

Eastern Railway
(Personnel Department)
17, N. S. Road, Kolkata – 700 001

No.E.368/0/Re-engagement

Kolkata, Dated: 31/01/2019

**PFA/SDGM/PCOM/PCME/PCEE/PCMM/PCSTE/PCE
PCMD/PCCM/CAO(Con)/PCSC**

Divisional Railway Managers

HWH/SDAH/ASN/MLDT

Eastern Railway

Chief Works Managers

KPA/JMP/LLH

Eastern Railway

All Dy.CPOs/SPOs/APOs, E. Rly., Kolkata

Sub: Re-engagement of retired non-gazetted employees in exigencies of service – Procedure to be adopted for assessment of suitability/competency of the retired employees to be re-engaged - reg.

The issue of selection procedure/modalities to be adopted for re-engagement of retired railway employees under terms & conditions enumerated in RBE Nos. 109/12, 150/17 and 193/2017 circulated under this office serial Nos. 117/12, 145/17 and 188/17 respectively, has been under consideration of this office. With a view to maintain uniformity, following points are clarified:

- a) Re-engagement of retired employees should be done through public notification based on existing DRQ vacancies as on cut-off date, following a due process involving Personnel & Finance.
- b) As far as practicable, preference for re-engagement may be given to those eligible retired employees, who have retired within 90 days prior to the first date of re-engagement as per Board's letter No. 2004/Elect./(G)/135/2 (pt.) dated 18/12/2009. However, other eligible retired staff may also be considered.
- c) Re-engagement should be only of employees retired from the same category/trade.
- d) As far as possible, re-engagement may be in the office(s) from where the employee had retired/superannuated. However, employees re-engaged should be willing to work anywhere in the concerned Unit.
- e) Retired employees so re-engaged may be remunerated as per stipulations of para (vii) of RBE No. 150/17 ibid, through IPAS Module.
- f) Composition of the Selection Committee for assessment of suitability/competency of the retired railway employees to be re-engaged, as appointed by PHOD/CHOD/DRM/CWM:
 - i. Three JAG Officers for Posts in Level-6 & above (Two JAGs officers of the concerned department & One JAG from Personnel Department. For Personnel Department – Two JAGs from Personnel Department & One JAG from other Department).
 - ii. Three Sr. Scale Officers for Posts in Level-5 & below (Two Sr. Scale officers of the concerned department & One Sr. Scale Officer from Personnel Department. For Personnel Department – Two Sr. Scale officers from Personnel Department & One Sr. Scale from other Department).
 - iii. In case of non-availability of officers in the requisite grade, the instructions issued by RBE No. 187/18 circulated under this office serial No. 222/2018 may be invoked.

- g) As regards the selection procedure for adjudging suitability/competency of the retired railway employees, there are no specific guidelines envisaged in Board's extant instructions in this regard. However, in order to streamline the process of selection procedure, suitability/competency of the retired employees may be assessed by the Committee on the basis of following criteria:

Sl. No.	Relevant factor/headings	Marks allotted	Qualifying Marks
1.	Length of service/experience in relevant field. (33 years & above – 10 marks) (Minimum 20 years of service – 06 marks)	10	06
2.	Record of service - integrity, discipline, punctuality, attendance, performance, safety record etc. based on APARs/SRs etc.	20	12
3.	Overall assessment by the Committee regarding knowledge/competence etc., in the relevant field.	20	12
Total		50 marks	30 marks

- h) The select-list will be published with the approval of respective competent authorities viz. PHOD/CHOD, DRM & CWM, as the case may be.
- i) Retired employees found suitable/competent by the Committee may be re-engaged after obtaining Medical Fitness from designated authorities as per existing practice.
- j) All other relevant instructions on the subject issued from time to time, should be followed scrupulously.
- k) This issues with the approval of competent authority (PCPO).



(Anjan Ray)

Dy. Chief Personnel Officer/Gaz.
Phone No.:24104 (Rly.)