



दक्षिणरेलवे/SOUTHERN RAILWAY

वरिष्ठ मंडल कार्मिक अधिकारीकाकार्यालय /
Office of the Senior Divisional Personnel Officer
कार्मिक शाखा/Personnel Department
तिरुवनंतपुरम/Thiruvananthapuram
केरल-695014/Kerala - 695014

सं./No. V/P 407/CP/ Exservicemen contract

दिनांक/Dated: 20.11.2025

NOTIFICATION

विषय/ Sub: Engagement of Ex-Serviceman on contractual basis as Gateman in
Traffic & Civil Engineering departmental Level crossing gates over
Thiruvananthapuram Division – Reg.

संदर्भ/ Ref: (i) PCPO/SR Letter No.P(135)/I/1/TMR/Misc/Vol.II. dated 04.12.2025.
(ii) PCPO/SR Letter No.P(135)/I/1TMR/Misc/Vol.III.dated 14.10.2025.
(ii) Rly Bd's letter No.2017/Trans Cell/Cell/Contractual staffing dated
29.04.2029/24.05.2019.

It is proposed to engage Ex-servicemen on contract basis to work as **Gateman** at Traffic and Civil Engineering Level Crossing Railway Gates over Thiruvananthapuram Division. Accordingly, applications are invited from eligible Ex-Service man for engagement as Gateman in Thiruvananthapuram division.

I. Eligibility

1. Eligibility criteria as on the date of notification:

- Ex-Servicemen who has retired after completing **15 years service** and has passed Army Class-I certificate or Equivalent will be considered eligible for engagement on contract basis.
- In case there remains shortage of Personnel, due to non- availability of adequate number of Ex-Servicemen, retired personnel from Central Armed Police Forces (Ex-CAPF) and Para Military forces viz.,BSF,CRPF,CISF,etc., will be considered.
- Service personnel who are likely to be discharged from military service on or after the date of notification are not eligible to apply against this notification.

2. Age:

Ex-servicemen should not have completed 55 years of age as on date of notification.

3. Educational qualification:

Minimum education qualification is X standard (Pass/Equivalent Army Education)

4. Medical Examination

The Ex-servicemen so engaged should be fit in the relevant medical classification i.e, A-2 (Aye-Two)/A-3 (Aye-Three) under relaxed standard for Ex-servicemen.

5. Procedure for Recruitment of Ex-Servicemen:

- a) The panel will be formed on the basis of Ex-Servicemen's length of Military Service for engaging on contract basis.
- b) Shortlisted Ex-Servicemen will be called for verification of Original Documents.
- c) The candidate shall attend the Document verification, along with all relevant Original Certificate, at the date, time & venue specified by Divisional Railway Manager's office, Thiruvananthapuram.
- d) Those Ex-servicemen successful in Document verification will be subjected for Medical Examination. The list of Ex-servicemen to be engaged on contract basis will be based on the length of Military service after successful document verification to the extent of requirement.
- e) Ex-servicemen working in GOVT/PSU will have to provide "NOC" at the time of Document verification and should resign from their present organization on their selection for engagement in Railways.

6. Training:

The Ex. Servicemen found medically fit in the requisite medical classification will be imparted necessary training (theory and practical) for a period which will be determined by Railways before their actual engagement. No payment will be made for the period of training and the Ex. Servicemen have to make their own arrangements for travel to the training place, stay/accommodation, etc.,

7. Certificates and documents to be submitted:

Filled application form (Annexure 'A') and Self Attested copies of **(1)** Aadhaar Card **(2)** Ex. Servicemen Identity Card **(3)** Discharge Certificate **(4)** PAN Card **(5)** Bank Pass Book First Page **(6)** Educational Qualification certificate (at-least passed Matrix/X Standard /SSLC or Equivalent Certificate) **(7)** Pension Payment Order/Service Certificate.

