

EASTERN RAILWAY

Kolkata, dated 15.11.2018.

No. E 296/0/1/ Pt. IV

ALL CONCERNED

Sub: Tenure of Deputation of Non Gazetted staff of Railways in Railway PSUs and autonomous bodies – Guidelines Regarding.

A copy of Railway Board's letter No. E(NG)I-2018/DP/25 dated 30.10.2018 is forwarded for information, guidance & necessary action.


(A. Ray)

Dy. Chief Personnel Officer/ Gaz
for Pr. Chief Personnel Officer

Copy of Railway Board's letter . No E(NG)I-2018/DP/25 dated 30.10.2018 addressed to GMs, All Indian Railways and others.

Sub: Tenure of Deputation of Non Gazetted staff of Railways in Railway PSUs and autonomous bodies – Guidelines Regarding.

In terms of extant policy framed by Department of Personnel & Training (DOP&T) and Ministry of Railways has issued guidelines/directives mentioned below from time to time against retention/overstay of officers beyond their sanctioned deputation tenures.

- Deputationist officer would be deemed to have been relieved on the date of expiry of deputation period, unless the competent authority has extended the period of deputation, in writing, prior to the date of its expiry.
- In the event of the officer overstaying for any reason whatsoever, he is liable to disciplinary action and other adverse Civil/Service consequence which would include that the period of unauthorized overstay shall not count against service for the purpose of pension and that any increment due during the period of unauthorized overstay shall be deferred, with cumulative effect, till the date of which the officer rejoins his parent cadre.

2. Despite the above, there are a number of Non-gazetted staff who are continuing in the PSUs beyond the approved tenure as normal practice. Many a time, the organizations do not spare the officers/staff upon completion of their sanctioned tenures. Besides the extension proposals are also forwarded very late sometimes, incomplete or without the required papers/documents taking the approval of competent authority for granted. It is also pointed out here that not receiving of NOC from the parent Railway is not a valid ground for retention of staff. **This has been viewed seriously by the Board.**

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3. Pursuant to the instructions dated 26.06.2018 issued by Department of Personnel and Training (DOP&T) and Board's letter No. 2018/E(O)II/41/7 dated 10.08.2018, all the PSUs have been advised to provide for an initial deputation tenure of five years for all Non gazetted Railway servants working with the PSUs, autonomous bodies under the aegis of Ministry of Railways in the relevant Recruitment Rules by suitably amending the RRs wherever necessary. Thus the initial tenure of deputation of five years will also help the organizations plan the requirement of officers on deputation for their projects requiring longer gestation period as well as to seek replacement in time.
4. Considering the above, CMD/MD/VC of PSUs/Autonomous bodies are requested to personally monitor the tenure of deputationist so that there are no instances of overstay while on deputation. It may also be ensured that proposals seeking extension in tenure of deputation of Non-gazetted staff beyond permissible limit meeting the criteria of exceptional/extraordinary situations impinging on public interest are forwarded to Ministry of Railway six months before the expiry of sanctioned tenure of deputation.
5. Railways, are therefore also advised to keep a close watch on staff deputed to other organizations and ensure reporting back of their employees well within the approved term of deputation. For this purpose, the probable date of their return back to parent Railway may be indicated in relieving order itself.

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