

No.E(G)838/1 (Re-engagement)

Date: 23.10.2024

**NOTIFICATION**

Sub: Re-engagement of Retired Railway Officers as 'Consultant'.


Ref: i) Railway Board's letter No.2024/E(GR)I/38/1 dated 29.08.2024.  
ii) GM(E)/CCG's letter No.E(G)838/1 (Re-engagement) dated 30.08.2024.

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1. In terms of Railway Board's letter dtd.29.08.2024, circulated under this office letter of even no. dated 30.08.2024 referred above, applications are invited from willing retired Gazetted Railway Officers who were in JTS (Level-10), STS (Level-11) & JAG (Level-12) for re-engagement as Consultant in exigencies of the services against the vacant posts in JTS (Level-10) & STS (Level-11) in Western Railway fulfilling the following conditions of eligibility:-
2. (i) **Age** : Maximum age limit for re-engagement is 65 years.  
(i) **Pay Level** (as on retirement) : JTS (Level-10), STS (Level-11) & JAG (Level-12)  
(ii) **Medical fitness**: Should be medically fit in the appropriate category as done in the Selection from Group 'C' to Group 'B'.
3. The re-engagement of retired officers is proposed in the following Departments:-

Mechanical	Civil Engg	Electrical	Signal & Telecom
Stores	T(T) & C	Personnel	General Administration
4. This scheme of re-engagement of Retired Railway Officers shall be valid only upto 31.12.2026.
5. Terms & Conditions for re-engagement is enclosed as Annexure 'A'.
6. Format of application is enclosed as Annexure 'B'.
7. Railway Board's letter No.2024/E(GR)I/38/1 dated 29.08.2024 is enclosed as Annexure 'C'.
8. Mode of submission of application: - Applications can be submitted by any of the following mode.
  - (i) Email at [dycpogaz@gmail.com](mailto:dycpogaz@gmail.com).
  - (ii) Speed post/Registered post
  - (iii) Direct submission to the office of Dy.CPO(Gaz)
9. **The last date for applying for re-engagement as 'Consultant' is 22.11.2024.**

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

  
(B. Mahapatra)  
Dy.CPO(Gaz)  
For General Manager(E)

Copy to: All concerned.

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

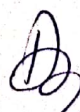
GS-WREU/WRMS/WROA/WRPOA/AISCSTREA/AIOBCREA



## TERMS &amp; CONDITIONS

1. The re-engagement of retired railway gazetted officers from JTS (Level-10), STS (Level-11) & JAG (Level-12) as Consultant shall be against the vacant posts in JTS (Level-10) & STS (Level-11).
2. **Remuneration:** A Fixed Monthly Remuneration shall be admissible 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. Annual increment/percentage increase and Dearness Allowance shall **NOT** be allowed during the contract period. (Example for determining remuneration shall be as given in DoE's OM No.F.No.3-25/2020-E.IIIA, dated 09.12.2020).
3. Maximum age limit of the re-engagement shall be 65 years.
4. Suitability/competency of the retired officer shall be adjudged on the basis of last five APARs as per established norms for a DPC, before such re-engagement by a three member committee of PHODS/CHODs, as appointed by the General Manager. While re-engaging such officers, medical fitness of the appropriate category shall be obtained from the designated authorities as per existing practices.
5. The period of re-engagement shall be initially for a period of **ONE** year and further extendable as per requirement. No retired officer shall be engaged beyond the validity of the scheme i.e. **not beyond 31.12.2026**.
6. The re-engagement of Consultant **shall not be considered** as a case of re-employment
7. 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 will not be allowed nor carried forward in case the engagement is extended. Also, no payment in lieu of unutilized leaves will be paid at the time of discharge/expiry of the contract.
8. The Re-engaged officer shall not be entitled for HRA and residential accommodation. However, 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. They may be allowed TA/DA for official tour, if any, as per their entitlement at the time of retirement.
9. The designation shall be Consultant followed by (trade name) e.g., an Officer appointed against the post of ADEN shall be designated as Consultant (Engg).
10. The re-engaged Officer shall be given responsibilities like inspections, supervision, etc.
11. The re-engaged Officer shall not be made in-charge of units like any Branch Officer in divisions nor be given independent charge in any Construction unit. They shall not be given Financial and D&AR powers. However, they may recommend suggestions on financial and other matters to regular Officers.
12. The re-engaged Officer shall not divulge any information gathered by him/her during the period of assignment related to the organization to anyone who is not authorized to know/have the same. For this purpose, the Consultant shall sign an Agreement of Confidentiality with the Govt. of India containing a clause on Ethics and Integrity.
13. The re-engaged officer shall be discharged immediately on joining of Selected Candidate(s) from UPSC or through departmental Selection or for any other reason as per administrative convenience based on the recommendation of PHOD/CHOD concerned.
14. The duties and responsibilities of the re-engaged retired officers as Consultant will be intimated at the time of their re-engagement.

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## APPLICATION FOR THE POST OF CONSULTANT (\_\_\_\_\_)

To,  
The General Manager(E),  
Western Railway,  
Churchgate,  
Mumbai-400020.

Paste recent  
passport  
size colour  
photograph

Sub.: Application for Re-engagement of Retired Railway Officers as Consultant.

Ref.: i) Railway Board's letter No.2024/E(GR)I/38/1 dated 29.08.2024.  
ii) GM(E)/CCG's Notification No.E(G)838/1 (Re-engagement) dated 23.10.2024.

