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

**Serial Circular No.117/2024**

No.368/0/Re-engagement/Pt.I

Kolkata, Dated: 17/10/2024

**All Concerned**

(as per standard list)

**Sub: Re-engagement of retired staff against vacant posts on contractual basis.**

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A copy of Ministry of Railways (Railway Board) letter bearing File no. E(NG)II/2024/RC-4/9, dated 15/10/2024 (**RBE No.96/2024**) on the above cited subject is circulated herewith for information and further necessary action.

DA: As above.

17/x/24

**(S.K.Chattopadhyay)**
**Sr. Personnel Officer/Admin.**
**For Pr. Chief Personnel Officer**
**Phone No. 24122 (Rly.)**
**Email ID: sandip.chattopadhyay@gov.in**

Amana 17/10/24

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**Index No.1060**: The scheme of re-engagement of retired non-gazetted Railway staff against vacant posts on contractual basis which will remain in force for an initial period of 2 years from 15/10/2024 or till further orders, whichever is earlier.

RBE No.: 96 /2024

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

**No. E(NG)II/2024/RC-4/9** **New Delhi, dated 15.10.2024**

**The General Manager (P),**
All Zonal Railways/PUs & RDSO,
(As per Standard mail list)

**Sub: Re-engagement of retired staff against vacant posts on contractual basis.**

Keeping in view the difficulties being experienced by Zonal Railways due to vacant posts of supervisors / staff, it has been decided by the Board that Railways may re-engage retired staff in exigencies of the services against the vacant posts, with following conditions:

i. Non-gazetted Railway staff retired in Pay Level-1 to Pay Level-7 may be considered for re-engagement against the vacant posts subject to stipulation that he/she may be re-engaged against the post having the same pay-level held by him/her at the time of retirement.

ii. Powers to re-engage retired employees will be with **General Managers** only.

iii. Railway should give adequate publicity to such re-engagement, including by putting it on Railway websites.

iv. While re-engaging such staff, medical fitness of the appropriate category should be obtained from the designated authorities as per existing practices.

v. Retired employees being re-engaged should not have been covered under the Safety Related Retirement Scheme/ Liberalized Active Retirement Scheme for Guaranteed Employment for Safety Staff (LARSGESS).

vi. Suitability/competency of the staff should be adjudged by a committee at an appropriate level before such re-engagement duly taking into account safety and other operational requirement. The level of the said committee shall be decided by the General Manager. Re-engaged employees **should also be free from DAR/Vigilance cases**.

vii. For the purpose of re-engagement, last 5 APARs of the retired employees seeking re-engagement should be taken into consideration and only those having at least "Good" grading in all 5 years should be considered.

viii. Maximum age limit for which re-engagement shall continue will be 65 years.

ix. Remunerations, allowances and leave of re-engaged retired staff will be as per OM No.F.No.3-25/2020-E.IIIA dated 09.12.2020 of Department of Expenditure, Ministry of Finance, Government of India which are as under:

a. A fixed monthly amount shall be admissible as remuneration during the contract period, 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.

b. No increment, Dearness Allowance and HRA shall be allowed during the term of the contract.

c. An appropriate and fixed amount as 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. However, they may be allowed TA/DA on official tour, if any, as per their entitlement at the time of retirement.

d. 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 may not be allowed.

x. Each engagement should be decided on merits of the requirement and the suitability of the person for the job. The Committee should take in account working experience of staff so that they are useful for the purpose for which they are selected.

xi. The scheme will remain in vogue for an initial period of 2 years from the date of issue of instruction or till further orders, whichever is earlier. Engagement period of an individual retired staff will be for a period of 01 year or till further orders, whichever is earlier. However, based on satisfactory performance of a re-engaged retired staff, his/her period of engagement can further be extended for a further period of one year or till attainment of 65 years of age, whichever is earlier.

xii. Re-engaged staff should be discharged immediately on joining of selected candidates from RRBs. Panel of Level-1, Train Manager, Junior Engineer, Technician etc have been made available in last 1 year. Candidates of these panels might have completed their training or will be completing their training. Further, panels of all important categories viz ALP/Technicians/Sub Inspector,/Constable/Para-medical/NTPC(UG) and NTPC(Graduate)/Level-1 will

be made available approximately within next 1-1.5 years. The position of available and future panels may be kept in mind before formulating requirement of re-engagement.

xiii. Re-engaged staff shall not be made in charge of the unit in the Division or in the Construction unit. Re-engaged staff shall not be given the financial and D&AR powers and shall not be authorised to issue any safety certificate. Re-engaged staff may recommend their suggestions on financial and other matters to regular or in-service staff/officer.

xiv. The integrity aspect should also be checked while permitting such re-engagement.

