

पूर्व मध्य रेल

कार्यालय
महाप्रबंधक / कार्मिक
हाजीपुर

दिनांक.-03.04.2018

सं०. ई/205(A)/0/ईसीआर/एचजेपी

मंडल रेल प्रबंधक (कार्मिक)/पूमरे/घनबाद,
मुगलसराय, दानापुर, सोनपुर एवं समस्तीपुर।
मुख्य कारखाना प्रबंधक/पूमरे/(पीडी) मुगलसराय,
समस्तीपुर एवं सी.आर.डब्ल्यू/हरनौत।

विषय :- Re-engagement of retired employees in exigencies of services.

- संदर्भ :- i) Railway Board's letter No. E(NG)II/2009/RC-4/1 dt.26.11.2009
ii) Railway Board's letter No. E(NG)II/2007/RC-4/CORE/1 dt.11.12.2009
iii) Railway Board's letter No. E(NG)II/2010/RC-4/6 dt.27.09.2012
iv) Railway Board's letter No. E(NG)II/2010/RC-4/6 dt.13.01.2011
v) Railway Board's letter No. E(NG)II/2010/RC-4/6 dt.24.11.2010
vi) Railway Board's letter No. E(NG)II/2007/RC-4/CORE/1 dt.16.10.2017
vii) Railway Board's letter No. E(NG)II/2007/RC-4/CORE/1 dt.12.12.2017

संदर्भित पत्रों के आलोक में सेवानिवृत्त कर्मचारियों के रि-इंगेजमेंट के संबंध में संबंधित दिशा-निर्देश आपकी आवश्यक सूचना एवं आवश्यक कार्रवाई हेतु प्रेषित है। कृपया तदनुसार कार्रवाई सुनिश्चित करें।

इस पर प्रमुकाधि का अनुमोदन प्राप्त है।

संलग्नक : यथोपरि।

(रवि कुमार पंडित)
सकाधि/ईएसएम
कृते महाप्रबंधक (कार्मिक)/हाजीपुर

प्रतिलिपि :- सूचनार्थ एवं अग्रोत्तर कार्रवाई हेतु प्रेषित।

1. समस्त विभागप्रमुख (मुख्या)/पूमरे/हाजीपुर
2. मुख्य प्रशासनिक अधिकारी (निर्माण) 30/40/महेन्दुघाट/पटना।
3. प्रमुकाधि (एम.पी.पी.) पूमरे/हाजीपुर। कृपया इसे नेट पर अपलोड कराने की व्यवस्था करें।

04/11/18
[Signature]
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कृते महाप्रबंधक (कार्मिक)/हाजीपुर

GUIDELINES FOR RE-ENGAGEMENT OF RETIRED STAFF

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Sub : Re-engagement of retired employees in exigencies of services

- Ref : (i) Board's L.No.E(NG)II/2010/RC-4/6 dated 27.09.2012
(RBE No. 109/2012) & 14.09.2017
(ii) L.No. E(NG)II/2007/RC-4/Core/1 dated 11.12.2009
(RBE No. 219/2009)
(iii) RBE No. 150/2017 dated 16.10.2017
(iv) L.No. E(NG)II/2007/RC-4/Core/1 dated 12.12.2017 (RBE No.193/17)

Attention is invited to Railway Board's letters under reference on the above subject on the issue of modalities of re-engagement of retired employees and remuneration to be paid to them. The instructions issued earlier, vide ref. (i) & (ii) above, have been reviewed and it has now been decided by the Board vide ref. (iii) above, that retired employees may henceforth be engaged by Divisions with the following conditions:-

- i) Divisional Railway Managers are empowered to re-engage retired Employees.
- ii) Railways should give publicity to such re-engagement by putting it on Railway websites.
- iii) Retired employees being re-engaged should not have been covered under the Safety Related Retirement Scheme/Liberalized Active Retirement Scheme for Guaranteed Employees for Safety Staff (LARSGESS).
- iv) While re-engaging such staff, medical fitness of the appropriate category should be obtained from the designated authorities as per existing practices.
- v) Suitability/competency of the staff should be adjudged before such re-engagement and the issue of their safety record as well as the safety and other operational requirements as needed should be adequately addressed.
- vi) Maximum age limit for which re-engagement shall continue to be 65 (sixty five) years.
- vii) 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).
- viii) This scheme is valid up to 01.12.2019.
- ix) Re-engaged staff should be discharged immediately on joining of selected candidates from RRBs.

In line with the above instructions of Board, following procedure may be followed for this purpose :-

1. By(date*), all the BOs will give their demand for re-engagement (mostly in safety/critical categories) in which vacancies are more than 20% of the S/S as on(date*).

*date to be decided by Division

Contd....

