



PBC No.123 / 2024  
RBE No. 59 / 2024

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

सं/No: P(R) 33/P/Re-engagement/Vol.II

दिनांक/Dated: 01.07.2024

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:Engagement of retired para-medical staff (in Group 'C') and hiring of para-medical staff (in Group 'C') on contract basis.**

\*\*\*

A copy of Railway Board's letter No. E(NG)II/2005/RC-4/SC/2 Pt.1 dated 28.06.2024 on the above subject is enclosed for information, guidance and necessary action.

Railway Board's letters dated 21.06.2023 and 19.12.2023 referred therein have been circulated as PBC No. 133/2023 and PBC No.255/2023.

Copy of Railway Board's letter dated 12.04.2018 and OM No.FNo.3-25/2020-E-III A dated 09.12.2020 issued by Department of Expenditure, Ministry of Finance referred therein is enclosed for reference.

संलग्नक/Encl. 07 pages.

Digitally Signed by  
Anjanikumar C

Date: 01-07-2024 14:17:45

(C. Anjani Kumar)  
Reason: Approved

सहायक कर्मचारी संबंधी अधिकारी/Asst Personnel Officer / IR & Trg.

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/2005/RC-4/SC/2 Pt.I

New Delhi, dated 28.06.2024

The General Manager (P)  
All Zonal Railways/PUs & RDSO,  
(As per Standard mail list)

**Sub:** Engagement of retired para-medical staff (in Group "C") and hiring of para- medical staff (in Group "C") on contract basis.

**Ref:** Board's letter No. E(NG)II/2005/RC-4/SC/2 Pt. I dated 21.06.2023 and 19.12.2023.

In continuation of this office letter of even number cited under reference on the above subject, it has now been decided to extend the scheme of engagement of retired para-medical staff and hiring of para-medical staff on contract basis (in Group "C") within the sanctioned strength against clear vacancies for a further period of one year beyond 30.06.2024 i.e. upto 30.06.2025 subject to clear availability of fund. Hiring of contractual staff shall be governed by existing terms and conditions.

2. Engagement of such paramedical staff on contract basis may be admissible subject to further condition that all the remaining candidates if any, on the regular RRB panel as well as the standby panel against CEN 02/2019 sent to the Railways have been appointed and thereafter vacancies still exist.

3. For such engagement of para-medical staff on contract basis (in Group "C") the eligibility conditions should be properly framed by the Zonal Railways/PUs to ensure quality. Further following procedure may be adopted: -

- a. Retired employees through selection with a well laid down objective criteria for evaluation may be re-engaged in the following categories of paramedics requiring specialized skills to the extent of vacancies existing in each category. In the event of unavailability of retired staff, vacant posts be manned through engagement of candidates from open market mandatorily through GeM portal.
  - i. Nurses
  - ii. Audiologist and Speech Therapist
  - iii. OT Technicians
  - iv. Cardiac technicians like ECG technicians, Perfusionists, Cathlab technicians
  - v. Prosthesis technicians
  - vi. Dialysis technicians
  - vii. Laboratory technicians
  - viii. Pharmacists
  - ix. Physiotherapists
  - x. Radiographers
  - xi. Dental technicians
  - xii. Medical technicians
  - xiii. Respiratory technicians
  - xiv. Optometrists
  - xv. Clinical Psychologists
  - xvi. Health Inspectors
  - xvii. Dietician
- b. However, in the following other categories of staff employed in Hospitals where less specialised skills are required, hiring should mandatorily be done through GeM:

Contd./-

- i. House Keeping Assistants
- ii. Hospital Assistants.

4. Remunerations and allowances of para-medical staff hired on contract basis from open market shall be as per Board's letter No.2017/Trans/01/Policy /Pt-1 dated 12.04.2018.

5. As regards remunerations, allowances and leave of re-engaged retired paramedical staff, these will be as per OM No.FNo.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.

6. This issues with the concurrence of Associate Finance of Ministry of Railways (Railway Board).



(U. K. Tiwari)

Director, Estt.(N)

Railway Board

Tele No.011-23047206,

Email : umesh.tiwari11@gov.in

No. E(NG)II/2005/RC-4/SC/2 Pt.I

New Delhi, dated 28.06.2024

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:

- i. The General Secretary, NFIR, Room No. 256-C, Rail Bhawan, New Delhi.
- ii. The General Secretary, AIRF, Room No. 248, Rail Bhawan, New Delhi.



For Principal Executive Director(IR) /Railway Board

Copy to:

- (i) PSO/Sr.PPS/PPSs/PSs/PA to: CRB & CEO, M/Finance, M/Infra, M/T&RS,M/O&BD, DG/HR, AM/Staff.
- (ii) F(E) Spl. Branch of Railway Board.

GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
RAILWAY BOARD

No. 2017/Trans/01/Policy/Pt. I

New Delhi, dated: 12.04.2018

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: Revision of remuneration of Para-medical categories in Group – ‘C’ engaged on contract basis**

**Ref: 1. Railway Board letter no. E(NG)II/2004/RC-4/SC/2 dated 19.07.2005**  
**2. Railway Board letter no. E(NG)II/2005/RC-4/SC/2 dated 25.06.2014**  
**3. Railway Board letter no. 2017/Trans/01/Policy/Pt.I dated 17.01.2018**

Vide para (iv) of Railway Board letter referred to above (ref 3), it was advised that the monthly remuneration rates, for filling up posts in para-medical categories in Group ‘C’ on contract basis, are under revision.

With the approval of Board (MS, FC & CRB), it has been decided that-

1. The following emoluments, as payable to regular employees, may be paid to para-medical staff in Group C recruited on contract basis, as admissible to each category-
  - a) Basic Pay
  - b) Grade Pay
  - c) Dearness Allowance
  - d) House Rent
  - e) Transport Allowance
  - f) Hospital Patient Care Allowance (if admissible)
  - g) Washing Allowance (if admissible)
  - h) Maternity Leave (for female employees)



2. The appointment of contractual staff must be for a specified period only which should be mentioned in the appointment letter itself.

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



(Dr. Anand S. Khati)  
Executive Director/Establishment(G)



(Rajesh Gupta)  
Executive Director/Transformation

No. 2017/Trans/01/Policy/Pt. I

New Delhi, dated: 12.04.2018

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



(Sanjeeb Kumar)  
Executive Director Accounts  
Transformation Cell

Copy- As per list enclosed

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.