



दक्षिण रेलवे/SOUTHERN RAILWAY

No.P(R)33/P/Re-Engagement

प्रधान कार्यालय/ Headquarters Office
कार्मिक शाखा/ Personnel Branch
चेन्नै/Chennai - 600 003

दि./ Dated: 18-02-2021

आर बी ई सं/RBE No. 06 / 2021

पी बी सी सं/ PBC No: 15 / 2021

All PHODs / DRMs / CWMs / CEWE / CAO / CPM / Dy.CPOs / Sr.DPOs /
DPOs / SPOs / WPOs / APOs of HQ / Divisions / Workshops / other Units,
etc.,

(As per mailing list -'A')

विषय/Sub : Engagement of staff against posts of SSEs/JEs (Works)
in Construction organization by re-engagement of retired
personnel and by engagement on contract basis.

A copy of Railway Board's letter No.E(NG)II/2020/RC-4/2(Pt)
dated 20-01-2021 alongwith a copy of Board's letter No 2018Trans.
Cell/S&T/Contractual Staff dated 20-11-2018 on on the above -subject is
enclosed for information, guidance and necessary action.

Railway Board's letter dated 22-12-2020 referred to therein has
been circulated as PBC No.205/2020.

संलग्न/Encl: as above


(Meena Baskaran)
Deputy Chief Personnel Officer/R&W
For Principal Chief Personnel Officer

प्रतिलिपि/Copy to : The Genl Secy / SRMU
The Genl Secy / AISCSTREA
The Genl Secy / AIOBCREA
The Genl Secy / NFIR
Ch.S&WI / System to upload in the website

RBE.No. 95/2021

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. E(NG)II/2020/RC-4/2(Pt.)

New Delhi, dated 20.01.2021

The General Manager (P)
All Indian Railways/PUs
(As per Standard mail list)

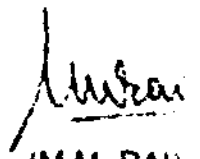
Sub: Engagement of staff against posts of SSEs/JEs(Works) in Construction organization by re-engagement of retired personnel and by engagement on contract basis.

A Scheme providing for re-engagement of retired staff and also for engagement of Contractual staff in Supervisory posts in Engineering, Electrical and S&T Departments was in operation till 19.11.2020 vide Board letter No. 2018/Trans.Coll/S&T/Contractual Staff dt. 20.11.2018.

2. Proposals from some of Railways for extension of this scheme have since been considered in Board. It has been decided to extend the scheme of engagement of staff against vacancies in supervisory cadre of Engineering, S&T and Electrical Departments for 100 positions for one year for targeted construction work on the terms, conditions and remuneration as stipulated vide Railway Board's letter No. 2018/Trans.Coll/S&T/Contractual Staff dated 20.11.2018. It is reiterated that no retired employee should be engaged as decided vide Board's letter No. E(NG)II/2020/RC-4/2(Pt. 2) dated 22.12.2020.

3. The quota of such engagements Railway wise will be limited to number indicated in the enclosed "Annexure". Distribution of this quota between various disciplines within a Railway will be done by the General Manager.

D.A. "Annexure".


(M.M. RAI)
Director Estt. (N),
Railway Board

No. E(NG)II/2020/RC-4/2(Pt.)

New Delhi, dated 20.01.2021

Copy to:

- (i) The Principal Financial Advisor, All Indian Railways/PUs
- (ii) The Principal Director of Audit, All Indian Railways/PUs
- (iii) The Dy. Comptroller and Auditor General of India (Rlys) Room No. 204
Rail Bhawan, New Delhi.


For Member Finance/Railway Board

Copy to: (i) PSO/Sr.PPS/PPSs/PSs/PA to:
CRB, MF, M/Intra, M/TRS, DG/HR, AM/Staff.
(ii) (F) Branch of Railway Board

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

No. 2018/Trans Cell/S&T/Contractual Staff

Dated: 20.11.2018

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

Sub: Engagement of staff against posts of Engineering, Electrical and S&T departments of Zonal Railways in construction activities by re-engagement of retired personnel and by engagement on contract basis.

- Ref: 1. Railway Board's letter no - E(NG)-II/2007/RC-4/CORE/1 dated 16.10.2017 & 12.12.17
2. Railway Board's letter no. 2018/Trans Cell/S&T/Contractual Staff dated 16.03.2018 & 13.07.18.
3. GM/ECR's letter no. E/205(A)/O/ECR/HJP/Pt.III dated 01.08.2018
4. DRM/SUR's letter no. SUR/GA/HQ/AGM dated 23.07.18.
5. PCE/CR's letter no. W.602.WA.IOW.Cadre Dated 28.08.18**

In view of the difficulties being experienced by Zonal Railways in Construction activities due to shortage of technical manpower and various references received as above, Board (ME, MTR, MS, FC & CRB), have approved the following:

1. Zonal Railways are permitted to engage technical manpower in construction activities (Open line & Construction organization) in Engineering, Electrical and S&T Departments by re-engagement of retired personnel as the first preference by concerned PHOD/CHOD including COA/C as per the extent guidelines circulated vide Letters, No- E(NG)-II/2007/RC-4/CORE/1 dated 16.10.2017 & 12.12.17.
2. Zonal Railways are also permitted to engage technical manpower in construction activities (Open line & Construction organization) on contract basis, on vacant posts against Level-6 and Level-7 posts, against non-promotional quota, only if retired employees are not available, in Engineering, Electrical and S&T departments of Zonal Railways except SSE/IE (Signal), on terms and conditions enumerated in Annexure enclosed.
3. This scheme is launched on experimental basis and is valid for two years from the date of issue of this letter.
4. Other rules & guidelines as issued from Board shall remain unchanged and as modified from time to time.