2. The re-engagement will generally be limited to 50% of DQ vacancy (unless exceptional circumstances warrant higher percentage) and the demand will be vetted by Personnel Department within 7 days of receipt of demand from BOs I.e. by(date*).
3. Essential eligibility criteria for shortlisting the candidates will be as following :-
 - a) General Criteria
 - i) Should be retired railway staff of the same category/trade.
 - ii) Age should be less than 65 years as on(date*)
 - b) Should be willing to work anywhere inDivision.
 - c) Should not have retired under LARSGESS scheme.
 - d) Should be medically fit for the category for which applying for.
4. Combined notification for inviting applications (online/offline) will be issued by Personnel Department for entire Division for all categories by or before(date*) both through print media & through Railway's website,
5. The willing retired employee should apply for the same category/trade from which he/she retired in the prescribed proforma. Last date of submission of application will be(date*)
6. The retired staff will be intimated for appearing on skill/competency assessment via SMS and phone to expedite the process apart from sending call letters through speed post (15 days), SMS & phone call will be considered valid mode of communication for re-engagement of staff.
7. Suitability/competency for re-engagement shall be adjudged by a three member committee (JAG level) comprising one officer from the department for which re-engagement is done, one officer from Personnel and one officer from other Department.
8. The select-list for re-engagement will be prepared on the basis of skill/competency assessment by above JAG committee with the following criteria:-

i)	Knowledge of relevant field.	-	20 marks
ii)	Length of service in relevant field.	-	10 marks
iii)	Educational qualification.	-	10 marks
iv)	Assessment by committee.	-	10 marks
Total			50 marks

- The qualifying marks shall be 30.
- The select-list will be approved by ADRM.

*date to be decided by Division

Contd....

9. The medical examination will be done within 15 days of being select-listed for re-engagement.
10. Re-engagement offer letter will be sent within 07 days of approval of select- list. The emoluments will be worked out by Personnel Branch and vetted by Finance as per Railway Board letter dated 16.10.2017 [ref.(iii)] in this regard.
11. The re-engaged employees shall be entitled only for monthly fixed remuneration i.e. reducing pension from his/her last pay drawn (i.e. Basic + DA) at the time of retirement. They shall not be entitled for any other benefit or facilities except monthly remuneration.
12. The re-engaged employee will not be eligible for any kind on leave like CL, LAP, sick leave etc. For absence, if any, appropriate deduction will be made from the monthly remuneration.
13. The administration will be at liberty to terminate the services of the re-engaged employees, if their services/conduct is found unsatisfactory.
14. The re-engaged employee shall execute an agreement to abide by all the terms & conditions of re-engagment.



PROFORMA FOR RE-ENGAGEMENT OF RETIRED RAILWAY STAFF

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1	Name of the applicant in capital letters	Self-attached photograph of retd. Railway employee (Sign across)
2	Father's/Mother's name	
3	Date of Birth (DD-MM-YYYY)	
4	Date of Appointment (DD-MM-YYYY)	
5	Pay Band + GP/Pay Level (at retirement)	
6	Last pay drawn	
7	Date of Retirement (DD-MM-YYYY)	
8	Retirement due to Superannuation/VR/ Compulsory/SRRS/LARSGESS.	
9	Unit/Office/Division/Railway from where retired	
10	PPO No. (enclose copy)	
11	Railway ID Card Number (Pensioner) (enclose copy)	
12	Basic pension sanctioned	
13	Date of attaining the age of 65 years	
14	Educational Qualification	
15	Length of service into the grade/post applied for	
16	D&AR History in which penalty imposed if any * Minor Major	Yes/No Yes/No
17	Medical category in which the candidate was fit at the time of retirement	
18	Medical History/Any handicap Minor Surgical Any Major disease	
19	Safety/accident related history in service, if any.*	Yes/No
20	A) Have you ever been arrested/prosecuted?*	Yes/No
	B) Have you ever been convicted by a court of law for any offence*	Yes/No
21	Bank's name, address, IFSC Code, A/c No. at which monthly remuneration will be transferred	
22	Community	
23	Aadhar No.	
24	RELHS/Medical Card	
25	Residential Address PIN	
26	Mobile No.	
27	Alternative Mobile No.	
28	e-mail id	

* Note : If reply to any of the item at Point No. 16, 19, 20(A) & 20(B) is yes, the details thereof may be provided.

DECLARATION

1. I, the undersigned, do hereby solemnly affirm and declare that the particulars furnished above are true and correct. I shall be held responsible for submission of any wrong and/or incorrect information and that my engagement may be terminated for this wrongful act.
2. I am willing for re-engagement subject to the terms and conditions enumerated in Notification..... dated
3. I am aware that my services are liable to be discharged at any time due to unsatisfactory performance or due to receipt of fresh panel from RRB/RRC, without any notice.
4. I am herewith enclosing photocopy of my service certificate & PPO.
5. I agree with all the terms and conditions of re-engagement.
6. The re-engagement can be terminated by giving 15 days' notice without any explanation or any reason.

Date :
Place :

.....
Signature of the retd. employee