

पूर्वोत्तर रेलवे

कार्यालय
महाप्रबन्धक (कार्मिक)
गोरखपुर।

क्रमांक 251/2017

सं० का/227/2/रि-इनोजमेंट/चार

दिनांक 01-12-2017

सचिव / महाप्रबन्धक
सचिव / अपर महाप्रबन्धक
सभी विभागाध्यक्ष
सभी मण्डल रेल प्रबन्धक
सभी कार्मिक अधिकारी
सभी मुख्य कारखाना प्रबन्धक
सभी अतिरिक्त मण्डलाधिकारी / स्थापना
पूर्वोत्तर रेलवे।

विषय:-सेवानिवृत्त स्टेनोग्राफर का दैनिक पारिश्रमिक के आधार पर पुनर्नियोजन।

उल्लेखनीय है कि पूर्वोत्तर रेलवे (मुख्यालय, मण्डल, कारखाना आदि) पर स्टेनोग्राफर की भारी मात्रा में कमी हो गई है। उक्त कमी को पूरा करने के लिए सेवानिवृत्त स्टेनोग्राफरों को दैनिक पारिश्रमिक के आधार पर पुनर्नियोजन करने का निर्णय लिया गया है। सेवानिवृत्त स्टेनोग्राफरों को दैनिक पारिश्रमिक के आधार पर पुनर्नियोजन की प्रक्रिया का प्रारूप इस पत्र के साथ संलग्न कर सूचना, मार्गदर्शन एवं आवश्यक कार्यवाही हेतु संलग्न कर प्रेषित की जा रही है।

उपरोक्त पर महाप्रबन्धक महोदय का अनुमोदन प्राप्त है।

संलग्नक / यथोपरि

प्रभु
01/12/17

(यूपीसी सिंह)
उपमहाप्रबन्धक
पूर्वोत्तर रेलवे

प्रतिलिपि:-

- 1- सहायि/मुख्यालय कृपया स्टेनोग्राफर पद में कर्मचारियों की कमी को पुनर्नियोजन के माध्यम से संलग्न प्रक्रिया द्वारा भरने की इच्छा व्यक्त करें।

20.12.17

संलग्नक

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

RBE No. 150/2017

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

New Delhi, Dated: 16/10/2017.

The General Manager (P),
All Indian Railways,
(As per standard mailing list).

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

Ref: i) Board's letter No. E(NG)II/2010/RC-4/6 dated 27.09.2012

(RBE No. 109/2012) & 14.09.2017

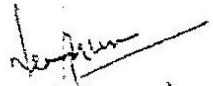
ii) No. E(NG)II/2007/RC-4/Core/1 dated 11.12.2009 (RBE No. 219/2009)

Attention is invited to Railway Board's letter referred on the above subject on the issue of modalities of re-engagement of retired employees and remuneration to be paid to them.

2. These instructions have been reviewed and in supersession of the same, it has now been decided by the Board that retired employees may henceforth be engaged on the following conditions:

- i. Divisional Railway Managers are empowered to re-engage retired employees.
- ii. Railway 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 Employment 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 are adequately addressed.
- vi. Maximum age limit for which re-engagement shall continue will be 62.
- 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 14.09.2018.
- ix. Re-engaged staff should be discharged immediately on joining of selected candidates from RRBs.

(Hindi version will follow)


(Neeraj Kumar)
Director Estt. (N)-II
Railway Board.

Contd...2/-

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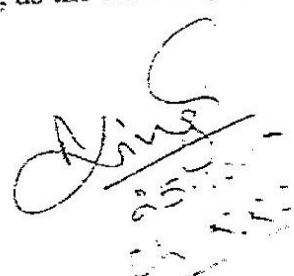
PROCEDURE AND GUIDELINES FOR RE-ENGAGEMENT OF RETIRED STENOGRAPHERS

Guidelines stipulated in Railway Board's letter No. E(NG)II/2010/RC-4/6 dated 27.09.2012 for re-engagement of retired employees as reproduced below shall followed for re-engagement of retired stenographers:

- (i) Railway should issue necessary notification for such re-engagement by giving wide publicity through open advertisement so that all may get equal opportunity.
- (ii) Re-engaged employees should not have been covered under the safety Related Retirement Scheme/Liberalized Active Retirement Scheme for Guaranteed Employment for Safety Staff (LARGESS).
- (iii) While engaging such staff, medical fitness of the appropriate category should be obtained from the designated authorities.
- (iv) Suitability/competency of the staff should also be adjudged before engaging and the issue of their safety record should be addressed.
- ★ (v) Maximum age limit for such re-engagement shall be 62 years and this limit shall not be exceeded in case of any retired railway employees during the period of re-engagement.
- (vi) While engaging such staff and assigning duties to them, it must be ensured that safety and other operational requirements are adequately addressed.
- (vii) Remuneration to such staff be made as stipulated vide this Ministry's letter No. E(NG)II/2007/RC-4/CORE/1 dated 11/12/2009 (in each and every case of engagement of retired employee, the daily allowances plus full pension should not exceed the last pay drawn).
- (viii) The scheme will be valid up to 14.9.2018. (The validity has been extended up to 14.09.2018 vide Railway Board's letter dated 14.09.2017)
- (ix) Operation of the scheme will be subject to discharge of engaged staff immediately on joining of selected candidates from RRBs.

