

पश्चिम रेलवे
WESTERN RAILWAY

No. EP/890/BCT/Re-engagement/2024

मंडल कार्यालय मुंबई सेंट्रल
मुंबई:-400008
दिनांक:-12.11.2024

सेवा में,

मुंबई मंडल के सभी सम्बंधित.

Sub: Re-engagement of retired staff against vacant posts on contractual basis.

विषय: रिक्त पदों पर सेवानिवृत्त कर्मचारियों की संविदा के आधार पर पुनः नियुक्ति।

संदर्भ: (i) जीएम (ई) सीसीजी के अधिसूचना संख्या. E (R&T) 890/28/1/1 Vol.II (21298)
दिनांक. 11.11.2024 के तहत प्राप्त हुआ।
(ii) इस कार्यालय का पत्र दिनांक 23.10.2024

जीएम (ई) सीसीजी के अधिसूचना संख्या. E (R&T) 890/20/1/1 Vol. II (21298)
दिनांक.11.11.2024 के तहत प्राप्त पत्र की प्रति आपकी जानकारी, मार्गदर्शन और आवश्यक कार्रवाई के लिए संलग्न है।

कृपया सुनिश्चित करे की उपरोक्त संलग्न पत्र में निहित निर्देशों का कड़ाई से पालन किया जाये।

संलग्न :- यथोक्त (08पृष्ठ)

Digitally Signed by Abinash
Kumar Kausal
Date: 12-11-2024 12:11:37
Reason: Approved

अबिनास कुमार कौसल
स.का.धि. (वेतन) -एमएमसीटी
कृते मं.रे.प्रबंधक (स्था.)एमएमसीटी

सी/- एचएम/बीएल

सी/- प्रभाग. सचिव। -डब्ल्यूआरएमएस/बीसीटी और डब्ल्यूआरईयू/जीटीआर

सी/- क्षेत्रीय सचिव। -ऑल इंडिया एससी-एसटी एसोसिएशन/बीसीटी और ऑल इंडिया ओबीसी एसोसिएशन/जीटीआर

“इस आर्डर की कॉपी internet पर, 203.153.40.19 address पर अथवा Ekarmik BCT मोबाइल application के memo/Notification tab के अंतर्गत देखी व डाउनलोड की जा सकती है I भविष्य में कार्मिक विभाग द्वारा पब्लिश की जाने वाली सभी सूचनाओं के लिए उपरोक्त एपपोर्टल देखे/



Headquarter office,
Personnel Department,
Churchgate,
Mumbai-400020.

No.E(R&T) 890/28/1/1 Vol. II (21298)

Date: 11/11/2024

NOTIFICATION

Sub: Re-Engagement of retired staff against vacant posts on contractual basis.

Ref: Railway Board's letter No.E(NG)II/2024/RC-4/9 dated 15.10.2024 circulated vide this office letter no.120/10 Vol.XXI dtd.16/10/2024 (PS No.88/2024).

1. In terms of Railway Board's letter dtd.15.10.2024, circulated under this office letter of even no. dated 16.10.2024 referred above (Enclosed as Annexure 'A'), applications are invited from willing retired Non-Gazetted Railway employees who were in (Pay Level-1 to Pay Level-7 substantive) for re-engagement against vacant posts of same pay level on contractual basis in Western Railway fulfilling the following conditions of eligibility:-
 2. (i) **Age** : Maximum age limit for re-engagement is 65 years.
(ii) **Pay Level** (as on retirement) : (Pay Level-1 to Pay Level-7 Substantive)
(iii) **Medical fitness**: Medical fitness for the appropriate category
- This scheme of re-engagement of Retired Railway Staff shall be valid only upto 15.10.2026 or till further orders whichever is earlier.
3. Terms & Conditions for re-engagement in accordance with Railway Board's letter dated 15/10/2024 are enclosed as Annexure 'B'.
 4. Format of application is enclosed as Annexure 'C'.
 5. Duty hours of re-engaged employees will be same as applicable to the post against which he/she is re-engaged.
 6. The personnel Department of Western Railway shall have full discretion to terminate the re-engaged employee in case work is not found satisfactory or service not required by the administration.
 7. For Division and Workshop staff :- Only the application sent in attached proforma in hard copy, duly approved by DRMs/CWMs shall be considered.
 8. For HQ staff & Stores Depot staff:- Only the application sent in attached proforma in hard copy, duly approved by respective Cadre controlling officer of HQ shall be considered.
 9. Last date of submission of Application to the Personnel officer of the concerned division/workshop is 11/12/2024.
 10. Last date of submission of Department wise proposals to HQ office for General Manager's approval is 08/01/2025.