This issues with the concurrence of Associate Finance of Transformation Cell of Railway Board.

Kindly acknowledge the receipt and ensure compliance.


20.11.18
(Umesh Balonda)

**Executive Director/S&T
Transformation Cell**

Dated: 20.11.2018

No. 2018/Trans Cell/S&T/Contractual Staff

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



(Sany Kumar)
**Executive Director 'Accounts
Transformation Cell**

Copy: As per list attached.

**(Annexure to Rly Board L. No. 2018/Trans Cell/S&T/Contractual Staff dated
20.11.2018 for engagement in construction activities on Zonal Railways on contract
basis)**

**Terms and conditions for filling up of posts of technical manpower, on contract basis
against Level-6 and Level-7 posts, in Engineering, Electrical and S&T departments
(Except SSE/JE (Signal)) of Zonal Railways in Construction activities (Open line &
Construction organization)**

1. These engagements should be done with the prior approval of respective PHOD of Zonal Railways in Construction activities subject to fulfillment of eligibility & other conditions governing such engagements.
2. Educational Qualifications and Age Limit of such contract engagements should be in accordance with those prescribed for direct recruitment.
3. These contract engagements should be made against clear vacancies (against non-promotional quota) for a maximum period of one year or availability of a regularly selected candidate, whichever is earlier. Suitable break should invariably be given between successive contracts (if any).
4. The selection process and selection criteria may be decided with the concurrence of PFA in consultation with PCPO and approval of General Manager. Such engagements should be made by screening, based on the selection criteria approved by General Manager, by a selection committee of JAG officers nominated by respective PHOD, including one officer from concerned department (ie. Engineering or Electrical or S&T) and one from Personnel department. The engagements should be made by inviting applications and the advertisement should be published in local and national newspapers and also put on Railway website(s).
5. Representation of SC/ST and OBC categories as per vacancies reserved for them should be ensured as per extant guidelines in force.
6. Candidates will have to undergo medical examination (as applicable for direct recruitment for SSE/JE of Engineering/Telecom/Electrical department) and will be considered for contract engagement only if they are found medically fit. Medical fitness will be examined by nominated Railway hospital.
7. The candidates recruited on contract basis will not be entrusted with the duties of quality certification, safety certification, Stores in-charge, certification of measurements in Measurement Book and the like. However, they may assist the regular Railway supervisors in these works and in performance of other day to day duties. Detailed duty list may be drawn by the Zonal Railways.
8. The candidates recruited on contract basis may be given training/orientation in rules, regulations and practices related to safety, technical and other areas before they are deputed on work. Period and content of such training/orientation may be determined by respective PHOD/CHOD in consultation with PCPO/CPO(Zonal Railways) but should not be less than 10 working days. After completion of training/orientation, the candidate should be adjudged for suitability/competency before deputing him on field job.


20.11.18

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9. The candidates recruited against Level-7 posts may be designated as Senior Technical Associate (Works or P-way or OHE or PSI or Tele, etc.) and the candidates recruited against Level-6 posts may be designated as Junior Technical Associate (Works or P-way or OHE or PSI or Tele, etc.).
10. Duty pass may be provided for stretch of the journey involved on duty. They may be entitled to IInd Class 'A' duty pass.
11. The contractual staff may be permitted off on Sundays and National Holidays. However, they may be called for duty on any day including Sundays and National Holidays for which Compensatory Rest may be given later. In addition, Contractual staff may be granted two days leave for each completed month of engagement in Railway. The accumulated leave will lapse as soon as the contractual period is over and cannot be carried over to next contract (if any).
12. The contract may be terminated by either side by giving one month's notice. The performance monitoring of contractual appointees must be done on regular basis and those who are unable to discharge the duties or who fail to perform as per expectations of the administration, may be given 30 days notice and their contract terminated. However, in case of gross negligence/misconduct/irregularities, the engagement may be terminated with immediate effect.
13. The engagement on contract basis will not confer any right to claim for regular absorption/extension in the Railway.
14. Applicants working in Govt./PSU will have to provide NOC at the time of application and resign from their present organization on their engagement.
15. All statutory requirements shall be complied with by Railways.
16. It should be a full time contract and their remuneration should be on monthly basis as given here under:

Monthly remuneration for technical manpower of Engineering, Electrical and Telecom recruited on contract in Zonal Railways (in Rupees)				
Level (7th Commission) which recruited	Pay against	Class of city in which posted		
		'Z' class	'Y' class	'X' class
Level -6		25000	27000	30000
Level -7		32000	34000	37000

17. They may be paid Daily Allowance when on tour as admissible, at the rate of Rs. 500/-.
18. Any other condition as considered essential in line with any other policy governing such engagements may be considered/included with the approval of PCPO, PFA and GM.

SSD
20.11.18