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With reference to the above, I hereby submit my application for the post of Consultant. My details are furnished below:-

1	Full Name (in BLOCK letters)	
2	Designation at the time of Retirement	
3	Office/Unit/Division at the time of Retirement	
4	Department	
5	Date of Birth	
6	Date of Retirement:	
7	Community (SC/ST/OBC/PwBD)	
8	PPO No (Copy of PPO to be enclosed)	
9	Choice of Division/Unit for re-engagement as Consultant (in order of preference)	1st
		2nd
		3rd
10	Aadhar Card No.	
11	Mobile No.	
12	Email address	
13	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 Consultant as per terms and conditions laid down vide GM(E)/CCG's notification under reference above.

Encl: The Copy of PPO

Place: \_\_\_\_\_

Date: \_\_\_\_\_

Signature of the applicant

(Name of the applicant)





भारत सरकार (GOVERNMENT OF INDIA)

रेल मंत्रालय (MINISTRY OF RAILWAYS)

रेलवे बोर्ड (RAILWAY BOARD)

No. 2024/E(GR)I/38/1

Dated: 29.08.2024

{No. 2024/NFR/Officers/Re-engagement/001}

The General Manager, All Indian Railways/PUs, NF(Con), CORE  
The DG/RDSO, Lucknow, DG/NAIR, Vadodara, DG/CTIs  
CAOs, DMW/Patiala, WPO/Patna, COFMOW/NDLS, RWP/Bela, CAO/IROAF

**Sub: Re-engagement of Retired Railway Officers as Consultant.**

Keeping in view the difficulties being experienced by Zonal Railways due to vacant posts of Gazetted Officers the Board have approved re-engagement of retired Railway officers as consultant in exigencies of the services against the vacant posts. **This scheme of re-engagement of Retired Railway Officers shall be valid only upto 31.12.2026.** The re-engagement shall be as per the following terms & conditions:-

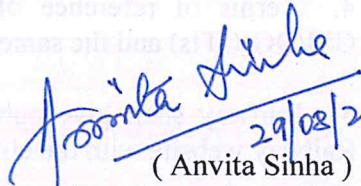
1. General Managers shall be empowered to re-engage retired Railway officers, who have retired from JTS (Level-10), STS(Level-11) & JAG(Level-12) for their re-engagement against the vacant posts at JTS (Level-10) & STS (Level-11).
2. As a policy initiative, to encourage a training model by re-engaging retired officers in CTIs, DG/CTIs may re-engage retired officers as faculty against vacant posts upto NFSG (L-13) in CTIs.
3. A Fixed Monthly **Remuneration** shall be admissible, 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. Annual increment/percentage increase and Dearness Allowance shall **NOT** be allowed during the contract period. [Example for determining remuneration shall be as given in DoE's OM No.F.No.3-25/2020-E.IIIA, Dated 09.12.2020].
4. Terms of reference of the work to be assigned shall be prepared and approved by GM/DG(CTIs) and the same shall be advertised as part of the application.
5. Railway shall give publicity to such re-engagement by publishing such requirements on Railway website with the eligibility criteria & application form.
6. Suitability/Competency of the retired officer shall be adjudged, on the basis of last five APARs as per established norms for a DPC, before such re-engagement by a three member Committee of PHODs/CHODs, as appointed by GM/DG(CTIs). While re-engaging such officers, medical fitness of the appropriate category shall be obtained from the designated authorities as per existing practices.
7. **Period of engagement shall be initially for a period of ONE year and further extendable as per requirement. No retired officer should be engaged beyond the validity of the scheme i.e. not beyond 31.12.2026.**
8. Maximum age limit of the re-engagement shall be 65 years.



9. The engagement of consultant shall not be considered as a case of re-employment.
10. **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 will not be allowed nor carried forward in case the engagement is extended. Also, no payment in lieu of unutilized leaves will be paid at the time of discharge/expiry of the contract.
11. Re-engaged officer shall **not** be entitled for HRA, Residential accommodation. However, **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. Retired employees engaged as Consultant may be allowed **TA/DA** in official tour, if any, as per their entitlement at the time of retirement.
12. The designation shall be consultant followed by (trade name) i.e. Officer appointed against the post of ADEN may be designated as Consultant (Engg.).
13. Re-engaged officer shall be given responsibilities like inspections, supervision, drawing, etc.
14. Re-engaged officer shall not be made in-charge of the unit like Branch Officer in the Division nor be given independent charge in the Construction unit. Re-engaged officer shall **not** be given the Financial and D&AR powers and shall **not** be authorized to issue any safety certificate. Re-engaged officer may recommend their suggestions on financial and other matters to regular officer.
15. The consultant shall not divulge any information gathered by him/her during the period of assignment related to the organization to anyone who is not authorized to know/have the same. For this purpose, the Consultant shall sign an agreement of confidentiality with the Govt. of India containing a clause on Ethics and Integrity.
16. Re-engaged officer shall be **discharged immediately** on joining of selected candidate(s) from UPSC or through departmental selection as per the recommendation of PHOD/CHOD concerned.

This issues with the approval of the Board (MF & CRB).

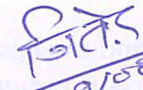
Kindly acknowledge the receipt and ensure compliance.

  
29/08/2024.  
( Anvita Sinha )  
Executive Director/Estt.(GC)  
Railway Board

No. 2024/E(GR)/I/38/1

Dated: 29.08.2024

1. PFAs, All Indian Railways & Production Units
2. The ADAI (Railways), New Delhi.
3. The Director of Audit, All Indian Railways

  
29/08/24

for Member (Finance), Railway Board

Copy: As per list attached.