

GOVERNMENT OF INDIA/ BHARAT SARKAR  
MINISTRY OF RAILWAYS/ RAIL MANTRALAYA  
(RAILWAY BOARD)

No. 2017/SCC/3/09

01<sup>st</sup> September 2017

The General Managers/equivalents,  
(All Indian Railways, PUs, RDSO, NAIR)  
Directors/Training Institutes, CMDs/PSUs, etc.

Sub: Benchmarks for promotion to administrative grades in Railway Services.

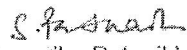
Ref: Board's letter No. 2015/SCC/3/09(pt.) dated 15.12.15.

As numerical grading has been introduced for officers in Railways in the new APAR format, Board have decided that the interpretation of benchmark for all grades would be as under:

Grade	Existing benchmark	Revised benchmark
HAG	Very Good Plus - Two outstanding and three very good gradings in the last five years. However, minimum very good in each of the last five APARs.	Very Good Plus - Minimum 39 points.
NFU HAG	-do-	-do-
SAG	Very Good - The minimum performance benchmark will be very good in each of the last five APARs.	Very Good - Minimum 35 points
NFU SAG	-do-	-do-
NF SG	Very Good - The minimum performance benchmark will be very good in each of the last five APARs.	Very Good - Minimum 35 points
JAG	Good - should have earned two very good and three good gradings or equivalent in the last five APARs	Good - Minimum 29 points

2. However, while considering the above, the DPC would not be guided merely by the overall grading, recorded in the APARs, but should make its own assessment on the basis of entries in APARs, as sometimes the overall grading in an APAR may be inconsistent with entries, various parameters and attributes.

3. Railways/Production Units, Training Institutes, PSUs etc. are requested to bring the revised benchmarks to the notice of all the officers.

  
(Sagarika Patnaik) 1.9.17  
Director (Confidential)/G  
Railway Board  
Ph. No.23047594