Encl: Annexure 'A', 'B', C.

(Manish N.Mehta)
Chairman(RRC)
For General Manager(E)

Copy to: AGM / PFA / PCPO / PCSTE / PCEE / PCMM / PCCM /
PCOM / PCME / PCE /CAO(C) /PCSO / PCSC / SDGM/ PCMD
CPO(Adm) / CPO(IR) / Secy to PCPO / All POs HQ/CCG
All DRMs/Sr DPOs /DPOs/Sr. DFM's - BCT/BRC/RTM/ADI/RJT/BVP
All CWMs/WMs - PL/MX/PRTN/DHD/SBI/BVP
Sr.AFA(Adm)/Sr.SO(Adm)-CCG
Ch.OS/OS - Genl/Admn/Pers/S&T/Elect/Stores/Optg/Comml/Mech/Engg/Medical/CAO(C)
Ch.OS/OS(E) - Gaz/HQ/Union/Policy/HRD/E&M/Wel/R&T/Stores/Sig/Engg/P&A/
B&A/HBA/RTI/Pass/Settlement
GS-WREU/WRMS/WROA/WRPOA/AISCSTREA/AIOBCREA



File No.WR-HQ0ESTT(PPLY)/143/2020-O/o CPO(Adm)/HQWR



Personnel Department
Headquarter Office,
Churchgate,
Mumbai-400 020.

PS No.88/2024

No. E/R&T/120/10 VOL.XXI

Date:-16/10/2024

To,
All DRMs / CWMs & Units Incharge,
C/- Genl. Secy., WREU-GTR / WRMS-BCT.
C/- GS-All India SC/ST Rly Employees. Assn,'W' Zone, Mumbai
C/- GS-All India OBC Rly Empl. Assn, Mumbai

Sub: Re-Engagement of retired staff against vacant posts
on contractual basis

Ref: Railway Boards letter No. E(NG)II/2024/RC-4/9 dated:15/10/2024

A Copy of Railway Board's letter No. E(NG)II/2024/RC-4/9 dated:15/10/2024
(RBE No.- 96/2024) is sent herewith for information, guidance and further necessary
action.

Encl: As above

Digitally Signed by संदीप
भंडारे SANDEEP BHANDARE
Date: 21-10-2024 15:34:07
Reason: Approved
APO(R&T)

RBE No.: 96 /2024

भारत सरकार GOVERNMENT OF INDIA
रेल मंत्रालय MINISTRY OF RAILWAYS
रेलवे बोर्ड (RAILWAY BOARD)

No. E(NG)II/2024/RC-4/9

New Delhi, dated 15.10.2024

The General Manager (P),
All Zonal Railways/PUs & RDSO,
(As per Standard mail list)

Sub: Re-engagement of retired staff against vacant posts on contractual basis.

Keeping in view the difficulties being experienced by Zonal Railways due to vacant posts of supervisors / staff, it has been decided by the Board that Railways may re-engage retired staff in exigencies of the services against the vacant posts, with following conditions:

- i. Non-gazetted Railway staff retired in Pay Level-1 to Pay Level-7 may be considered for re-engagement against the vacant posts subject to stipulation that he/she may be re-engaged against the post having the same pay-level held by him/her at the time of retirement.
- ii. Powers to re-engage retired employees will be with **General Managers** only.
- iii. Railway should give adequate publicity to such re-engagement, including by putting it on Railway websites.
- iv. While re-engaging such staff, medical fitness of the appropriate category should be obtained from the designated authorities as per existing practices.
- v. Retired employees being re-engaged should not have been covered under the Safety Related Retirement Scheme/ Liberalized Active Retirement Scheme for Guaranteed Employment for Safety Staff (LARSGESS).
- vi. Suitability/competency of the staff should be adjudged by a committee at an appropriate level before such re-engagement duly taking into account safety and other operational requirement. The level of the said committee shall be decided by the General Manager. Re-engaged employees **should also be free from DAR/Vigilance cases.**