Apart from the above broad guidelines, following procedure/policy shall be followed for re-engagement of retired Stenographers:

1. The total number of retired Stenographers to be engaged in HQ shall be approved by the General Manager. Similar approvals shall be accorded in Divisions/Workshops by DRMs/CWMs. Fresh approval shall have to be sought for any change in the approved numbers. The approved numbers shall automatically be reduced to the extent of fresh induction either through the panels received from RRB or new employees joining the concerned Unit on transfer etc.
2. For each Division/Unit a Nodal Officer shall be nominated by CPO Addl. DRM, CWM or CE/Con (In-charge of Establishment), as the case may be.


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3. Instead of calling applications for a specified number of vacancies and a cut-off date for submission of applications, an Open Ended Notification shall be issued indicating the total positions for which re-engagement is proposed.
4. Candidates can submit applications for re-engagement to the nominated Nodal Officer any time.
5. Nominated Nodal Officer should collect the applications. An entry shall be made in a register whenever an application is received.
6. A standing committee of three officers (including one Personnel Officer) shall be nominated by CPO/Admin in HQ, DRM/CWM in divisions/Workshops and Chief Engineer/Con (In-charge of Establishment) in Construction organization.
7. The meeting of the committee of JAG officers shall be convened quarterly i.e. in the 1st week of January, April, July and October. The committee shall scrutinize all the applications received till the last day of the preceding month and adjudge the suitability of applicants for re-engagement.
8. The committee of JAG officer shall be a Standing Committee till re-constitution is warranted due to retirement/transfer of members or any other valid reasons.
9. The suitability of the candidates for re-engagement shall be adjudged on the basis of APAR Grading Points of the last 03 years in service. Candidates having less than 06 points in the last 03 years APAR shall not be considered for re-engagement. The committee shall rank the suitable candidate in the descending order of APAR Grading Points. It will be the responsibility of the Nominated Nodal Officer to make available the APARs of the relevant years.
10. In case of more than one candidate having the same APAR Grading Points, the candidate having longer period to complete the age of 62 years shall be ranked higher, i.e. the younger candidate shall be placed above the older candidate. In case, the balance period to complete 62 years also matches, the candidates shall be ranked alphabetically.
11. The committee shall recommend all the candidates found suitable for re-engagement, irrespective of the vacancy position. The complete list of recommended candidates shall be published on NER's website as well as on the Notice Boards of the concerned offices. However, only the approved number of candidates shall be re-engaged on the basis of their rank in the published list.
12. The recommendation of the committee shall be approved by the CPO/Admin in HQ, DRM in Divisions, CWM in Workshops and CE/Con. (In-charge of Establishment) in Construction organization.
13. A candidate desirous of re-engagement may apply anywhere on NER irrespective of the place from where he retired. A retired person can apply at more than one Division/Unit. However, in case of delay in obtaining the relevant APARs from


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other Units/Railways, his/her name shall be excluded from the current screening and included in the subsequent one.

14. A candidate superannuating in the next 03 months shall also be eligible to apply for re-engagement. However, his re-engagement shall be effective only after superannuation.
15. In case of a re-engaged candidate attaining the age of 62 years, a candidate not turning up for re-engagement or leaving re-engagement for any reasons the vacancy shall be filled by the candidates next in rank list.
16. The candidates found suitable in the next cycle of screening shall be appended below the existing list in the order of their ranking.
17. The Nodal officer shall keep a strict watch on the list, removing the candidates who have attained the age of 62 years or have been rendered unsuitable for any reasons.
18. Thus, a live list of eligible candidates shall be available for re-engagement all the time.
19. The re-engaged candidates shall maintain strict confidentiality on the workplace and abide by the rules applicable to serving Railway employees.
20. The re-engagement of a candidate shall be valid till attainment of the age of 62 years or till the vacancy gets filled by candidates from RRB or till the vacancy gets filled through transfer/promotion or any other Administrative Action, whichever takes place earlier.
21. When a new Stenographer joins a Unit, the number of re-engaged Stenographers shall be reduced by one. For this purpose, the contract of the person ranking lowest in the list shall be terminated.
22. The re-engagement can be terminated by Railway Administration with immediate effect, without any notice period and without assigning any reasons. However, a re-engaged candidate desirous of leaving the re-engagement shall have to serve a notice to this effect at least 15 days prior to the proposed date of termination.
23. The re-engaged candidates shall have no claim for continuation of engagement on any grounds whatsoever.
24. The date of attaining the age of 62 years should be conspicuously written on the re-engagement letter.
25. The rate of remuneration to re-engaged stenographers shall be as per the extant guidelines of the Railway Board.


25.10.11
Ch. K. S. S.