2. This issues with the approval of Board and concurrence of Associate Finance of Ministry of Railways (Railway Board).

**(U. K. Tiwari)**
**Director, Estt.(N)**
**Railway Board**

**No. E(NG)II/2024/RC-4/9** **New Delhi, dated 15.10.2024**

**Copy to:**

1. The Principal Financial Advisor, All Indian Railways/PUs.
2. The Principal Director of Audit, All Indian Railways/PUs.
3. The Dy. Comptroller and Auditor General of India (Rlys) Room No.224, Rail Bhawan, New Delhi.

**For Member Finance/Railway Board**

**No. E(NG)II/2024/RC-4/9** **New Delhi, dated 15.10.2024**

**Copy to:**

1. The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
2. The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).

3. All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
4. The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
5. The Secretary General, IRPOF, Room No. 268, Rail Bhawan, New Delhi (5 spares).
6. The General Secretary, AIRPF Association, Room No. 256-D, Rail Bhawan, New Delhi.
7. The Secretary, RBSS, Group 'A' Officers' Association, Rail Bhawan, New Delhi.
8. The Secretary, RBSS, Group 'B' Officers' Association, Rail Bhawan, New Delhi.
9. The Secretary, Railways Board Ministerial Staff Association Rail Bhawan, New Delhi.
10. The Secretary, Railway Board Non-Ministerial Staff Association, Rail Bhawan, New Delhi.
11. The Secretary, Railways Board Promotee Officers Association, Room No. 341-C, Rail Bhawan, New Delhi.
12. The General Secretary, All India SC & ST Railway Employees Association, Rail Bhawan, New Delhi.

**For Principal Executive Director/IR**
**Railway Board**

**Copy to:** PSs to MR, MOSR (S), MOSR(R)

PPSs to Chairman & CEO, M(F), M(Infra.), M(T&RS), M(O&BD), DG/RHS, DG/RPF, DG/HR, Secretary/Railway Board.

PPSs to AM(Comml), AM(CE), AM(C&IS), AM(Elec.), AM(Budget), AM(F), AM(Mech), AM(Plg), AM(Project), AM(PU), AM(Sig), AM(RS), AM(Tele), AM(Traffic), AM(Works), AM(T&C), AM(Staff), AM(HR), PED(Vig.), PED(Infra), PED(CR)

PSs to ED/Safety(M), EDCE(G), ED(E&R), EDE, EDE(N), EDME(W), EDERS(G), EDE(Res), EDE(RRB), EDF(B), ED(RE), ED/Track(M), EDF(X)I, EDF(X)II, ED(H), EDE(GC), ED(Stat), ED(Track/MC), EDME(Chg.), EDME(Traction), ED(Works), EDME(Dev.) EDRS(G), EDRS(W), EDPC, EDF(E), EDA, EDV(A), JS(M), JS(G) and IG/RPF.

DPC-II, DE(G), D(IH), D(H&FW), D(MPP), DE(N), DE(R), DE(D&A), DE(LL), DE(RRB), JD(OL), JDE(Rep), DD(Code Revision), DDE(LR)I, DDE(LR)II, DDELR)III, DDE(GR)II, DDV(A&P), DD(OL)I, E(NG)I, E(Rep)I, E(Rep)II, E(Rep)III, E(SCT)I, E(SCT)II, E(RRB), PC-III, PC-IV, PC-V, E(P&A)I, E(P&A)II, EG(RR), CE-I, CE-II, CE-III, Sec.(E), Sec(ABE), E(MPP), Safety Branch, A/C-III and Code Revision Cell.