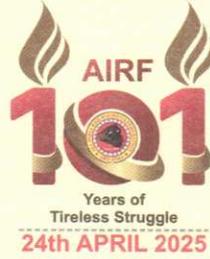


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No. AIRF/ 34 (118)

Dated. 20.03.2026

The Pr. Executive Director (N),
Railway Board,
Rail Bhawan,
New Delhi.

Sub: Rationalization of marks between Old and New CCAA (Act Apprentice) candidates to ensure parity in RRB Group 'D' selections

Dear Sir,

All India Railwaymen's Federation (AIRF) wishes to draw your kind attention to a significant issue concerning the disparity in marks obtained by Old CCAA (Act Apprentice) and New CCAA (Act Apprentice) candidates, which is adversely affecting fair consideration in recruitment to Group 'D' categories by Railway Recruitment Boards (RRBs).

It is submitted that the Old CCAA (Act Apprentice) candidates were required to undergo both theoretical as well as practical examinations during their apprenticeship training. Consequently, their National Apprenticeship Certificate (NAC) scores are relatively moderate, generally around 60%-70%.

In contrast, the New CCAA (Act Apprentice) candidates are assessed primarily on practical examinations only, enabling them to secure significantly higher marks, often exceeding 90%-95%. This fundamental difference in assessment methodology has resulted in a substantial and unintended disparity in marks between the two groups.

Due to this imbalance, candidates from the Old CCAA (Act Apprentice) category are placed at a distinct disadvantage, as they are effectively required to score considerably higher marks (approximately 15-16 marks more) in the RRB Group 'D' Computer Based Test (CBT) to remain competitive with their counterparts. This situation is inherently inequitable and runs counter to the principles of fairness, equal opportunity, and natural justice.

In order to address this anomaly and ensure a level playing field, AIRF strongly recommends that a suitable normalization/rationalization formula be devised. As an illustrative measure, the following system of granting compensatory marks to Old CCAA candidates may be considered:

S. No.	NAC Percentage	Extra Marks to be allotted
1	60%	+ 16 Marks
2	70%	+12 Marks
3	80%	+08 Marks
4	90%	+04 Marks

The above proposal aims to neutralize the inherent disadvantage faced by Old CCAA candidates and bring their effective merit at par with New CCAA candidates. AIRF firmly believes that such rationalization will eliminate the existing disparity, uphold the principles of equity, and ensure that all candidates are assessed on a fair and comparable basis.

In view of the above, AIRF, earnestly requests that necessary instructions may kindly be issued to all concerned authorities, including Zonal Railways and RRBs, to implement an appropriate mechanism for granting compensatory marks to Old CCAA (Act Apprentice) candidates while considering them for Group 'D' recruitment.

An early and favourable action in this regard will be highly appreciated.

Yours sincerely,



(Shiva Gopal Mishra)
General Secretary

Copy to: - PED (IR), Railway Board, New Delhi- For necessary action.

Copy to: - General Secretaries / All Affiliated Unions. - For information