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

No.E.368/0/Re-engagement

Kolkata, Dated: 08/01/2025

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

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.

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The issue of selection procedure/modalities for re-engagement of retired railway employees under terms & conditions enumerated in RBE Nos. 96/2024 and 115/2024 circulated under this office serial Nos. 117/2024 and 143/2024 respectively, has been under consideration of this office. Accordingly, following procedure/modalities are advised with the approval of competent authority (GM):

(1) Circumstance for re-engagement of Retired Railway employees:

a) Retired Railway non-gazetted employees should be engaged with the prior personal approval of the General Manager in the following circumstances:

(i) The process of filling up of DRQ vacancies is delayed; and

(ii) The posts cannot be kept vacant without adversely affecting the Railway services.

b) Maximum number of retired staff which can be re-engaged in a financial year in Safety, Train operations (Open-line staff of operating, Mechanical, Civil, Electrical, S&T and Electrical) and other Non-safety categories should be proportionate to DRQ vacancies in respective categories, duly assessed by the concerned Personnel Department with vetting of associated Accounts.

c) Re-engagement of retired employees should be done through public notification in the leading News Papers & Official website of Eastern Railway, indicating all necessary terms & conditions for such re-engagement.

d) 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. However, other eligible retired employees may also be considered.

e) Re-engagement should be done in the same pay level (at the time of retirement) and category/trade.

f) 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.

g) Retired employees so re-engaged may be remunerated as per stipulations of para (ix) of RBE No. 96/2024 ibid, through IPAS Module.

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(2) Committee Composition for assessment of Suitability/Competency:

a) Selection Committee for assessment of suitability/competency should consist of three Junior Administrative Grade (JAG) officers, duly nominated by GM as under:

(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.

Note: Prior vigilance clearance of officers shall have to be ensured before nomination.

(3) Assessment of Suitability/Competency:

a) 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 last five (05) years' APARs gradations & SRs etc.	25	15
3.	Overall assessment by the Committee regarding knowledge/competence etc., in the relevant field.	15	09
	Total	**50 marks**	**30 marks**

Note: Only those retired employees having at least 'Good' grading in all 5 years' APAR should be considered.

(4) Publication of Select List:

a) Recommendations of the Committee will be put up to GM through PCPO for approval after obtaining DA/Vigilance clearance of retired employees proposed to be re-engaged.

b) On approval, the select-list will be published.

c) Retired employees found suitable/competent may be re-engaged after obtaining Medical Fitness in the appropriate category from designated authorities as per existing practice.

d) Retired employees so re-engaged shall be governed by terms & conditions enumerated in RBE No. 96/2024 and 115/2024 ibid.

8/1/25

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