Rail Bhawan, Raisina Road, New Delhi-110001



- vii. For the purpose of re-engagement, last 5 APARs of the retired employees seeking re-engagement should be taken into consideration and only those having at least "Good" grading in all 5 years should be considered.
- viii. Maximum age limit for which re-engagement shall continue will be 65 years.
- ix. Remunerations, allowances and leave of re-engaged retired staff will be as per OM No.F.No.3-25/2020-E.IIIA dated 09.12.2020 of Department of Expenditure, Ministry of Finance, Government of India which are as under:
- a. A fixed monthly amount shall be admissible as remuneration during the contract period, arrived at by deducting the basic pension from the pay drawn at the time of retirement. The amount of remuneration so fixed shall remain unchanged for the term of the contract.
 - b. No increment, Dearness Allowance and HRA shall be allowed during the term of the contract.
 - c. An appropriate and fixed amount as Transport Allowance for the purpose of commuting between the residence and the place of work shall be allowed not exceeding the rate applicable to the appointee at the time of retirement. The amount so fixed shall remain unchanged during the term of appointment. However, they may be allowed TA/DA on official tour, if any, as per their entitlement at the time of retirement.
 - d. Paid leave of absence may be allowed at the rate of 1.5 days for each completed month of service. Accumulation of leave beyond a calendar year may not be allowed.
- x. Each engagement should be decided on merits of the requirement and the suitability of the person for the job. The Committee should take in account working experience of staff so that they are useful for the purpose for which they are selected.
- xi. The scheme will remain in vogue for an initial period of 2 years from the date of issue of instruction or till further orders, whichever is earlier. Engagement period of an individual retired staff will be for a period of 01 year or till further orders, whichever is earlier. However, based on satisfactory performance of a re-engaged retired staff, his/her period of engagement can further be extended for a further period of one year or till attainment of 65 years of age, whichever is earlier.
- xii. Re-engaged staff should be discharged immediately on joining of selected candidates from RRBs. Panel of Level-1, Train Manager, Junior Engineer, Technician etc have been made available in last 1 year. Candidates of these panels might have completed their training or will be completing their training. Further, panels of all important categories viz ALP/Technicians/Sub Inspector,/Constable/Para-medical/NTPC(UG) and NTPC(Graduate)/Level-1 will

be made available approximately within next 1-1.5 years. The position of available and future panels may be kept in mind before formulating requirement of re-engagement.

- xiii. Re-engaged staff shall not be made in charge of the unit in the Division or in the Construction unit. Re-engaged staff shall not be given the financial and D&AR powers and shall not be authorised to issue any safety certificate. Re-engaged staff may recommend their suggestions on financial and other matters to regular or in-service staff/officer.
- xiv. The integrity aspect should also be checked while permitting such re-engagement.

2. This issues with the approval of Board and concurrence of Associate Finance of Ministry of Railways (Railway Board).



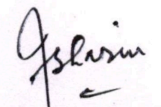
(U. K. Tiwari)
Director, Estt.(N)
Railway Board

No. E(NG)II/2024/RC-4/9

New Delhi, dated 15.10.2024

Copy to:

1. The Principal Financial Advisor, All Indian Railways/PUs.
2. The Principal Director of Audit, All Indian Railways/PUs.
3. The Dy. Comptroller and Auditor General of India (Rlys) Room No.224, Rail Bhawan, New Delhi.



For Member Finance/Railway Board

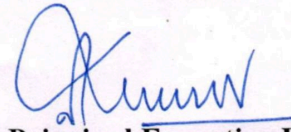
No. E(NG)II/2024/RC-4/9

New Delhi, dated 15.10.2024

Copy to:

1. The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
2. The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).

3. All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
4. The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
5. The Secretary General, IRPOF, Room No. 268, Rail Bhawan, New Delhi (5 spares).
6. The General Secretary, AIRPF Association, Room No. 256-D, Rail Bhawan, New Delhi.
7. The Secretary, RBSS, Group 'A' Officers' Association, Rail Bhawan, New Delhi.
8. The Secretary, RBSS, Group 'B' Officers' Association, Rail Bhawan, New Delhi.
9. The Secretary, Railways Board Ministerial Staff Association Rail Bhawan, New Delhi.
10. The Secretary, Railway Board Non-Ministerial Staff Association, Rail Bhawan, New Delhi.
11. The Secretary, Railways Board Promotee Officers Association, Room No. 341-C, Rail Bhawan, New Delhi.
12. The General Secretary, All India SC & ST Railway Employees Association, Rail Bhawan, New Delhi.



**For Principal Executive Director/IR
Railway Board**

Copy to: PSs to MR, MOSR (S), MOSR(R)

PPSs to Chairman & CEO, M(F), M(Infra.), M(T&RS), M(O&BD), DG/RHS, DG/RPF, DG/HR, Secretary/Railway Board.

