for the purpose of preparing integrated seniority list for promotion from Group 'C' to Group 'B' posts against 70% Selection quota.

Ref.: Board's letter No. E(GP)2005/2/87 dated 18.08.2015 (RBE No. 92/2015) and Board's letter of even number dated 04.11.2025.

1. It has recently come to Board's notice that Zonal Railways are following different practices while determining relative seniority of Loco Running Staff (i.e. Loco Pilots) vis-à-vis Stationary Staff (e.g. SSEs, JEs and CLIs etc.) in preparation of integrated seniority lists of Group 'C' employees for 70% Selection to Group 'B' posts. Also, in an ongoing Court case, it has been directed to seek clarification from Railway Board as to why the guidelines / policies are not being followed uniformly by all Railway Zones. As such, certain relevant information was called for from all Zones/PUs vide Board's letter dated 04.11.2025 mentioned above.

2. The matter has been examined in Board's office with aforementioned perspective. It is clarified that the basic principles governing equivalence of pay levels of Running categories of Staff vis-à-vis Stationary categories of Staff for promotion to Group 'B' posts, where both categories of staff are eligible to be considered, have essentially been same across all policy instructions issued pursuant to implementation of various Central Pay Commission recommendations in the past, the last one being Board's letter dated 18.08.2015 (RBE No. 92/2015) cited above.

3. In this regard, attention is also drawn to the affirmation issued by Railway Board vide letter No. E(GP)2005/2/87 dated 22.12.2015 (copy enclosed for ready reference) to the procedure adopted by ECoR for preparing the integrated seniority list in connection with the selection to Group 'B' post of AEE, being in consonance with the Board's policy issued vide letter dated 18.08.2015. Therefore, the following procedure is being reiterated, in continuation of the instructions dated 22.12.2015 (*supra*), to be followed by all Railways, where equivalence of pay levels of Loco Running categories of Staff vis-à-vis Stationary categories of Staff for promotion to Group 'B' posts shall have to be required as both categories of staff being eligible :

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(i) The seniority of Loco Running Staff, who were in Vth CPC scale of Rs.5500-9000 or above (GP 4200 / Level 6) i.e., erstwhile Express Driver/Sr. Passenger Driver/Sr. Motorman/Passenger Driver/Motorman/Sr. Goods Driver, is to be fixed on the basis of the date of entry into scale Rs.5500-9000 and the seniority of Stationary Staff in GP 4600 / Level 7 (including Chief Loco Inspector) to be interpolated within the said list taking their date of entry into GP 4600 / Level 7 as the base.

(ii) The seniority of Loco Pilot (Goods) in the erstwhile scale of Rs.5000-8000 (GP 4200 / Level 6) to be fixed *en bloc* below all the staff mentioned at S.No.(i) and above the other staff (Running/Stationary) in Level 6.

3.1 Accordingly, the equivalence matrix for 6th CPC and afterwards shall be as mentioned below:

Sl. no.	Designation of Loco Running Staff	Scale of Pay (VI CPC / VII CPC)	Scale of Stationary post to be equated with (VI CPC / VII CPC)
1.	Loco Pilot (Mail/Express)	GP 4200 / Level 6	GP 4600 / Level 7
2.	Loco Pilot (Passenger)	GP 4200 / Level 6	GP 4600 / Level 7
3.	Loco Pilot (Goods)	GP 4200 / Level 6	GP 4600 / Level 7 And to be placed <i>en bloc</i> below Running Staff at Sl. no. 1, 2 & Stationary Staff in GP 4600 / Level 7, but above the Stationary Staff in GP 4200 / Level 6 and Running Staff at Sl. no. 4, 5.
4.	Loco Pilot (shunting) I (NF)	GP 4200 / Level 6	GP 4200 / Level 6
5.	Loco Pilot (shunting) II	GP 2400 / Level 4	GP 4200 / Level 6

4. Accordingly, the Zonal Railways/PUs are advised to ensure uniformity while preparing the integrated seniority lists of Group 'C' employees for promotion to Group 'B' posts in respect of Selections to be notified henceforth. Past cases where Selections have already been finalized/notified need not be re-opened.

5. This issues with the approval of the Competent Authority.

6. This also disposes SCR's reference No.SCR/P-HQ/EL/Group-B/AEE/2025 dated 25.8.2025.

DA: As above.



(Arti Singh Lal)
Jt. Director / Estt. (GP)
Railway Board
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GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. E(GP)2005/2/87

New Delhi, dt:- 22.12.2015

The General Manager (P),
East Coast Railway,
Bhubaneswar.

