

दक्षिण पश्चिम रेलवे / **SOUTH WESTERN RAILWAY**

प्रधान कार्यालय / Headquarters Office,  
कार्मिक विभाग / Personnel Department,  
रेल सौधा / Rail Soudha  
हुबल्ली / Hubballi-580 020  
दिनांक Date: 04-10-2024

सं. दपरे/प्रका/पी. No. SWR/HQ/P.607/Re-engagement

**RE -ENGAGEMENT NOTIFICATION 02/2024**

**Sub : Re-Engagement of Retired Railway Officers as Consultants in SWR.**

**Ref : Railway Board's letter no. 2024/E(GR)I/38/1 dated 29.08.2024.**

- Applications are invited from willing retired Railway Officers for Re – Engagement as Consultants on fixed monthly remuneration in South Western Railway fulfilling the following conditions of eligibility:
  - Age : Must be below 65 years of age as on date of notification
  - Pay Level (at the time of retirement) : Level-10(JTS), Level-11(STS), & Level-12 (JAG)
- The re-engagement of retired Railway officers is proposed in the following Departments against the vacancies mentioned:

S.No	Department	Vacancy	
		Junior Scale	Senior Scale
1	Civil Engineering	01	05
2	Mechanical	05	00
3	Stores	02	00
4	Signal and Telecommunication	04	02

- Detailed terms & conditions of Re-Engagement are enclosed as **ANNEXURE-'A'**
- Format of application is enclosed as **ANNEXURE-'B'**.
- MODE OF SUBMISSION OF APPLICATION: Applications can be submitted by Email at [gazettedsection@gmail.com](mailto:gazettedsection@gmail.com)
- Last date for receipt of applications : **21.10.2024**
- Re-Engagement shall be governed by Railway Board's letter No. 2024/E(GR)I/38/1 dated 29.08.2024. (**ANNEXURE-C**)

**NOTE: This scheme shall be valid only up to 31.12.2026.**

Enclosures:

- Terms & Conditions (ANNEXURE-A)
- Prescribed proforma (ANNEXURE-B)
- Railway Board's letter (ANNEXURE-C)

(Shirish S Kamble/ शिरीष एस कांबले)

उप मुकाधि/ राज व कल्याण

Dy.CPO/Gaz. & Welfare

(for General Manager/ महाप्रबंधक केलिए)



**Terms and Conditions for Re- Engagement of Retired Railway officers on contract basis as Consultants in exigencies of services against the vacant Junior Scale/Senior Scale posts**

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) against the vacant posts 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 Allowances 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. Suitability/Competency of the retired officer shall be adjudged, on the basis of last five years APARs as per established norms for a DPC, before such re-engagement by 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.
4. The period of engagement shall be initially for 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.**
5. Maximum age limit of the re-engagement shall be 65 years.
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 to be 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.
08. Re-engaged officers shall not be entitled for requisites such as HRA, Residential Accommodation etc., 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 appoint 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 on official tour, if any, as per their entitlement at the time of retirement.
09. The designation shall be consultant followed by (trade name) i.e. Officer appointed against the post of ADEN may be designated as Consultant (Engg.)
10. The Consultant shall be given the responsibilities like inspections, supervision, drawings, etc.
11. The Consultant shall not be made in charge of the unit like Branch Officer in the Division nor be given independent in- charge in the Construction unit. They shall not be given the Financial and D & AR powers and shall not be authorized to issue any safety certificate. However, Consultants may recommend their suggestions on financial and other matters to regular officers.
12. The consultant shall not divulge any information gathered by him/her during the period of engagement 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. Re-engaged officers shall be discharged immediately on joining of selected candidate(s) from UPSC or departmental selection or as per the recommendation of PHOD/CHODs concerned.

*[Handwritten Signature]*  
04/10/2024

उप. मुकाधि/ प्र.का व कल्याण Dy. CPO/Gaz&Welfare

**ANNEXURE-B**

To  
The General Manager(P)  
South Western Railway  
Railway Soudha  
Gadag Road,  
Hubballi-580020

Latest passport  
Size  
Photo of the  
officer

Sub: Application for Re-Engagement of Retired Railway Officers as Consultants.

Ref : 1) Railway Board's letter no. 2024/E(GR)I/38/1 dated 29.08.2024.  
2) Notification no. SWR/HQ/P.607/Re-engagement dated 04.10.2024.

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

1	Full Name	
2	Father's Name	
3	Last Designation	
4	Last Office/Unit/Division	
5	Department	
6	Date of Birth	
7	Date of retirement	
8	Community (SC/ST/OBC/PwBD)	
9	PPO No (Copy of PPO to be enclosed)	
10	Choice of Division/unit for re-engagement as Consultant	
11	Aadhar Card No	
12	Mobile No	
13	Email Address	
14	Postal Address	

I, hereby declare that all statements made in this application are true, complete and correct to the best of my knowledge and belief. I also declare that, I am ready to serve anywhere in SWR zone.

Place:

Date:

Signature of the Officer.  
Name:



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:-

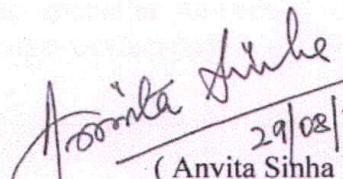
1. General Managers shall be empowered to re-engage retired Railway officers, who have retired from JTS (Level-10), STS(Level-11) & JAG(Level-12) for their re-engagement against the vacant posts at JTS (Level-10) & STS (Level-11).
2. As a policy initiative, to encourage a training model by re-engaging 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).

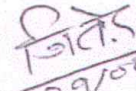
Kindly acknowledge the receipt and ensure compliance.

  
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.



Copy to:

1. The ADAI (Railways), New Delhi
2. The Director of Audit, All Indian Railways
3. The Director, Indian Railway Institute of Civil Engineering, Pune.
4. The Director, Indian Railway Institute of Mechanical and Electrical Engineering, Jamalpur.
5. The Director, Indian Railway Institute of Signal Engineering and Telecommunications, Secunderabad.
6. The Director, Indian Railway Institute of Electrical Engineering, Nasik.
7. The Executive Director, Indian Railways Centre for Advanced Maintenance Technology, Gwalior.
8. The Director, Indian Railway Institute of Transport Management, Lucknow.
9. The Registrar, Railway Claims Tribunal, Delhi.
10. The General Secretary, IRCA, New Delhi.
11. The Chief Commissioner of Railway Safety, Lucknow.
12. The Secretary, Railway Rates Tribunal, Chennai.
13. The Chairman, Railway Recruitment Board, Ahmedabad, Ajmer, Allahabad, Bangalore, Bhopal, Bhubaneshwar, Chandigarh, Chennai, Gorakhpur, Guwahati, Jammu & Srinagar, Kolkata, Malda, Mumbai, Muzaffarpur, Patna, Ranchi, Secunderabad and Trivandrum.
14. Managing Director, CRIS, Chanakyapuri, New Delhi

Copy to:

1. The Genl. Secy., AIRF, Room No. 248, & NFIR Room No. 256-C, Rail Bhavan
2. The Secy. Genl., IRPOF, Room No. 268, FROA, Room No. 256-D & AIRPFA, Room No. 256-D Rail Bhavan

Copy to:

1. PS to MR, MOSR(S), MOSR(G)
2. CRB, M (Finance), M(TRS), M (Infra), M (O&BD, SECY, DG (RHS), DG (RPF), DG(HR)
3. All AMs, Principal Executive Director & Executive Directors of Railway Board