PPSs to AM(Comml), AM(CE), AM(C&IS), AM(Elec.), AM(Budget), AM(F), AM(Mech), AM(Plg), AM(Project), AM(PU), AM(Sig), AM(RS), AM(Tele), AM(Traffic), AM(Works), AM(T&C), AM(Staff), AM(HR), PED(Vig.), PED(Infra), PED(CR)

PSs to ED/Safety(M), EDCE(G), ED(E&R), EDE, EDE(N), EDME(W), EDERS(G), EDE(Res), EDE(RRB), EDF(B), ED(RE), ED/Track(M), EDF(X)I, EDF(X)II, ED(H), EDE(GC), ED(Stat), ED(Track/MC), EDME(Chg.), EDME(Traction), ED(Works), EDME(Dev.) EDRS(G), EDRS(W), EDPC, EDF(E), EDA, EDV(A), JS(M), JS(G) and IG/RPF.

DPC-II, DE(G), D(IH), D(H&FW), D(MPP), DE(N), DE(R), DE(D&A), DE(LL), DE(RRB), JD(OL), JDE(Rep), DD(Code Revision), DDE(LR)I, DDE(LR)II, DDELRIII, DDE(GR)II, DDV(A&P), DD(OL)I, E(NG)I, E(Rep)I, E(Rep)II, E(Rep)III, E(SCT)I, E(SCT)II, E(RRB), PC-III, PC-IV, PC-V, E(P&A)I, E(P&A)II, EG(RR), CE-I, CE-II, CE-III, Sec.(E), Sec(ABE), E(MPP), Safety Branch, A/C-III and Code Revision Cell.

Rail Bhawan, Raisina Road, New Delhi-110001

TERMS & CONDITIONS

1. Non-gazetted Railway staff retired in Pay Level-1 to Pay Level-7 may be considered for re-engagement against the vacant posts subject to stipulation that he/she may be re-engaged against the post having the same pay-level held by him/her at the time of retirement.
2. Powers to re-engage retired employees will be with General Managers only.
3. Railway should give adequate publicity to such re-engagement, including by putting it on Railway websites.
4. While re-engaging such staff, medical fitness of the appropriate category should be obtained from the designated authorities as per existing practices.
5. Retired employees being re-engaged should not have been covered under the Safety Related Retirement Scheme/ Liberalized Active Retirement Scheme for Guaranteed Employment for Safety Staff (LARSGESS).
6. Suitability/competency of the staff should be adjudged by a committee at an appropriate level before such re-engagement duly taking into account safety and other operational requirement. The level of the said committee shall be decided by the General Manager. Re-engaged employees should also be free from DAR/Vigilance cases.
7. For the purpose of re-engagement, last 5 APARs of the retired employees seeking re-engagement should be taken into consideration and only those having at least "Good" grading in all 5 years should be considered.
8. Maximum age limit for which re-engagement shall continue will be 65 years.
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 - b. No increment, Dearness Allowance and HRA shall be allowed during the term of the contract.
 - c. An appropriate and fixed amount as Transport Allowance for the purpose of commuting between the residence and the place of work shall be allowed not exceeding the rate applicable to the appointee at the time of retirement. The amount so fixed shall remain unchanged during the term of appointment. However, they may be allowed TA/DA on official tour, if any, as per their entitlement at the time of retirement.
 - d. Paid leave of absence may be allowed at the rate of 1.5 days for each completed month of service. Accumulation of leave beyond a calendar year may not be allowed.
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14. The integrity aspect should also be checked while permitting such re-engagement.



APPLICATION FOR THE POST OF (_____)

Annexure 'C'

Paste recent
passport
size colour
photograph

To,

_____.

With reference to the GM(E)-CCG's notification no. E(R&T) 890/28/1/1 Vol. II (21298) dated 11 /11/2024 , I hereby submit my application for the post of _____.

My details are furnished below:-

1	Full Name (in BLOCK letters)	
2	Father's /Husband's Name	
3	Community (SC/ST/OBC/PwBD)	
4	Office/Unit/Division at the time of Retirement	
5	PPO No (Copy of PPO to be enclosed)	
6	Education Qualification	
7	Safety accident related history in services, if any	Yes / No
8	Have you ever been arrested/prosecuted?	Yes / No
9	Have you ever been convicted by a court of law for any offence?	Yes / No
10	E-mail ID	
11	Mobile No.	
12	Postal Address	

DECLARATION: I hereby declare that the above information is true to the best of my belief and knowledge. I agree to be re-engaged as per terms and conditions laid down vide GM (E)/CCG's notification referred above.
Encl: Copy of AADHAR/PAN/PPO / Service Certificate / Pensioner Identity Card / Last 5 APARs

Place: _____

Date: _____

Signature of the applicant