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"सही मार्गदर्शन, उज्ज्वल भविष्य"

करियर शीट • CAREER SHEET

Indian Railway Management Service (Personnel), Group 'A'

भारतीय रेलवे प्रबंधन सेवा (कार्मिक) – आई.आर.एम.एस.

7 Sept 2026

Indian Railway Personnel Service (IRPS) officers manage human resources, welfare and industrial relations for over 1.2 million railway employees. It is a Central Group-A (Gazetted) service filled through the UPSC Civil Services...



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Salary, exams, colleges, the routes in and the steps after – all on the portal.

career.gsssjethantri.in/#/career/indian-railway-personnel-service

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प्रधानाचार्य, डाइट बाड़मेर
Principal, DIET Barmer



श्रीमती संघमित्रा

वरिष्ठ व्याख्याता, डाइट बाड़मेर (सहयोग)
Sr. Lecturer, DIET Barmer (Support)



भरत चौधरी

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करियर मार्गदर्शन कार्यशाला, डाइट बाड़मेर (14-17 जुलाई 2026) में विकसित व लोकार्पित
Developed & unveiled at the Career Guidance Workshop, DIET Barmer (14-17 July 2026)

यह एक स्वतंत्र परियोजना है, जो सरकार की आधिकारिक करियर-मार्गदर्शन सामग्री पर आधारित है। • An independent project based on the Government's official career-guidance content.

1 About this career

Indian Railway Personnel Service (IRPS) officers manage human resources, welfare and industrial relations for over 1.2 million railway employees. It is a Central Group-A (Gazetted) service filled through the UPSC Civil Services Examination.

2 At a glance

Service type	Central Group-A (Gazetted)
Selection exam	UPSC Civil Services (CSE)
Minimum qualification	Graduation in any stream
Domain	HR & employee welfare

3 What you need

INTERESTS

- Interest in people and human resources
- Labour law and employee welfare
- Leadership and management

ABILITIES

- Ability to communicate with all kinds of people
- Sound, fair decision-making
- Strong organisation and coordination skills

KEY SKILLS

- Communication skills
- Knowledge of labour law
- Problem solving
- Computer and HRMS proficiency
- Leadership
- Negotiation and dispute resolution
- Administrative skills

4 How to get there

- 1 Complete a bachelor's degree in any stream.
- 2 Apply for the UPSC Civil Services Exam (age 21–32).
- 3 Clear all three stages: Prelims → Mains → Interview.
- 4 Based on rank, you are allotted the IRPS/IRMS cadre.
- 5 Train as a Group-A officer at LBSNAA Mussoorie and railway academies.

MAIN EXAMS

- Note that the name has changed. The railways' Group "A" services were merged into the Indian Railway Management Service (IRMS), so the UPSC Civil Services Examination notice for 2026 lists this post under that name. Searching the old name still finds this page, but the notification will use the new one.
- Since 2019 this service is part of the Indian Railway Management Service (IRMS), also recruited via CSE.
- UPSC Civil Services Examination (CSE)

5 Where to study

GOVERNMENT INSTITUTES

- राजस्थान विश्वविद्यालय — Jaipur, Rajasthan (<https://www.uniraj.ac.in>)

PRIVATE INSTITUTES

- Vajiram & Ravi — Private paid coaching — this portal does not endorse any institute. Look at the free options first: the Chief Minister Anuprati coaching scheme, and the recruiting board's own syllabus and past question papers. Check fees, facilities and success claims for yourself; no one can guarantee selection.

ONLINE

- SWAYAM / NPTEL — Online (Govt of India) (<https://swayam.gov.in>)
- स्वयं (SWAYAM) — भारत सरकार के निःशुल्क ऑनलाइन कोर्स — Free (<https://swayam.gov.in/>)
- राष्ट्रीय डिजिटल पुस्तकालय (NDLI) — Free books and study material (<https://ndli.iitkgp.ac.in/>)

- एन.सी.ई.आर.टी. – निःशुल्क पाठ्यपुस्तकें – The foundation for general knowledge, maths and science (<https://ncert.nic.in/>)
- BYJU'S IAS (Online) – Private paid coaching – this portal does not endorse any institute. Look at the free options first: the Chief Minister Anuprati coaching scheme, and the recruiting board's own syllabus and past question papers. Check fees, facilities and success claims for yourself; no one can guarantee selection. (<https://byjus.com/ias/>)

FEES

Graduation in any stream costs roughly ₹10,000–₹50,000 per year in government colleges. UPSC coaching may cost ₹1–2 lakh, while the UPSC exam fee itself is very low (about ₹100–₹200). Figures are indicative.