(Kind attn.: Shri P.Kishore Babu, CPO (A))

Sub: Preparation of Integrated seniority list in connection with selection to Group 'B' post of AEE

Ref.: East Coast Railway's letter no.ECoR/Pers/08/Policy/Inter- seniority/ AEE Selection/Pt.II dated 16/11/2015

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With reference to ECoR's aforementioned letter, it is advised that the procedure adopted by them for preparation of integrated seniority list for 70% Selection to Group 'B' post of AEE is in consonance with Para 3 of Board's letter no. E(GP)2005/2/87 dated 18/08/2015 and appears to be correct.

LB 22.12.15

(Lily Pandeya)
Director, Estt. (GC)
Railway Board.

ok

P. J. Issani
22/12/15

रेल मंत्रालय
Ministry of Railways
रेलवे बोर्ड / Railway Board
अनुलग्नक सहित जारी
Issue with Enclosure
हस्ताक्षर
Signature
पद से लिए
In the presence of
Date of Issue

23/12/15



EAST COAST RAILWAY

Office of the
Chief Personnel Officer
Rail Sadan, Chandrasekharpur
Bhubaneswar - 751017.

For 41

No.: ECoR/Pers/08/policy/Inte-seniority/AEE selection/Pt-II Date: 16.11.2015

To
Joint Director Estt.(N) - III,
Room No. - 412
Railway Board,
New Delhi.

(Kind attention : Ms. Kajal Mukherjee)

Sub: Preparation of Integrated seniority list in connection with selection to the post of AEE (Gr.B-70%).

Ref: RBE No - 92/2015 (Letter No- E(GP)2005/2/87 dtd. 18.08.2015).

In terms of the provisions of Board's letter mentioned above, this office has prepared the integrated seniority list as per the following procedure.

- The seniority of running staff, who were in Vth CPC scale of Rs 5500-9000/- (now in GP-4200/-) have been fixed on the basis of the date of entry into scale Rs.5500-9000/- grade and the seniority of stationary staff i.e. Sr.Section Engineer/Chief Loco Inspector (in GP 4600/-) are interpolated within the said list taking their date of entry in to GP-4600/- as the base.
- The seniority of running staff in the erstwhile scale of Rs 5000-8000/- (now in GP-4200/-) is proposed to be fixed below all the staff mentioned at Srl. No-1 above.

However, representations have been received from the running staff in erstwhile scale of Rs.5000-8000/- (now in GP-4200/-) that the names of stationary staff (GP-4600/-) should be fixed vis-a-vis the running staff in the erstwhile scale of Rs 5000-8000/- (GP 4200/-) but not vis-a-vis the running staff in erstwhile scale of Rs 5500-9000/- since both the erstwhile scales are in present GP Rs.4200/- and both are also equated with GP-4600/- of the stationary posts. To illustrate the matter of ambiguity, the example is furnished below.

Name of Staff	Date of entry in to erstwhile scale			Present GP
	5000-8000/-	5500-9000	6500-10500/-	
A (LocoPilot (M)	09.01.98	01.11.2003 ✓		4200/-
B (Loco-Pilot (G)	09.12.97			4200/-
C (Sr.S.E)	-	-	02.11.2003	4600/-

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*Perkins to ECoR
26/11/15
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DE(GP) I 1.

*898
30/11/15*

*Atk Madam
27/11/15*

*For DE(GC) pl.
27/11*

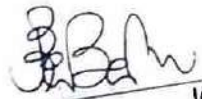
*DE(GC) [Signature]
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[Signature]*

This office has prepared the seniority, giving 'A' at seniority position-1, 'C' at seniority position - 2 & 'B' at seniority position - 3. Whereas the representationists claim that the seniority position of 'B' should be at seniority position - 1, 'A' at seniority position - 2 & 'C' seniority position - 3 since 'B' has entered into running post of Rs.5000-8000/- (GP 4200/-) much earlier than two others in example irrespective of their higher GP and higher erstwhile scale.

A copy of integrated seniority list prepared at this office is enclosed wherein the senior most 200 candidates are shown and no running staff in erstwhile scale of Rs.5000-8000/- could be included in the list due to operation of Para-3 of RBE No-92/2015 and adoption of the procedure as shown in above illustration.

As such, suitable clarification may kindly be communicated as to whether this office will proceed for the selection of AEE-70% with the present seniority list prepared as per the above mentioned procedure or it will be modified by placing the stationary staff in GP4600/- vis-a-vis running staff of erstwhile scale of Rs.5000-8000/-

Encl: copy of Integrated Seniority List
published on 16.10.2015.


(P. Kishore Babu)
16/10/15
Chief Personnel Officer (Admn)

Copy to: CEE/ECOR/BBS - for information.