

Government of Railways  
Ministry of Railways  
(Railway Board)

No.2017/SCC/03/09(Pt.I)

New Delhi, dated 23.11.2017

The General Manager,  
Western Railway,  
Mumbai - 20

[Attention: Ms. Yatri Dave Vitekar, Dy CPO(Gaz.)]

Sub: Clarification on benchmarks for promotion to administrative grades on numerical grading for the APARs prior to year ending 2017.

Ref: Western Railway letter No.E/G/1024/0 dated 23.10.2017.

Consequent to introduction of numerical grading (from a scale of 1 to 10) in the APARs of Railway officers from the year 2016-17, the numerical gradings in APARs from the reporting year 2016-17 have been classified in terms of 'Outstanding', 'Very Good' & 'Good' vide Board's letter No. 2017/SCC/03/13 dated 21.07.2017.

1.1 Also, benchmarks for promotion to various grades have been revised in terms of points vide Board's letter No.2017/SCC/3/09 dated 01.09.2017. However, APARs prior to the reporting period 2016-17 contain gradings such as 'Outstanding', 'Very Good', 'Good', 'Average' & 'Below Average' and no numerical values have been assigned to these gradings.

2. To ensure homogeneity, it has been decided that gradings in APARs prior to 2016-17 may be assigned numerical values for empanelment/promotion purposes etc. as under:

S.No.	Grading	Points
i)	Outstanding	9
ii)	Very Good	7
iii)	Good	5
iv)	Average/Below Average	0

3. This disposes of Western Railway's letter referred above.

*S. Patnaik*  
(Sagarika Patnaik)  
Director (Confidential)/G  
Railway Board

Copy to:

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

All officers in Board's office and at Metro Bhawan, Pragati Maidan, New Delhi.

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