

PCPO's Sl.No.205/2019

No. E/205(A)/O/ECR/HJP (Re-engaged)

Dated:- 30.10.2019

1. CAO (Con.)/ उत्तर एवं दक्षिण /पटना।
2. सभी PHOD/CHOD, पू.म.रे, हाजीपुर।
3. DRM/ पू.म.रे/ मुगलसराय, दानापुर, धनबाद, सोनपुर एवं समस्तीपुर।
4. मुख्य कार्मिक अधिकारी/प्रशासन/पू.म.रे/हाजीपुर।
5. मुख्यालय के सभी कार्मिक अधिकारी।
6. CWM/ पीडी/ मुगलसराय, यांत्रिक कारखाना/समस्तीपुर/हरनौत।
7. Sr.DPO/ पू.म.रे/ मुगलसराय, दानापुर, धनबाद, सोनपुर एवं समस्तीपुर।
8. उप महाप्रबंधक/विधि/पटना।
9. प्राचार्य/क्षेत्रीय रेल प्रशिक्षण संस्थान/मुजफ्फरपुर एवं भूली।
10. सभी मुकार्याधी/कार्याधी/पू.म.रे/हाजीपुर।

विषय : Monthly remuneration of a re-engaged retired employee.


संदर्भ : Railway's Boards Lt.No.E(NG)II/2007/RC-4/CORE/I Dated: 24.10.2019

विषयांकित से संबंधित संदर्भित पत्र की छायाप्रति सूचना, मार्गदर्शन एवं अग्रेत्तर आवश्यक कार्रवाई हेतु प्रेषित की जा रही है।

A copy of above referred letter on the subject matter is being forwarded herewith for information guidance and needful onward action please.

संलग्नक : यथोपरि।

DA : As above.


 (सौरभ सावर्ण)
 वकाधि/ई.एस.एम
 कृते महाप्रबंधक (कार्मिक)/हाजीपुर

प्रतिलिपि सूचनार्थ, मार्गदर्शन एवं आवश्यक कार्रवाई हेतु प्रेषित :-

1. महासचिव/ईसीआरकेयू/पू.म.रे/हाजीपुर।
2. महासचिव/एस0.सी0./एस0.टी0./एशोसिएशन/पू.म.रे/हाजीपुर।
3. सकाधि (एम.पी.पी.), पू.म.रे/हाजीपुर। कृपया इसे नेट पर अपलोड कराने की व्यवस्था करें।
4. महासचिव/ओ.बी.सी.एशोसिएशन/पू.म.रे/हाजीपुर।

5-10-19

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No. E(NG)II/2007/RC-4/CORE/1

New Delhi, dated 24.10.2019

The General Manager (P),
North Eastern Railway,
Gorakhpur.

Sub: Monthly remuneration of a re-engaged retired employee.

Ref: Board's letter No. E(NG)II/2007/RC-4/CORE/1 dated 16.10.2017.

Please refer to North Eastern Railway's letter No. का/227/2/Re-engagement/वर dated 30.07.2019 on the above subject seeking clarifications regarding calculation of monthly remuneration of a re-engaged retired employee with reference to Board's letter dated 16.10.2017. Railway has sought specific clarification on whether along with Last Basic Pay drawn such monthly remuneration should be computed after factoring DA drawn.

2. Attention in this connection is drawn to Ministry of Labour and Employment's OM No. A-12034/11/2018-Admn.I dated 30.11.2018 (nodal Ministry) in terms of which total monthly remuneration and pension drawn by the retired employee re-engaged on contract basis (i.e., Consultant) cannot be more than last pay drawn by him/her at current DA rates.

3. Considering the nodal Ministry's guidelines in the matter at para-2 above; the provision made in para 2(vii) of Board's letter No. E(NG)II/2007/RC-4/CORE/1 dated 16.10.2017 requires to be modified appropriately. For ease of comparison, two different scenarios/options for calculating the monthly emoluments, as sought in the Railway's reference dated 30.07.2019, are illustrated in para-5 below as Scenario 'A' and Scenario 'B' for an employee with details as in para-4 below.

4. Both Scenarios ('A' and 'B') are with reference to an employee with the following details-

EMPLOYEE DETAILS		
Last Basic pay just before retirement	Rs. 1,00,000/- p.m.	(i)
DA @ 12%	Rs. 12,000 /- p.m.	
Total emoluments (Basic+ D.A)	Rs. 1,12,000/-	(ii)
Pension	50% of Last Basic Pay = Rs. 50,000/- p.m.	
DR on pension @ 12%	Rs. 6,000/- p.m.	
Pension + DR	Rs. 56,000/- p.m.	(iii)

Note: DA and DR are as per rates prevalent at the time of retirement of the employee.

Contd.../

Sh. Pravin
Pls circulate -
20/10/19
30/10/19
o/c

5. Total emoluments which this retired employee with above details will be receiving after being re-engaged can be either as illustrated in scenario 'A' or 'B' as given below-

Scenario 'A' [Emoluments to Consultant = (Last Basic + DA) - Pension]

Emoluments to Consultant	(ii) of Para 4 above - Pension =Rs. 1,12,000- 50,000 =Rs. 62,000/- p.m.	(iv)
Total emoluments to the retired employee	(iii) + (iv) =Rs. 56,000 + 62,000 =Rs. 1,18,000/-	(v)

Scenario 'B' [Emoluments to Consultant = (Last Basic - Pension)]

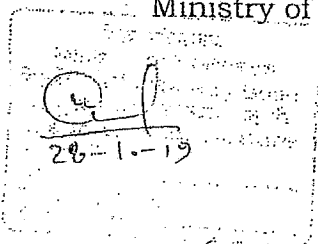
Emoluments to Consultant	(i) of Para 4 above - Pension =Rs.1,00,000 - 50,000 =Rs. 50,000/-	(vi)
Total emoluments to the retired employee	(iii) + (vi) =Rs. 56,000 + 50,000 =Rs. 1,06,000/-	(vii)

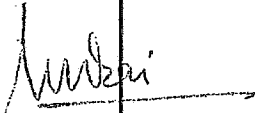
6. It is seen that in Scenario 'A', total emoluments to the retired employee [amount at (v)] is more than his last Basic Pay + DA and is therefore violative of Ministry of Labour and Employment's OM dated 30.11.2018. It is in Scenario 'B' that the total emoluments [amount at (vii)] is less than last Basic Pay + DA and is therefore in conformity with the OM ibid.

7. Method of calculating emoluments to be paid to the re-engaged retired employee as illustrated in Scenario 'B' therefore should prevail. Stipulation made in para 2(vii) of Board's letter No. E(NG)II/2007/RC-4/CORE/1 dated 16.10.2017 is therefore modified to this extent.

8. It is also pointed out that though with the illustration shown in Scenario 'B', the total emoluments to the retired employee are marginally less than his total emoluments prior to retirement; this difference will get progressively reduced with fresh instalments of DR that will accrue on the pension as announced at regular intervals.

9. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.




(M.M. Rai)
Jt. Director/E(N)II
Railway Board

Copy to: The General Manager (P) of All Indian Railways/PUs (as per standard mailing list) for information and guidance.