

NORTHERN RAILWAY

Headquarters Office,  
Baroda House,  
New Delhi

**P.S.No.14899/ 2018**

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

Dt:- 04.05.2018.

The DRM / NR, DLI, FZR, LKO, MB & UMB.  
CAO/C K Gate DLI, CAO/C USBRL/Satyam Complex, Trikuta Ngr / JAT.  
CWM / CB-LKO, JUDW, AMV-LKO & ASR, CWM/Signal Shop/GZB.  
Dy CMM / SSB, AMV-LKO & JUDW.  
Chief Manager (Ptg & Sty) Punjabi Bagh, Delhi.  
DyCE/Bridge, CB-LKO & JUC.

Sub:- Reengagement of retired employees in exigencies of service.

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Ref: (i) Procedure order issued through NR PS No. 14820 & 14829.

In supercession to procedure order issued through NR PS No. 14820 the revised procedure order for re-engagement of retired staff in exigencies of services is detailed as under:

1. Divisional Railway Managers are empowered to reengage retired employees in exigencies of service. All divisions will initiate their own engagement procedure. This exercise should be done once in every quarter i.e. in January, April, July & October.

On the similar lines, CWM's (in SAG) of NR workshops (AMV, CB, JUDW, ASR, S&T workshop GZB) will re-engage staff in exigencies.

2. The reengagement will generally be against the Direct Quota vacancies. If in case promotee 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 reengagement 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.
3. Vetting of vacancies shall be done by 'P' branch within 3 days of receipt of details of vacancies from the concerned Branch Officer or unit.
4. All divisions will give wide publicity to such reengagement by putting notification on Railway Website and notice boards.
5. Retired employees reengaged should not have been covered under the Safety related retired scheme / Liberalised 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 employee of the same category/trade.
  - b. Should not have been compulsorily retired or removed/ terminated etc.
  - c. Should be medically fit for the category for which applying for. Medical fitness of the appropriate category should be obtained from the designated railway medical authority for the Divisions and Workshops

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 reengagement) for reengagement purpose will be eligible.
8. Based on the above, Select panel should be finalised. Suitability / competency of the staff should also be adjudged before engaging, by the Branch Officer (JAG) and the issue of their safety record should be addressed. Order of seniority of panel for reengagement will be in order of highest residual service available to the willing candidate on the date of formation of panel. This will ensure that maximum service after reengagement is available to the Railway Administration. List of suitable candidate may be put up to Sr. DPO/Dy. CPO/DPO for obtaining approval of the competent authority.
9. Applications as far as possible should be ONLINE for transparency but the application received OFFLINE mode should also be entertained.
10. Normally the employee retired should be re-engaged in the same unit of the same department so that the retired employee may be utilised on the same post without any training requirement.
11. The panel will be formed by concerned Branch Officer from the list of eligible retired staff provided by the Personnel Officer.
12. Monthly remuneration of a retired employee being reengaged be determined by reducing pension from his/her last pay drawn (i.e. Basic pay + DA)
13. This scheme is valid up to 1.12.2019
14. 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.
15. The entire process for re-engagement of retired staff should be done expeditiously.

The above P.S.No. is available on the website given as under:-  
10.2.2.19/dept/personnel\_main.html and

<http://10.2.2.19/dept/personnel/14899.pdf>

Please acknowledge the receipt.

*Seema*  
*4/5/18*  
( Seema V. Verma )  
For General Manager/P.

Copy to:-

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