



डेडीकेटेड फ्रेट कोरीडोर

डेडीकेटेड फ्रेट कोरीडोर कॉर्पोरेशन ऑफ़ इंडिया लि.
Dedicated Freight Corridor Corporation of India Limited
(भारत सरकार का उपक्रम) (A Govt. of India Enterprises)
5th Floor, Pragati Maidan Metro Station Building Complex, New Delhi -
110001

No.HQ/HR0RECT(RENG)/07/2021-HR-RECTC
(Computer No.13108)

Dated: 21.01.2022

Advt. No. 02 /2022

Dedicated Freight Corridor Corporation of India (DFCCIL) is a schedule 'A' Public Sector Undertaking under the administrative control of Government of India (Ministry of Railways). DFCCIL has been established to create and operate the most ambitious and biggest ever project in infrastructure sector, set-up to give economy a boost and build high capacity and high speed rail freight corridors along the golden quadrilateral and its diagonals. The first Phase comprises of construction of two Dedicated Freight Corridors spanning the Mumbai-Delhi (WesternDFC) and Delhi-Kolkata(Eastern DFC).

2. DFCCIL requires dynamic, experienced and result oriented retired employees of CPSU/State PSU for re-engagement of consultant/Company Secretary Department of DFCCIL. To meet the immediate requirement of manpower, the Company invites applications from retired employees of CPSU/State PSU to form a for re-engagement of consultant/Company Secretary Department/DFCCIL, through walk-in-interview at DFCCIL/Corporate office/New Delhi location.

3. The deployment of the selected retired employees through walk-in-interview will be made as per administrative requirement/need basis and will be posted at DFCCIL/CO. The re-engagement will be in terms of HR policy circular No. 29/2019 dated 01.10.2019 (copy enclosed):-

3.1. Eligibility criteria/experience and terms and condition of re-engagement as Consultant/Company Secretary Department will be as under:-

- i. Candidate must be Citizen of India
- ii. Candidate must be having at least 5 years of Experience working in the Secretarial Department of CPSE/State PSE.
- iii. Candidate must be the member of the Institute of Company Secretaries of India.
- iv. **Age:** As per HR policy, the re-employed employees will be allowed to work upto the maximum age limit of 65 years. Preference will be given to retired employees of CPSU/State PSU, below 62 years of age.

3.2. Terms and condition/Selection process/remuneration etc. for above re-engagement will be as under:

4. Duration: The selected candidates will be placed on the panel and will be re-employed/deployed based on requirement, for a period of six(06) months and the same will be extended as per the requirements/performance of the retired employee and at the sole discretion of company i.e. DFCCIL. The re-employment can be terminated pre-maturely on one month's notice by either side.

5. Remuneration: The pay of the retired employees of CPSU/State PSU on-re-engagement in DFCCIL as consultant will be fixed in terms of HR Policy Circular No. 29/2019 dated- 01.10.2019 (copy attached). As per the existing policy basic remuneration of the re-employed employee(s) will be fixed remuneration @ 50% of Basic pay drawn plus applicable IDA, where no pension is drawn by the retired employees Or last basic pay minus pension plus IDA where pension is drawn by the retired employee. Entitlement for Conveyance allowance and Mobile charges will be governed as per DFCCIL's above policy circular. Such re-employed persons will be eligible for the applicable Dearness Allowance (IDA) as per DOP&T guidelines. No other allowance is admissible. In case of travel on duty, TA/DA/Lodging as admissible to the regular employees of equivalent level to which retired employee is re-employed, will be admissible.

6. Leave: Re-engaged personnel as Consultant will be granted (01) days leave for each completed month of contract in DFCCIL and such leave shall not have any specific nomenclature like CL, Earned Leave etc. The accumulated leave cannot be carried forward to the next calendar year.

7. Selection Process: Through the process of Walk-in-Interview for forming a panel against the above mentioned posts on re-employment basis which will be held on date and location as per details given below. The reporting time will be 10.00 hrs to 13.00 hrs.:

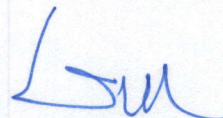
Department	Date of walk-in-interview	Location	Address of the location/office
Company Secretary Department	11.02.2022 (Friday)	DFCCIL/ Corporate office	DFCCIL/Corporate office: Supreme Court Metro Station Building, 5 th Floor

8. The retired employees of CPSU/State PSU fulfilling the eligibility criteria mentioned at Para-3.1 above, may report to DFCCIL/Corporate office/New Delhi at the above address for walk-in-interview on the date and time indicated in the above table (para-5). The applications of the candidates who would be reporting for the walk in interview, will be checked by the officials of DFCCIL and only those retired employees who will be fulfilling the criteria as per the advertisement and on production of relevant documents (self-certified copies of the documents) will be allowed for interview.