8. Consolidated Monthly Remuneration:

a) Remuneration will be on monthly basis comprising of Basic pay (PML-1 i.e. **₹18,000/-**), Dearness allowance, Transportation allowance, House Rent Allowance (according to Z class and Y class). The monthly remuneration will be increased in accordance with the DA percentage rise from time to time. Dress allowance ₹5,000/- per annum will be provided in addition.

b) Ex-Servicemen engaged as Gateman on contract basis shall be entitled to **10 days of casual leave per year** during the contract period. For any period of absence, a proportionate deduction from the monthly remuneration will be made. The leave will lapsed as soon as the contractual period is over and cannot be carried over to next contract.

c) Being contract engagement, **No privilege pass/PTO** or travel authority will be provided to any candidate, including SC/ST candidates.

d) The selected Ex-servicemen are liable to be posted anywhere within the jurisdiction of Thiruvananthapuram Division. Preference will be given to those Ex-servicemen who are willing to work anywhere in Thiruvananthapuram Division having higher length of Military service.

9. Other conditions of engagement:

- a) After the scrutiny of the applications, medical examination and imparting of training is completed, the Ex. Servicemen will be subjected to a screening process to assess their suitability for engagement. After the screening, the recommended candidates shall execute an agreement in a non-judicial stamp paper to the value of ₹100/- in the required format before their actual engagement for working.
- b) Working hours will be 12 hours per day or 08 hours per day depending upon the Gates they are posted.
- c) While on duty Ex-servicemen must wear uniform and other gear prescribed by the Railways.
- d) The engagement is purely on contract basis and will not get any advantage or preference for any job/benefits/privileges in Railways.
- e) The contract of engagement is up to **one year from date of engagement** or till regular incumbents join after selection by RRB/RRC or till they attain the age of 55 years, whichever is earlier, and further extension, if warranted, will be subject to approval of Competent Authority.
- f) The Administration will be at liberty to terminate the services of the engaged personals without prior notice, in case their performance is found to be not satisfactory and the following penalty clause will apply during their period of engagement.

10. Penalty Clause:

Sl.No	Misconduct	Penalty
1.	Non-Adherence of Gate Working Rules	1. ₹2000/-fine after issue of Show cause notice by AOM/ADEN Concerned, or II. ₹5000/-fine after issue of Show cause notice by AOM/ADEN Concerned, or III. Termination of contract by AOM/ADEN concerned after issue of Show cause notice, depending upon the Circumstances of the case.

11. Gateman duties in brief:

The engaged trained Gateman will work as per the Railway Act and perform duties as prescribed in Indian Railway Code for Traffic/Civil Engg. and General Rules (Open Line). Ex. Servicemen engaged as Gateman are required to work as Gateman at Level Crossing gates situated on Railway tracks over Thiruvananthapuram Division in Southern Railway. The duties in brief are given in **Annexure -B**

12. General Conditions:

- a) The contracts of Ex-Servicemen for Pay Matrix Level (PML)-1 posts are on full time basis and shall not entitle for Railway Quarter and Privilege/Complimentary passes etc.
- b) Duty pass may be provided for stretch of the journey involved on duty. They may be entitled to **II class** duty pass.
- c) The contractual staff may be permitted weekly off and National Holidays. However, they may be called for duty on any day including National Holidays for which compensatory Rest may be given between successive contracts (if any).
- d) These contractual engagements are made against clear vacancies of the Direct Recruitment Quota. The validity of the contract shall be subject to the availability of a regularly selected candidate or till the continuation of the scheme for engagement of Ex-Servicemen as Gatemen, whichever is earlier. A suitable break will be ensured between successive contracts, if any.
- e) The contract may be terminated by either side by giving **14 (fourteen) days notice in writing** under normal circumstances. The performance of the contractual appointee shall be **monitored on a regular basis**. In the event that the appointee is found unable to discharge the assigned duties satisfactorily or fails to perform as per the expectations of the administration, the contract may be terminated by serving a **14 (fourteen) days notice**. In cases where the contractual appointee is found to be **mentally or physically incapacitated**, or is involved in any act of **gross negligence, misconduct, misbehavior, or other irregularities**, the engagement shall be **terminated with immediate effect and without any notice**, subject to—
 - (a) **Suitable departmental action** as specified in **Clause 10**, or
 - (b) **A complaint lodged in accordance with the provisions of the Bharatiya Nyaya Sanhita (BNS), 2023**, or in both, as deemed appropriate by the competent authority.
- f) The engagement on contract basis will not confer any right to claim for regular absorption/extension in the Railway.
- g) They may be paid Daily Allowance when on tour as admissible, at the rate of ₹625/-.
- h) In case of absence for duty, proportionate amount of pay per day will be deducted. If full time contract Ex-servicemen is on unauthorized absence beyond 3 days, their engagement will automatically be terminated.
- i) The SC/ST/OBC candidate should submit a self-attested copy of the community certificate issued by the Competent Authority.