SCHOLARSHIPS

- National Scholarship Portal (NSP) (<https://scholarships.gov.in>)
- Buddy4Study (<https://www.buddy4study.com>)
- Rajasthan SJE Scholarships (<https://sje.rajasthan.gov.in>)
- Vidya Lakshmi (Education Loan) (<https://www.vidyalakshmi.co.in>)

6 What the work is like

WHERE YOU WORK

Railway divisional and zonal offices, Railway Board, training institutes and railway PSUs.

WORK CULTURE

Mostly office-based; you lead teams of staff and officers. 5–6 days a week, 8–9 hours a day. Transfers are common. Opportunities exist for persons with disabilities too.

WHO HIRES

- | | |
|------------------------------|---------------------------------------|
| • Indian Railways (17 zones) | • Railway Board, Ministry of Railways |
| • IRCTC | • RailTel Corporation |
| • RITES Ltd | • DFCCIL |

DEMAND (2026)

With over 1.2 million employees, Indian Railways has a stable, prestigious demand for personnel officers. For Rajasthan students, North Western Railway (HQ Jaipur) is a nearby opportunity. It matters to keep two things apart: "demand" here counts the posts on offer, not your chance of getting one. In the UPSC Civil Services Examination 2025, 958 candidates in all were recommended across the Indian Administrative Service, the Indian Foreign Service, the Indian Police Service and every central Group A and Group B service combined; in 2024 the figure was 1,009. That is the whole country's intake for a year. So do not make this your only plan — keep a second route (a postgraduate degree, a skill, or another recruitment) moving alongside it.

7 Career growth

- 1 Assistant Personnel Officer
- 2 Senior / Divisional Personnel Officer
- 3 Deputy Chief Personnel Officer
- 4 Chief Personnel Officer / Additional DRM
- 5 Divisional Railway Manager (DRM) -> General Manager / Railway Board Member

EARNINGS

Starting	₹56,100 (मूल, लेवल-10)
Mid level	₹1,30,000–₹1,80,000
Senior level	₹2,25,000–₹2,50,000

The starting figure is BASIC PAY — the entry basic at pay matrix Level 10 — so that it can be compared directly against other careers. Dearness allowance (60% of basic since 1 January 2026) and house rent allowance are added on top of it, so take-home pay is appreciably higher. The mid-level and senior figures are approximate monthly income including allowances, not basic pay. As per the 7th Pay Commission; basic pay starts at Level-10 (₹56,100) plus housing, travel and medical allowances. Amounts are per month and indicative. The figures above rest on the 7th Central Pay Commission matrix, which is what applies as of 16 August 2026. The Union Cabinet approved the Terms of Reference of the 8th Central Pay Commission on 28 October 2025, and it must report within 18 months of its constitution. It has not reported yet, so no revised pay scale exists — but these figures will change. Dearness allowance has been 60% of basic pay since 1 January 2026.

8 The good parts · The challenges

The good parts

- Job security and social prestige of government service
- Direct impact on the lives and welfare of lakhs of employees
- Good pay and perks (housing, medical, travel)

The challenges

- Periodic transfers across the country
- Bureaucratic processes and slow decision-making
- High responsibility and pressure in labour relations

9 Real-life journeys

Renu Sharma

IRPS officer, Principal Chief Personnel Officer

Renu Sharma is a 1990-batch IRPS officer and was the first woman Divisional Railway Manager (DRM) of Pune division. A postgraduate in Chemistry, she served across railways including RDSO Lucknow, showing that women can reach the top personnel posts in the Railways.

Interview by Dr. Tushaba Shinde · https://drtushabashinde.in/PI_03.html

Anand Madhukar

IRPS officer (1997 batch), Joint Secretary level

Anand Madhukar is a 1997-batch IRPS officer. A postgraduate in History from Hansraj College, Delhi University, he rose to Officer on Special Duty (Joint Secretary level) in the Ministry of Finance, showing that arts graduates too can reach senior railway posts through the civil services.

Rajasthan Career Guidance Portal · <https://nhb.org.in/anand-madhukar-profile/>

10 If this route does not work out

One exam or one attempt does not close the door. The same subjects also open these routes — entry is usually easier, and you can return to this field later.

- Indian Revenue Service
- Indian Police Service
- Indian Railway Management Service (Accounts), Group 'A'

11 Sources & further reading

1. Rajasthan Career Guidance Portal — <https://cg.rajasthan.gov.in/careerguidance/>
2. UPSC official website — <https://www.upsc.gov.in>
3. Indian Railways / Railway Board — <https://indianrailways.gov.in>
4. IRPS (Wikipedia) — https://en.wikipedia.org/wiki/Indian_Railway_Personnel_Service
5. 8th Central Pay Commission — Cabinet approval of the Terms of Reference (PIB, 28 October 2025) — <https://www.pib.gov.in/PressReleasePage.aspx?PRID=2183289>
6. Civil Services Examination 2025 final result — 958 candidates recommended (PIB, 6 March 2026) — <https://www.pib.gov.in/PressReleasePage.aspx?PRID=2235922>



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