



PBC No: 73/2023  
RBE No: 39/2023

दक्षिण रेलवे Southern Railway  
प्रधान मुख्य कार्मिक अधिकारी कार्यालय  
Office of the Principal Chief Personnel Officer  
मुख्य कार्यालय, कार्मिक विभाग, चेन्नै-600003  
Headquarters, Personnel Department, Chennai-600003

सं/No: P(R) 33 / P / Re-engagement/Vol.II

दिनांक/Dated:06.04.2023

All PHODs/ DRMs/ CWMs/ CEWE/ CAO/ CPM/ PDA/ Dy.CPOs/ Sr.DPOs/ Secy to GM,  
Chairman/RRB/MAS,TVC, Addl.Registrar/RCT/MAS, Secretary/RRT/MAS,  
Principal MDZTI/TPJ, SRCETC/TBM, ZETTC/AVD,  
DPOs/SPOs/WPOs/APOs of HQ/Divisions /Workshops/Units.

**विषय/Sub :Re-engagement of retired State Government Officials in exigencies of services in projects where land acquisition is involved.**

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A copy of Railway Board's letter No.E(NG)II/2020/RC-4/2(Pt.2) dated 03.03.2023 alongwith Department of Expenditure, Ministry of Finance O.M.No.F.No.3-25/2020-E.IIIA dated 09.12.2020 on the above subject is enclosed for information, guidance and necessary action.

Railway Board's letters dated 28.11.2019 & 22.12.2020 referred therein have been circulated as PBC Nos. **279/2019** & **205/2020** respectively.

संलग्नक/Encl. 5 pages

Digitally signed by  
SENTHIL KUMAR  
Date: 2023.04.06  
13:05:05 +05'30'

उपमुकाधि/समन्वयन /Deputy Chief Personnel Officer / Co-ord  
कृते प्रमुकाधि/For Principal Chief Personnel Officer

प्रतिलिपि/Copy to: The General Secretary/SRMU  
The General Secretary/AISCTREA  
The General Secretary/AIOBCREA  
The General Secretary/NFIR

IT Section/PB/HQ - to upload in the SR website.



भारत सरकार Government of India  
रेल मंत्रालय Ministry of Railways  
रेलवे बोर्ड (Railway Board)

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

New Delhi, dated: 03.03.2023

The General Manager (P),  
All Zonal Railways/PUs,  
(As per standard mailing list).

**Sub: Re-engagement of retired State Government officials in exigencies of services in projects where land acquisition is involved.**

**Ref: (i) Board's letter No. E(NG)II/2007/RC-4/CORE/1 dated 28.11.2019 (RBE No. 207/2019)**

**(ii) Board's letter No. E(NG)II/2020/RC-4/2(Pt.2) dated 22.12.2020(RBE No. 113/2020).**

It had been decided vide Board's letter dated 22.12.2020 that no retired employees should be re-engaged after 02.12.2020 except in para medical category.

2. It has now been decided to permit Railways to engage retired State Government officials from forest/revenue departments on contract basis for work related to Survey, updation of land records, coordination with State Government agencies for forest/ wild life clearances in projects where land acquisition is involved.

3. The total number of such engagements may be restricted to 10 in each Zonal Railway. The scheme has been extended for a period of one year beyond 21.02.2023 i.e. upto 21.02.2024. Powers for such engagement shall be exercised by the General Managers only with Finance concurrence.

4. As regards remuneration, allowances and leave, these 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 –

- (i) 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.
- (ii) No increment, Dearness Allowance and HRA shall be allowed during the term of the contract.
- (iii) 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.
- (iv) Paid leave of absence may be allowed at the rate of 1.5 days for each completed month of service.

5. The re-engaged retired employees shall sign an agreement of confidentiality with the Railway containing a clause on Ethics and Integrity.

Contd/.....2

6. The following conditions stated in Board's letter No. E(NG)II/2007/RC-4/CORE/1 dated 28.11.2019 shall also be observed while re-engaging these retired employees-

- i. Railway should give adequate publicity to such re-engagement, including by putting it on Railway websites.
- ii. While re-engaging such staff, medical fitness of the appropriate category should be obtained from the designated authorities as per existing practices.
- iii. Suitability/competency of the staff should be adjudged before such re-engagement.
- iv. Maximum age limit for such re-engagement shall be 65 years.
- v. The integrity aspect should also be checked while permitting such re-engagement.

7. Clear fund availability should also be ensured for re-engaging these retired employees and the expenditure towards this arrangement may be charged to the same head against which the expenditure was charged in the past when such arrangements were in force prior to issuance of Board's letter dated 22.12.2020.


  
03/03/23  
(A. Narayana Rao)  
Deputy Director Estt.(NG)II  
Railway Board

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

New Delhi, dated: 03.03.2023

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. 224, Rail Bhawan, New Delhi.

