



PBC No: 202/ 2024

दक्षिण रेलवे Southern Railway
प्रधान मुख्य कार्मिक अधिकारी का कार्यालय
Office of the Principal Chief Personnel Officer
मुख्य कार्यालय, कार्मिक विभाग, चेन्नै-600003
Headquarters, Personnel Department, Chennai-600003

सं/No: P(G)562/XVI/Re-engagement

दिनांक/Dated:09.10.2024

All PHODs/ DRMs/ CWMs/ CEWE/ CAO/ CPM/ PDA/ Dy.CPOs/ Sr.DPOs/ Secy to GM,
Chairman/RRB/MAS, TVC, Addl.Registrar/RCT/MAS, Secretary/RRT/MAS,
Principal MDZTI/TPJ, SRCETC/TBM, ZETTC/AVD,
DPOs/SPOs/WPOs/APOs of HQ/Divisions /Workshops/Units.

विषय/Sub: **Re-engagement of Retired Railway Officers as Consultant-reg.**

A copy of Railway Board's letter No. 2024/E(GR)I/38/1 dated 29.08.2024 is enclosed for information guidance and necessary action.

Encl. 02 pages


9.10.2024

(Shikha Lal)
Deputy Chief Personnel Officer / Gaz
For Principal Chief Personnel Officer

Copy to: The General Secretary/SRMU
The General Secretary/AISCTREA
The General Secretary/AIOBCREA
The General Secretary/NFIR
IT Section/PB/HQ - to upload in the SR website.

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

No. 2024/E(GR)I/38/1
{No. 2024/NFR/Officers/Re-engagement/001}

Dated: 29.08.2024

The General Manager, All Indian Railways/PUs, NF(Con), CORE
The DG/RDSO, Lucknow, DG/NAIR, Vadodara, DG/CTIs
CAOs, DMW/Patiala, WPO/Patna, COFMOW/NDLS, RWP/Bela, CAO/IROAF

Sub: Re-engagement of Retired Railway Officers as Consultant.

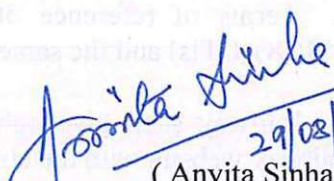
Keeping in view the difficulties being experienced by Zonal Railways due to vacant posts of Gazetted Officers the Board have approved re-engagement of retired Railway officers as consultant in exigencies of the services against the vacant posts. **This scheme of re-engagement of Retired Railway Officers shall be valid only upto 31.12.2026.** The re-engagement shall be as per the following terms & conditions:-

1. General Managers shall be empowered to re-engage retired Railway officers, who have retired from JTS (Level-10), STS(Level-11) & JAG(Level-12) for their re-engagement against the vacant posts at JTS (Level-10) & STS (Level-11).
2. As a policy initiative, to encourage a training model by re-engaging retired officers in CTIs, DG/CTIs may re-engage retired officers as faculty against vacant posts upto NFSG (L-13) in CTIs.
3. A Fixed Monthly **Remuneration** shall be admissible, arrived at by deducting the Basic Pension from the Pay drawn at the time of retirement. The amount of remuneration so fixed shall remain unchanged for the term of the contract. Annual increment/percentage increase and Dearness Allowance shall **NOT** be allowed during the contract period. [Example for determining remuneration shall be as given in DoE's OM No.F.No.3-25/2020-E.IIIA, Dated 09.12.2020].
4. Terms of reference of the work to be assigned shall be prepared and approved by GM/DG(CTIs) and the same shall be advertised as part of the application.
5. Railway shall give publicity to such re-engagement by publishing such requirements on Railway website with the eligibility criteria & application form.
6. Suitability/Competency of the retired officer shall be adjudged, on the basis of last five APARs as per established norms for a DPC, before such re-engagement by a three member Committee of PHODs/CHODs, as appointed by GM/DG(CTIs). While re-engaging such officers, medical fitness of the appropriate category shall be obtained from the designated authorities as per existing practices.
7. **Period of engagement shall be initially for a period of ONE year and further extendable as per requirement. No retired officer should be engaged beyond the validity of the scheme i.e. not beyond 31.12.2026.**
8. Maximum age limit of the re-engagement shall be 65 years.

9. The engagement of consultant shall not be considered as a case of re-employment.
10. **Paid Leave** of absence may be allowed at the rate of **1.5 days** for each completed month of service. Accumulation of leave beyond a calendar year will not be allowed nor carried forward in case the engagement is extended. Also, no payment in lieu of unutilized leaves will be paid at the time of discharge/expiry of the contract.
11. Re-engaged officer shall **not** be entitled for HRA, Residential accommodation. However, **Transport Allowance** for the purpose of commuting between the residence and the place of work shall be allowed not exceeding the rate applicable to the appointee at the time of retirement. The amount so fixed shall remain unchanged during the term of appointment. Retired employees engaged as Consultant may be allowed **TA/DA** in official tour, if any, as per their entitlement at the time of retirement.
12. The designation shall be consultant followed by (trade name) i.e. Officer appointed against the post of ADEN may be designated as Consultant (Engg.).
13. Re-engaged officer shall be given responsibilities like inspections, supervision, drawing, etc.
14. Re-engaged officer shall not be made in-charge of the unit like Branch Officer in the Division nor be given independent charge in the Construction unit. Re-engaged officer shall **not** be given the Financial and D&AR powers and shall **not** be authorized to issue any safety certificate. Re-engaged officer may recommend their suggestions on financial and other matters to regular officer.
15. The consultant shall not divulge any information gathered by him/her during the period of assignment related to the organization to anyone who is not authorized to know/have the same. For this purpose, the Consultant shall sign an agreement of confidentiality with the Govt. of India containing a clause on Ethics and Integrity.
16. Re-engaged officer shall be **discharged immediately** on joining of selected candidate(s) from UPSC or through departmental selection as per the recommendation of PHOD/CHOD concerned.

This issues with the approval of the Board (MF & CRB).

Kindly acknowledge the receipt and ensure compliance.


29/08/2024
(Anvita Sinha)
Executive Director/Estt.(GC)
Railway Board

No. 2024/E(GR)/I/38/1

Dated: 29.08.2024

1. PFAs, All Indian Railways & Production Units
2. The ADAI (Railways), New Delhi.
3. The Director of Audit, All Indian Railways


29/08/24

for Member (Finance), Railway Board

Copy: As per list attached.