Ex-Serviceman who wishes to be engaged as Gateman on contract basis on accepting all the terms and conditions laid above and agreeing to perform the Gateman duties as stipulated in the Indian Railway Code for Traffic/Civil Engg. and General Rules (Open Line).

Applicants may submit their applications by any one of the modes

1. By Ordinary Post with heading in the cover as "Engagement of Ex-servicemen as Gateman on Contract basis" to Senior Divisional Personnel Officer, Southern Railway, Thiruvananthapuram Division, Thiruvananthapuram-695014.

OR

2. By Physical Submission of application with heading in the cover as "Engagement of Ex-servicemen as Gateman on Contract basis" in Personnel Department, Divisional Railway Manager's Office, Thiruvananthapuram-695014.

OR

3. By Submission of application through online using the following Google link <https://forms.gle/ETkZp7aegL7oz7gr8>

Last Date of Submission of application is 15.12.2025.

Applications received after the last date will not be considered.

This notification also available at sr.indianrailway.gov.in > About SR > Department > Personnel > Trivandrum Division and <https://pbtvc.in/notification.php>

- (1) Annexure 'A' (Application Form)
- (2) Annexure 'B' (Gateman Duties)

Assistant Personnel Officer/TVC
कृते मंडल कार्मिक अधिकारी/तिरुवनंतपुरम
For Sr. Divisional Personnel Officer/TVC

प्रतिलिपि Copy to: The Director, Directorate of Sainik Welfare, Vikas Bhavan, Thiruvananthapuram,
Ex-Servicemen Welfare Association/ Thiruvananthapuram
Zila Sainik Welfare Office, Thiruvananthapuram, Kollam, Pathanamthitta,
Alappuzha, Kottayam, Idukki, Ernakulam, Thrissur
Deputy Director, Ex-Servicemen's Welfare Office, Nagercoil
Secy to PCPO/SR for kind information of PCPO/SR
PS to DRM/ADRM for kind information of DRM/ADRM/TVC
Sr.DEN/Co-ord/TVC, Sr.DOM/TVC, Sr.DFM/TVC for kind information pls.
JE/IT may upload in sr.indianrailways.gov.in & pbtvc.in

ANNEXURE-A

(Enclosure of Letter No. V/P 407/CP/ Exservicemen contract dated 20.11.2025)

APPLICATION FOR ENGAGEMENT OF EX. SERVICEMAN AS GATEMAN ON CONTRACT BASIS IN TRAFFIC & CIVIL ENGG. DEPT. OF THIRUVANANTHAPURAM DIVISION*(To be submitted in good quality A-4 size plain white paper using one side only)*

1	Name											Affix recent passport size photo with (self attested)
2	Father Name											
3	Aadhaar Number											
4	PAN No											
5	Date of birth			-			-					
6	Date of attaining 55 years			-			-					
7	Educational Qualification											
8	Indicate the service (Army/Navy/Air force)											
9	Rank of Military service											
10	Military service Number											
11	Date of Enrolment	Date of attestation		Date of Discharge		Total service						
						Years	Months	Days				
12	Reasons for discharge											
13	Ex-Service Card No											
14	PPO Number (Pension Payment Number)											
15	Physical identifying mark : a)											
	b)											
16	Permanent Address & address for Communication with pin code											
17	Mobile Number											

DECLARATION

I hereby declare that all the particulars furnished above are true and correct. I have gone through the terms and conditions stipulated for engagement of Ex-Serviceman at Level Crossing Gates and I agree for my engagement as per the terms specified. I also know that the engagement is purely on contract basis and will not get any advantage or preference for any job/benefits/privileges in Railways. I am fully aware that my place of engagement/work may be anywhere within the jurisdiction of Thiruvananthapuram Division, subject to administrative exigencies.