  
For Member (Finance)/Railway Board

Copy to: DG/HR, DG/RHS, AM/Staff, EDF (E), DDF(E)I & F(E)II Branch of Railway Board.

F. No. 3-25/2020-E.IIIA  
Government of India  
Ministry of Finance  
Department of Expenditure

Dated the 9th December, 2020

**Office Memorandum**

**Subject: Regulation of Remuneration in case of Contract Appointment of Retired Central Government Employees.**

The undersigned is directed to say that Ministries/Departments appoint retired Central Government employees on contract basis, including as Consultants on contract basis. However, at present there are no uniform guidelines for regulation of remuneration in such cases.

2. The existing instructions of Department of Personnel and Training, as contained in their Central Civil Services (Fixation of Pay of Re-employed Pensioners) Orders, 1986, as amended from time to time, provide for regulation of pay in case of re-employment. However, the instructions of Department of Personnel & Training as contained in their OM No. 26012/6/2002- Estt (A) dated 9.12.2002 provides that re-employment beyond the age of superannuation of 60 years shall not be permissible. Also, as per their OM No. 3(3)/2016-Estt (Pay II) dated 1.5.2017, the pay plus gross pension on re-employment is not to exceed Rs.2,25,000/-, i.e. Pay Level 17 as applicable to an officer of the level of Secretary to the Government of India.

3. Aforementioned instructions of Department of Personnel & Training on pay fixation in case of re-employment apply only to persons appointed on re-employment. These are not applicable to persons employed on contract basis except where the contract provides otherwise. Accordingly, in cases of appointment of retired Central Government employees on contract basis after the age of superannuation at 60 years, the instructions on pay fixation on re-employment will not directly apply.

4. Department of Personnel & Training has also informed that they are in the process of drafting a Note for Committee of Secretaries (CoS) regarding guidelines for engagement of retired Government servants as Consultant in Government Ministries and Department. In view of this, till Department of Personnel and Training finalizes their guidelines, there is a need to regulate remuneration in such cases of contract appointment of retired Central Government employees on a uniform basis. The matter has, therefore, been considered and it has been decided that regulation of remuneration in case of appointment of retired Central Government employees on contract basis, including as consultants, shall be regulated as provided hereinafter.



5. At the outset, such appointments shall not be made as a matter of practice and must be kept at a bare minimum. Such appointments may be made only in the justified exigencies of the official work where public interest is served by appointment of the retired employee. While making such appointments, adequate functional necessity with clear grounds must be placed before the appointing authority.

## 6. Remuneration

6.1 A fixed monthly amount 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. There will be no annual increment / percentage increase during the contract period.

### Example

An employee retired in the Pay Level 13 and the pay at the time of retirement was Rs. 1,55,900. Thus, the basic pension will be Rs. 77,950. If the employee is appointed on contract basis, including as Consultant, the remuneration shall be fixed at Rs.77,950 (1,55,900-77950).

6.2 The basic pension to be deducted from the last pay drawn shall be the pension as fixed at the time of retirement and as such, if the employee has availed of the commuted value of pension, the commuted portion of pension shall also be included in the portion of pension to be deducted. Thus, in the above example, if 40% of pension was commuted, the commuted portion shall be Rs. 31,180 (40% of 77,950) and the pension actually drawn shall be Rs. 46,770. However, the amount of pension to be deducted from the last salary shall be Rs 77,950.

6.3 No increment and Dearness Allowance shall be allowed during the term of the contract.

## 7. Allowances

### 7.1 House Rent Allowances

No HRA shall be admissible.

### 7.2 Transport Allowance

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, retired employees engaged as consultants may be allowed TA/DA on official tour, if any, as per their entitlement at the time of retirement.



7.3 **Leave of absence**

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.

8. **Term of Appointment**

8.1 The term of appointment shall ordinarily be for an initial period not exceeding one year which is extendable by another one year. Beyond two years after the age of superannuation where adequate justification exists, the term may be extended based on a review of the task and the performance of the contract appointee, provided it shall not be extended beyond 5 years after superannuation.

8.2 The consultant shall sign an agreement of confidentiality with the Government of India containing a clause on Ethics and Integrity.

9. **Exemptions**

**The terms of appointment provided for in these orders shall not apply to cases and to the extent where the Appointments Committee of Cabinet has allowed special terms OR where special provisions have been allowed with the approval of the Department of Personnel & Training OR Department of Expenditure.**

10. These orders shall apply to appointments made in the Central Government and shall be effective from the date of issue of the orders, until further orders or until instructions are issued by DoPT regulating remuneration of retired Government employees on their engagement as consultants. The past cases shall not be reopened in the light of these orders until the normal term of those past cases. Any relaxation of the above will be required to be referred to Department of Expenditure.



(B.K.Manthan)  
Deputy Secretary

To,

All the Ministries and Departments of the Government of India as per the standard list.