



भारत सरकार GOVERNMENT OF INDIA  
रेल मंत्रालय MINISTRY OF RAILWAYS  
(रेलवे बोर्ड) (RAILWAY BOARD)



No. 2025/E(W)/28/2

New Delhi, dated 21.07.2025

The General Managers (P)  
All Zonal Railways.

**Sub: Revision of criteria and Key Performance Indicators(KPIs) to be considered for award of Running Shield-2026 towards best performance in Personnel Management.**

**Ref: Board' letter No. 2025/E(W)/28/1 dated 07.02.2025.**

Every year, Personnel Management Shield (PMS) is awarded to one of the best performing Zonal Railway(s) during Railway Week Central Function. Performance reported by Railways based on various Key Performance Indicators (KPIs) for the preceding Calendar Year is taken into consideration for adjudging the best performing Railway(s). The criteria and KPIs for the Calendar Year-2024 were accordingly notified to all Zonal Railways vide Board's letter cited under Ref.

2. The criteria and KPIs were last revised in the year 2018 and performance of Railways is being assessed based on these criteria ever since. With the advent of HRMS, Mission Karamayogi, etc., the relevance or otherwise of certain KPIs have been examined in consultation with E/MPP & E(Training) Directorates of Board's office and it has been decided with the approval of the Competent Authority to revise the criteria and KPIs for implementation w.e.f. the Calendar year-2025, i.e., from 1<sup>st</sup> Jan. 2025 to 31<sup>st</sup> Dec. 2025 (enclosed as **Annexure-I**).

3. It may be noted that performance of Railways shall be evaluated on the basis of revised criteria and KPIs and the points accrued thereby, for award of PMS from 2026 onwards. As such Railways are advised to instruct their Personnel Department to take necessary steps to ensure compliance of the revised criteria and KPIs.

  
(Renu Sharma)

Principal Executive Director (IR)  
Railway Board

Phone No.: 011- 23047172

E-mail: renu.sharma0110@gov.in

Encl: As Stated.

**REVISED KEY PERFORMANCE INDICATORS w.e.f. 01.01.2025**

Total staff (On-roll) as on 01.01.2025:-

S. No.	Key performance Indicators (KPIs)	Points	Parameters
1.	Training- coverage of Safety staff in Refresher Courses.	05	Total No. of Safety Category staff on- roll as on 1 <sup>st</sup> Jan.2025.
			No. of Safety Category staff sent for training in the year. (Jan. to Dec.2025).
2.	Training- number of staff trained.	10	Total No. of on-roll staff in the Railway as on 1 <sup>st</sup> Jan. 2025.
			Total No. of staff trained during the year (Jan. to Dec.2025).
3.	Progress in Selections /Suitability/Trade Tests.	10	No. of Selection/Suitability/ Trade Tests due as on 1 <sup>st</sup> Jan. 2025.
			No. of Selection/Suitability/ Trade Tests accrued (Jan. to Dec. 2025).
			No. of Selection/Suitability/ Trade Tests held during the year (Jan. to Dec. 2025).
4.	%age progress in filling up of vacancies in Safety Categories.	05	No. of vacancies in Safety Categories existing as on 1 <sup>st</sup> Jan. 2025.
			No. of vacancies in Safety Categories accrued (Jan. to Dec. 2025).
			No. of vacancies in Safety Categories filled during the period (Jan. to Dec. 2025) against Departmental Selection.
5.	Appointment on compassionate ground.	10	No. of compassionate appointments due as on 1 <sup>st</sup> Jan. 2025.
			No. of compassionate appointments accrued till Dec. of that year.
			No. of compassionate appointments done (Jan. to Dec. 2025).
6.	Induction of staff.	05	Induction of officials from recruitment panels received during the year.
			No. of officials inducted out of panels given. Details of replacement panels asked during the period (Jan. to Dec. 2025).
7.	Settlement of ONR cases.**	05	No. of ONR cases due as on 1 <sup>st</sup> Jan. 2025.
			No. of ONR cases received till Dec. of 2025 (Jan. to Dec. 2025).
			No. of ONR cases settled within two months.

8.	Disposal of CA-III cases forwarded by Board and those received by Railway.**	10	No. of all CA-III cases forwarded by Board and those received by Railway pending as on the 1 <sup>st</sup> Jan. 2025.
			No. of all CA-III cases forwarded by Board and those received by Railway received till Dec. 2025.
			No. of all CA-III cases disposed of during 2025.
			No. of CPGRAM cases received during 2025 (separately as total).
			No. of CPGRAM cases disposed of during 2025 (separately as total).
			No. of CPGRAM cases pending during 2025 (separately as total).
9.	Finalisation of CAT/High Court/Supreme Court cases.**	05	No. of judgements given in CAT/High Court/Supreme Court cases.
			Out of such judgements, No. of judgements implemented/finalised.
10.	Absorption of Medically de-categorised staff in alternate employment.	05	Total No. of medically de-categorised staff awaiting absorption for alternate employment as on 1 <sup>st</sup> Jan. 2025.
			Total No. of medically de-categorised staff accrual for absorption in alternate employment till Dec. 2025.
			Total No. of medically de-categorised staff absorbed in alternative employment within 60 days being declared medically de-categorised.
11.	PNM items disposed at Zonal level/ Divisional/Workshop level.	10	Total no. of items pending at Zonal level as on 1 <sup>st</sup> Jan. 2025.
			Total No. of items accrued at Zonal level till Dec.2025.
			Total no. of items disposed at Zonal level during that year (Jan.-Dec. 2025)
12.	Mission Karmyogi	04	Total No. of on-roll staff in the Railway as on 1 <sup>st</sup> Jan. 2025
			Total No. of staff completed atleast 4 courses in iGOT during the year(Jan. to Dec. 2025)
		04	Total No. of on-roll staff in the Railway as on 1 <sup>st</sup> Jan. 2025.
			Total No. of hours of learning completed in iGOT during the year (Jan. to Dec.2025)
		02	Total No. of courses published on iGOT Portal

13.	HRMS implementation	15	The criteria for HRMS will be dynamic as per the implementation plan and data will be drawn from HRMS itself.
14.	Achievement of Manpower Rationalization target (Surrender + Redistribution)	10	Target vs. achievement
		05	HR Audit and Yardstick adherence.
15.	HR Rationalisation**	10	Cadres mergers, system simplification and improvement , Training content
	Innovations**	05	New Ideas; processes, systems, implementation in any area of HR Deptt.
	HRMS diffusion	05	
16.	Employees' Grievances redressed	10	
17.	To be assessed by DG(HR).	50	(i) Special Drives, Simplification & Innovations, Achievements in other fields, Welfare of employees- 20 Marks (ii) Discretion-30 Marks
	<b>Total</b>	<b>200</b>	

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**\*\*Data which is not available in HRMS or other databases will be furnished by the Railways & other organizations.**