



भारत सरकार / Government of India
रेल मंत्रालय / Ministry of Railways
रेलवे बोर्ड / Railway Board



No. 2026/O&M/3/2

New Delhi, Date: 28.07.2026

General Managers,
All Zonal Railways/PUs/Other Units,

DG/RDSO, CAO/PLW, Patiala,
CAO/WPO, Patna, CAO/RWP, Bela & VC/GSV

Sub: Policy for reforms in structure of Construction Organizations – reg.

The organizational structure of the Construction Organizations has been comprehensively reviewed and deliberated at the apex level. Based on these deliberations, it has been decided to strengthen the Construction Organizations with the objective of ensuring continuity of officers associated with construction projects, enhancing accountability, and improving the efficiency and timeliness of project execution.

2. Accordingly, a policy has been formulated and approved by the Board to provide greater organizational stability, facilitate focused project management, and ensure effective monitoring and delivery of projects. The details of the policy are enclosed as **Annexure-I**.

3. The above issues with the approval of the competent authority.

D.A.: As above

(T. Srinivas)

Joint Secretary, Railway Board

E-mail ID: t.srinivas1@gov.in

Ph. No.: 011-47845551

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Policy for reforms in organizational structure **for** **Execution of Railway Projects**

1. Objective

The policy aims to reform and strengthen organizational structure for overall improvement in execution of Railway projects. This involves procedure for selection, training, retention and transfer of officers in construction organization

2. Selection and Posting Process

- i. Formation of Central Selection Boards (CSB) comprising two AMs/PEDs/EDs for the selection of officers of all departments for JS, SS, JAG, NFSAG, SAG and NFHAG levels.
- ii. Central Selection Board (CSB) will have different committees (*AM Level/PED level/ED Level*) pertaining to various departments for selection of officers.
- iii. Officers from all departments willing to serve in construction organizations in Zonal Railways will apply through a dedicated portal with biodata, professional courses done, experience and exceptional works done. For Group B officers application will be restricted to particular zonal railway.
- iv. Assessment of suitability through interaction by Central Selection Boards (CSB).
- v. Retention exercise will be done by the CSB for NFHAG/SAG/NFSAG/JAG/SS/JS officers already served for more than 5 years in construction. Based on retention exercise and fresh requirement of each ZR, officers to be posted in construction through CSB will be known.
- vi. CSB will call seniormost 5 X requirement for selection of Officers for a particular ZR for interaction. In case, suitable candidates are not available, further officer in order of seniority will be called
- vii. Empaneled officers may be posted as per requirement.



- viii. Cooling off period, before posting to construction wing, will be of 2 years and exception will be approved by concerning members.

3. Training

- i. Compulsory Induction Modules: Project Management & IT (mandatory), plus at least one technical module (Earthwork, Structures, Bridges, Tunnels, OHE/S&T/Kavach, Land Acquisition, BIM/Digital Twins, High-speed track construction, AI tools) etc. will be imparted to officers posted in construction organizations.
- ii. Mandatory 2–3 weeks training conducted by GSV/ CTIs; passing the course is essential for working in construction organization.

4. Retention Framework

- i. Key Result Areas (KRAs) shall be prepared monthly by officers concerned and jointly signed with controlling officer.
- ii. Quarterly evaluation reports for these KRAs to be submitted by controlling officer to his next higher up the hierarchy.
- iii. Tenure: 5 years extendable up to 7 years.
- iv. Scrutiny of existing officers for continuance if tenure is less than 5 years. Same can be extended up to 7 years.
- v. ZR will provide feedback of officer for perusal of concerning Member.

5. Transfer Policy

- i. Approval level for transfers: -
 - a. CRB: For CAO/C, NFHAG, SAG.
 - b. Concerning Board Member: For JAG and below
- ii. Efforts for in-situ promotions to extent possible.
- iii. Natural transfers on promotion to DRM/PHOD/GM/AM.



6. Miscellaneous Provisions

- i. Preference in posting after 5 years for which choice of three ZR will be obtained.
- ii. House retention in case of posting at previous place of posting in case of posting to difficult projects. The list of difficult projects will be notified by Board.
- iii. Provision of site offices and transit residences; prefabricated homes for remote locations.
- iv. Permission for hiring transit residential/office accommodation in difficult projects.

7. Deputation of Forest/Revenue/Utility Officials: For better coordination following setups will be put in place:

- i. Deputation of serving Forest/Revenue/Utility officials at Zonal Railway.
- ii. One SAG/JAG level Indian Forest Service officer may be deputed per ZR.

8. Notwithstanding the above guidelines, CRB shall have full powers for retention/posting in administrative interest.

