

①

NORTHERN RAILWAY

HEADQUARTERS OFFICE
BARODA HOUSE
NEW DELHI.

PS NO. 14820/2017

No. 831E/0/169/2V/EIV/Pt.1

Dated: 15.12.2017

The DRMs/NR-DLI, FZR, LKO, MB & UMB
CAO/C, K.Gate/DLI, CAO/C, USBRL/Satyam Cmplx, Trikuta Nagar, JAT.
CWMs/CB-LKO, JUDW, AMV-LKO & ASR, CWM/Signal workshop/GZB
Dy.CMM/SSB, AMV-LKO & JUDW
Chief Manager(Ptg. & Stny), Punjabi Bagh, Delhi.
Dy.CE/Bridge, CB-LKO & JUC

Sub: Recommendations of committee nominated for formulation of procedure order for re-engagement of retired staff in exigencies of services.

Procedure order for re-engagement of retired staff in exigencies of services is detailed below for your information and necessary action, please.

1. Divisional Railway Managers are empowered for the re-engagement of retired employees in exigencies of service. All divisions will initiate their own engagement procedure respectively. This exercise should be done once in every quarter.

On the similar lines CWMs (in SAG) of NR workshops(AMV, CB, JUDW, ASR, S&T workshop/GZB) will re-engage staff in exigencies.

2. The re-engagement will generally be against the Direct Quota vacancies. Though, in case promote quota is not being filled up on ground of litigation or some other delays then such vacancies may also be filled up. But at any point of time total staff after re-engagement should not be more than Sanctioned Strength + resultant vacancies in higher grade. Assessment of the vacancies may also include the requirement against retirement in the next quarter.

→ 2

2

3. Vetting of vacancies shall be done by 'P' branch within 3 days of receipt of details of vacancies from the concerned BO or unit.
4. All divisions will give wide publicity to such re-engagement by putting it on Railway Website and notice boards.
5. Retired employees re-engaged should not have been covered under the safety related retired scheme/liberalized active retirement scheme for guaranteed employment for safety staff (LARSGESS).
6. Essential eligibility criteria for short listing the candidates will be as follows:
 - a. General criteria – should be normally retired railway of the same category/trade.
 - b. Should not have retired under LARSGESS/Voluntarily.
 - c. Should not have been compulsorily retired or removed/terminated etc.
 - d. Should be medically fit for the category for which applying for.
7. All the retired employees who have not achieved 64 years 6 months on the closing date of notification(to ensure at least Six months service is available after re-engagement) for re-engagement purpose will be eligible subjected to the following:
 - a. Safety record for last 10 years and/or Service record for last 5 years must be examined of the willing candidates. Candidates must not have undergone any major punishment (as per SF-5) as a Railway employee for the above period.
 - b. Candidate must not have been compulsorily retired as per performance appraisal scheme.
 - c. Candidate should not have taken voluntary retirement.
8. Based on the above, Select panel should be finalized. No written examination is required. Order of seniority of panel for re-engagement will be in order of highest residual service available to the willing candidate on the date of formation of panel. This will ensure maximum service after re-engagement is available to the Railway Administration.
9. Applications as far as possible should be ONLINE for transparency but the application received OFFLINE mode should also be entertained. Following time schedule should be followed for each panel formation (every quarter).

→ 3

3

Activity	Target	Total time involved	Action Required.
Compilation of vacancies to be notified for all departments	6 days	6 days	All Branches. 'P' Branch nodal
Issue of notification by divisions/units for all posts and all departments.	1 day	7 days	'P' Branch
Closing date for submission of application (07 days).	7 days	14 days	
Scrutiny of applications by 'P' Branch	3 days	17 days	'P' Branch
Assessment by committee and submission of recommendations.	2 days	19 days	Committee
Approval of list by competent authority	1 day	20 days	Approving Authority
Completion of formalities and re-engagement process to be completed	7 days	27 days	'P' Branch

10. While re-engaging such staff, medical fitness of the appropriate category should be obtained from the designated railway medical authority for the Divisions and Workshops.
11. Normally the employee retired should be re-engaged in the same unit of the same department so that the retired employees may be utilized on the same post without any training requirement.
12. The evaluation committee will comprise of concerned Branch Officer, Personnel Officer and one officer from other than the department concerned . For Personnel Department besides Personnel officers, two officers of other than Personnel Department will be members of the committee.
13. Monthly remuneration of a retired employee being re-engaged be determined by reducing pension from his/her last pay drawn (i.e. Basic Pay + DA).
14. This scheme is valid upto 01.12.2019.

→ 4

(4)

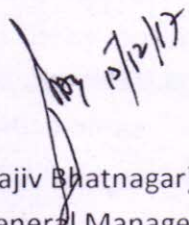
15. Re-engaged staff should be discharged immediately on joining of selected candidates from RRBs or on completion of 65 years or in case of unsatisfactory service, whichever is earlier.
16. Provisions contained in Railway Board's letter No. E(NG) II/2010/RC-4/6 dated 16.11.2010 (RBE No. 164/2010) (PS No. 13751/2010) should be complied with except the age factor which has been revised by Railway Board from 62 to 65.
17. The re-engagement should be accepted by DRM/CWM as per instructions contained in Railway Board's letter No. E(NG)II/2007/RC-4/CORE/1 dated 16.10.2017 (RBE No. 150/2017) (PS No. 14802/2017) and item No. 71, Part-F (Establishment Matters) of Model Schedule of Powers.
18. The recommendations made by JAG Committee may be reviewed after six months.

This has the approval of General Manager.

The above P.S. No. is available on the website given as under;-
10.2.19/dept/personnel_main.html and

<http://10.2.2.19/dept/personnel/14820.pdf>

Please acknowledge the receipt.


(Rajiv Bhatnagar)
for General Manager(P)

Copy to:

1. All PHODs and All officers of Personnel Department, HQs office, Baroda House, New Delhi.
2. Genl. Secy. NRMU, 12 Chelmsford Road, New Delhi.
3. Asstt. Genl. Secy. URMU, 166/2, P.K.Road, New Delhi.
4. Genl. Secy. AIOBC Rly. Emp Asso. 171/A3, Basant Lane, New Delh.
5. Zonal Secy. All India SC/ST Rly. Emp Assoc North Zone office, Baroda House, New Delhi.
6. Genl. Secy. NRPOA, Room No. 301, HQs Office, Baroda House, New Delhi.
7. Dy.CPO/IT, HQs Office, Baroda House, New Delhi for uploading on the website.