8.1. As per Guidelines contained in Para 7.9 of DFCCIL's Vigilance Manual, persons who as a result of Vigilance/CBI cases had been imposed a major penalty or minor penalty other than "Censure" or "Stoppage of pass/PTO" are not eligible for re-engagement as consultant/re-employment.

9. Those candidates suffering from COVID-19 or COVID-19 like symptoms will not be allowed for interview.

Contd... 3/-



10. **Medical Examination:** The selected candidates will be issued offer of appointment as per administrative requirement. They will have to undergo Medical examination /health check-up and will be considered for re-employment only if they are found medically fit, in addition to fulfilling other criteria.

11. How to Apply:

(i) Retired employees of CPSU/State PSU fulfilling the eligibility criteria laid down above, should bring with them duly filled in prescribed proforma enclosing therewith self-attested photocopies of the requisite documents i.e. Service Certificate/PPO (in case pension is drawn), Last Pay Slip, experience certificate, educational certificates mentioned at Para 3.1, Aadhar card, Canel Cheque/Copy of Bank Passbook & two photograph etc.

(ii) The retired employees shall have to produce original Service Certificate/PPO, experience certificate, educational certificates and other documents for verification at the time of interview. The candidates will not be allowed for interview, if they don't bring the documents on the date of interview. If any of the particulars stated by the retired employees of CPSU/State PSU is found that he has willfully suppressed any material fact/information relevant to the consideration of his/her case without prejudice to any other action that may be taken in concurrence thereof his/her candidature will be summarily rejected and will not be allowed to be interviewed.

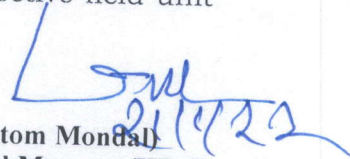
(iii) In addition, the proof of identity and residence, last pay slip and two recent passport size photographs and documents as mentioned in the application Format and working experience on the proforma will be required.

12. General:

(i) No TA/DA /journey experience will be paid to the retired employees for appearing in the interview. The retired Railway employees are advised to make necessary arrangements for his/her travel/stay will in advance, so as to reach the interview venue in time.

(ii) The re-engagement will not confer any right for regularization in DFCCIL.

(iii) Any dispute with regard to re-employment against this advertisement will be under the jurisdiction of Court in Delhi or in the City of the respective field unit only.


(Goutom Mondal)
Jt. General Manager/HR-II

गौतम मंडल/Goutom Mondal
संयुक्त महप्रबन्धक/मानव संसाधन /Joint General Manager/HR
डेडीकेटेड फ्रेट कोरीडोर कॉर्पोरेशन ऑफ इंडिया लिमिटेड
Dedicated Freight Corridor Corporation of India Ltd.
भारत सरकार (रेल मंत्रालय) का उपकरण
A Govt. of India (Ministry of Railways) Enterprise

(i)

APPLICATION FORM (FOR RETIRED EMPLOYEES)

Paste here recent passport
size photograph
(self-Attested)

Post applied for				
X Choice of Location (Preference)		1	2	3
1.	Name of retired Employee (in block letters)			
2.	Father's Name (in block letters)			
3.	Name & address of office from where retired / superannuated (Divn./Railway)			
(I)	Date of Retirement and last Designation			
(II)	Pay scale held at the time of retirement (Regular)			
(III)	Pay Scale in MACP (If applicable)			
(IV)	PF No.			
(V)	Date of Initial Appointment			
4.	Date of Birth			
(I)	Age as on date	DD-----MM-----YYYY-----		
5.	Adhar number/voter ID			
6.	Present address			
	H.NO/street no./lane			
	Block/area/village			
	Tehsil & district			
	State & pin code			
7.	(a) Place of birth, district and state in which situated			
	(b) Permanent address			
	(c) Residential address during last 5 years or present corresponding address.			

8.	Name of two responsible persons of your locality & their addresses or two reference to whom you are known	(i)	(II)
9.	(a) Have any departmental proceedings/vigilance proceedings or any other case is under process during service/pending after retirement/at present against you? (Yes/No if yes give the detail)		
	(b) Have you ever been arrested/ prosecuted /remained under detention or any criminal proceedings pending against you? (Yes/no)		
	(C) If the answer to any of the questions mentioned is Yes give full particulars of the case /arrest /detention/conviction punishment etc. and the nature of the case pending in the court /department/PSU etc. (Yes /No)		
10.	Submit a copy of complete Bio-data, service certificate, PPO no. PPF no. PAN no. complete bank account details with IFSC code , etc.		

