RBE No:83/2026

भारत सरकार / GOVERNMENT OF INDIA
रेल मंत्रालय / MINISTRY OF RAILWAYS
(रेलवे बोर्ड/Railway Board)

2025/E(Trg.)/41/1 **New Delhi, Dated: As signed**

The General Managers,
All Indian Railways & PUs.

The Director
All Centralized Training Institutes,
RDSO/Lucknow.

Sub:- Implementation of the grading-based assessment system in the Refresher training module for Train Managers (Guards) issued vide RBE No. 16/2025.

Ref: Board's Letter No. 2025/E(Trg)/41/1 dated 19.02.2025(RBE No. 16/2025)

In continuation of Board's letter referred above prescribing the refresher training module for Train Managers (Guards), and in pursuance of the recommendations of the High Level Safety Review Committee (Kakodkar Committee), the existing provision of a pass/fail examination on completion of the refresher course is hereby substituted with a **grading-based assessment system**. The grading-based assessment system, as developed and approved by the Board (M/O&BD) and DG/HR, shall come into effect from the date of issue of this letter.

2. The grading-based assessment shall be carried out on the basis of attribute-wise marks, with the following grading:

(i) Assessment shall be carried out on the basis of attribute-wise marks with grading assigned as follow:

- **'A' Category (80 marks and above),**
- **'B' Category (60 marks to below 80 marks),**
- **'C' Category (below 60 marks).**

(ii) A grading record of consecutive assessments shall be maintained for each Train Manager, with a consolidated summary at the Divisional level to facilitate monitoring of performance trends, identification of common deficiencies, and planning of focused training interventions. Such grading of Train Managers will be valid till the next refresher course.

(iii) Train Managers awarded Grade ‘B’ shall be counselled frequently by the Lobby In-charge/Station Manager/Supervisor, and a record of such counselling shall be maintained at lobby level. A consolidated report shall be forwarded periodically to the Divisional Office.

(iv) Train Managers awarded Grade ‘C’ shall be placed under special monitoring at the Divisional level through structured counselling sessions and by ensuring their maximum participation in safety seminars, safety drives, and other counselling related programmes.

v) A record of five consecutive performance gradings shall be maintained for each Train Manager. Every assessment shall be acknowledged by the concerned Train Manager. The record of these gradings, along with the Competency Certificate, shall be forwarded to the respective Training Centre at the time of the Train Manager's next Refresher Course.

3. The proposed system will align the assessment framework of Train Managers promote uniformity across running staff categories, and contribute to strengthening safety standards in train operations.

4. Accordingly, the relevant provisions of the Revised Training Module for Non-Gazetted Staff of Traffic Department relating to **Refresher training of Train Managers (Guards)** has been scanned and uploaded under Non Gazetted Training Circulars on 'Indian Railways' website and can be viewed or downloaded from railnet.

Kindly acknowledge receipt

D.A.:As Above.

Digitally signed by Neelam Sharma
Date: 13-10-2026 11:17:00

(Neelam Sharma)
Dy.Director-II/Estt. (Training)
Railway Board.
Ph No. 011- 23047105
Email: ngtraining2024@gmail.com

Training Branch, Room No. 359-C, 3rd Floor, Rail Bhawan, Ministry of Railways, Raisina Road, New Delhi-110 001

2025/E(Trg.)/41/1 **New Delhi, dated:**
As Signed

Copy to:

1. The General Secretary, NFIR, 3 Chelmsford Road, New Delhi for information (Copy may be downloaded from Non-Gazetted Training Circulars/Railnet/Internet).
2. The General Secretary, AIRF, 4 State Entry Road, New Delhi for information (Copy may be downloaded from Non-Gazetted Training Circulars/Railnet/Internet).
3. The Secretary General, FROA, R.No.256-A, Rail Bhavan, New Delhi for information (Copy may be downloaded from Non-Gazetted Training Circulars/Railnet/Internet).
4. The Secretary General, IRPOF, R.No.268, Rail Bhavan, New Delhi for information (Copy may be downloaded from Non-Gazetted Training Circulars/Railnet/Internet).
5. All Members, Department Council & Secretary Staff side National Council 13-C, Feroz shah Road, New Delhi (Copy may be downloaded from Non-Gazetted Training Circulars/Railnet/Internet).
6. The Secretary General, AIRPF Association, Room No.256-D, Rail Bhavan, New Delhi (Copy may be downloaded from Non-Gazetted Training Circulars/Railnet/Internet).
7. General Secretary, All India SC & ST Railway Employees Association, 171/B-3, Basant Lane Railway Colony, New Delhi (Copy may be downloaded from Non-Gazetted Training Circulars/Railnet/Internet).

Digitally signed by Tejendra Singh
Date: 13-10-2026 12:26:28

For Principal Executive Director (IR) /Railway Board

Copy to:

i. PS & ED(PG) to MR, MoSR (S) & MoSR (R)
ii. PSO/Sr.PPS to CRB, MF, M(Infra.), M(TRS), M(O&BD), DG(HR), DG(RHS) & DG(RPF)
iii. Sr.PPS/PPS/PS to AM(Budget), AM(CE), AM(C&IS), AM(Comml.), AM(E&HM), AM(Fin), AM(HR), AM(L&A), AM(Mech.), AM(Plg.), AM(Project), AM(PU), AM(RS), AM(Sig.), AM(Staff), AM(Traction), AM(T&C), AM(Tele), AM(TT), AM(Works), PED(Vig.), PED(Safety), PED(Coaching), LA,
iv. ED(Plg.), ED(Accts.), EDCE(B&S), EDCE(G), EDCE(Plg.), ED(CHG), ED(CC), ED(C&IS), ED(E&R), EDEE(Dev), EDEE(G), EDEE(M), EDEE(RS), EDE,

ED(RRB), PEDE(N), EDE(Res), EDF, EDF(B), EDF(X)I, EDF(X)II, ED(H), JS(C), EDME(Chg.), EDME(Fr.), EDME(PU&W), ED(PC)I, ED(PC)II, EDRE, ED(Safety), ED(Safety)-II, IG./RPF(Hqs), ED(Sig.), ED(SP), EDRS(G), EDRS(S), ED(TD), EDTC(R), EDCE(P), ED(PM), ED(FM), EDPG, EDTT(F), EDTT(S), EDV(E), EDV(Elect), EDV(T), EDVE(S), ED(W).

v. Chief Commissioner of Railway Safety, 3rd Floor, TA Office, State Entry Road, New Delhi-55.

vi. E(NG)I, E(NG)II, E(G), F(E)I, F(E)II, F(E)III, E(SCT)I, E(SCT)II branches of Railway Board.

Training Branch, Room No. 359-C, 3rd Floor, Rail Bhawan, Ministry of Railways, Raisina Road, New Delhi-110 001