Encl.:(1) Aadhaar Card (2) Ex. Servicemen Identity Card (3) Discharge Certificate (4) PAN Card (5) Bank Pass Book First Page (6) Educational Qualification certificate (only passed Matrix/ X Standard /SSLC or Equivalent Certificate) (7) PPO/Service certificate.

Place:

Signature of the Applicant

Date :

(Enclosure of Letter No. V/P 407/CP/ Exservicemen contract dated 20.11.2025)

Duties of Gateman: All contract Gatemen shall at all times maintain devotion to duty and adhere to the procedures imparted during training and the instructions issued by the competent supervisory authorities, ensuring their duties are performed diligently and in accordance with the prescribed guidelines.

1) **Alertness:** The Gateman should be alert and be prepared to take immediate action should danger be apprehended. The keys of the Gates shall be on his possession.

2) **During passage of Train:** The Gateman should stand facing the Track on the Gate lodge side of the approaching Train. He should observe all passing Train till the last compartment and be prepared to take such action as may be necessary to ensure safety of Trains.

3) **Action in emergency:** In case of an obstruction at the Level Crossing, the Gateman should maintain the gate signals, if any in the "ON" position and if unable to remove it, protect the line as under.

a) **On double line,** if both lines are obstructed during day, he shall plant a red banner flag at a distance of 5 meters on the line of which a Train is expected to arrive first, then plant another red banner flag on the other line at site of obstruction. He shall then pick up the red hand signal and showing it, proceed on that line towards the direction of an approaching Train to a point 600 meters from the Level Crossing and place one detonator on the line, after which proceed further to not less than 1200 meters from the Level Crossing and place 3 detonators on the line about 10 meters apart. Having thus protected the line on which a Train is expected to approach first, he should return to the Level Crossing picking up the intermediate detonators on his way. He shall then proceed on the other line showing the red hand signal, place detonators similarly and return to the site of obstruction to warn the Driver of an approaching Train.

b) **On single line,** if the line is obstructed during day, he shall plant a red banner flag towards the direction from which a Train is expected to arrive first, then plant another banner flag towards the opposite direction at the site of obstruction. He shall then pick up the red hand signal and as in sub-para(a) above, protect the line in the direction from which a Train is expected to approach first return to the site of obstruction and proceed with all haste in the other direction to protect the line. Having protected the line on both sides he should station himself at the place of obstruction to warn the Driver of an approaching Train.

c) At night the Gateman should light the two hand signal lamps and take action to exhibit red light and protect the lines as in sub para (a) and (b) above.

d) Gateman should take immediate action to inform the Station Master about the obstruction at the Level Crossing through messenger or other means available.

4) **Parting of a Train:** If a Gateman notices that a Train has parted, he shall not show a stop hand signal to the Driver, but shall endeavor to attract the attention of the Driver and the Guard by shouting gesticulating or other means.

5) No Gateman shall leave his Gate unless another Gateman has taken charge of it. If it is necessary to leave his Gate in emergency, before doing so, he should close and lock the Gates against the public road.

6) The Gateman should see that the channel for the flange of the wheel is kept clear.

The above instructions regarding the duties of Gateman are indicative and not exhaustive. The nature of work, procedures, complete guidelines and duties of Gateman are elaborated SWR/GWR of the concerned station which has to be followed without deviation at all times during the work. Contract Gatemen shall maintain absolute integrity and devotion to duty at all times. They shall strictly follow the procedures imparted during training and comply with all guidelines and instructions issued by the competent supervisory authorities. They shall discharge their duties diligently, uphold discipline, and ensure adherence to all safety and operational norms as per the provisions of the Railway Rules.

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