NOTE

1. The furnishing of false information or suppression of any factual information in the form would be a disqualification for the re-engagement of a retired/Govt./PSU employment.
2. If the fact that information has been furnished or that there has been suppression of any factual information in the form comes to notice at any time during the engagement of retired employee, engagement /contract will be terminated without any notice immediately and the remuneration paid will be refunded /deposited by me. Any action as deemed fit by DFCCIL may be taken.

I certify that the above information is correct and complete to the best of my knowledge and belief.

Signature

Name-----

Mobile No. -----

Email ID-----

(ii)

Working Experience

1.	Name of the retired employee					
2.	Name & Address of office from where retd/ superannuated					
3.	Designation at the time of retirement					
4.	Pay scale/Grade pay					
5.	Date of Birth					
6.	Date of appointment					
7.	Length of service					
8.	Posting/Working experience during last 20 years.					
	From	To	Post held	Place	Pay / scale / GP	Duties responsibilities
9.	Any other relevant information (Award, special work done etc.)					
10.	Proficiency in Computer knowledge of MS word					

Signature

Name-----

Mobile No. -----

Email ID-----

(iii)

VERIFICATION FORM

**Attested
Photograph**

1.	Name of applicant (in Block letters)	
2.	Father 's Name (In Block letters)	
3.	Present Address	
	H.NO/Street no./Lane	
	Block /Area/Village	
	Tehsil & District	
	State & Pin code-	
	Police Station	
4.	Nationality	
5.	Date of Birth	
	Age as on date	
6.	(a)Place of birth, district, State in which situated	
	(b) Permanent Address	
	Residential address during last 5 years or present corresponding address.	
7.	Aadhar Number / voter ID	
8.	Name of two responsible persons of your locality & their addresses or two references to who you are known (with ID)	
	(I)	(II)

Signature---

Name-----

Mobile No. -----

Email ID-----

DECLARATION

In reference to my application for re-engagement/re-employment in DFCCIL, I, Shri _____ (Full name) give the declaration that there is no D&AR and Vigilance cases pending against me. My re-engagement/re-employment in DFCCIL is subject to my pending vigilance clearance. I also accept the following conditions:

- X(i) No payment will be made to me until vigilance clearance is received.
- (ii) Subsequently, if anything adverse is found in my vigilance clearance report, my services of re-engagement/re-employment in DFCCIL will be terminated immediately without giving any notice to me.

Place :

Date :

Signature of the Applicant:

Name of the Applicant:

Designation at the time of retirement:

Railway/Deptt. From where retired



डेडीकेटेड फ्रेट कोरीडोर

डेडीकेटेड फ्रेट कोरीडोर कार्पोरेशन ऑफ इंडिया लि.
Dedicated Freight Corridor Corporation of India Limited
(भारत सरकार का उपक्रम) (A Govt. of India Enterprises)
5th Floor, Pragati Maidan Metro Station Building complex, New Delhi -110001

NO. HQ/HR/Re-Emp-Engmt. Pol/10

Dated: 01.10.2019

Circular No- 29/2019

Sub: Revision of remuneration of retired Govt./PSU employees engaged as Advisor, Consultant and on Re-employment basis in DFCCIL.

Ref: This office letters of even number dated 04.06.10, 22.12.2011, 17.09.2012, 10.11.2014, 21.11.2014, 29.04.2015, 17.08.2015 & 05.05.2016.

The policy for re-employment/re-engagement of retired Govt./PSU employees in DFCCIL was issued from time to time vide this office letters of even number, mentioned under reference. The Board of Directors (BoD) considered the proposal for revision of remuneration of retired Govt./PSU employees engaged as Advisors, Consultants and on re-employment basis through circulation and has approved the revision as under:

(1) Revision of remuneration of Retired officers engaged as Advisor:

Eligibility	Present Remuneration	Revised Remuneration
Senior retired officers at the level of Board Members, General Managers (Indian Railways), MD/ Directors of CPSUs etc.	(i) Rs.5000 per diem. (ii) In case their services are utilised for half a day, the remuneration shall be 60% per diem rate. (iii) Monthly remuneration payable shall be restricted up to maximum of 15 days in a month. (iv) Rs.1000 per day for Transport charges.	(i) Rs.6700 per diem. (ii) Other conditions mentioned at items (ii) to (iv) in the previous column will remain same.

(2) Revision of remuneration of retired employees engaged as Consultants:

(i) **In case of retired CDA employees;**
Retired employees in CDA scales re-engaged as Consultants may be paid monthly remuneration of last Basic Pay minus pension plus DA.

(ii) **In case of IDA employees;**
Retired employees in IDA scales re-engaged as Consultants will be paid monthly remuneration @ 50% of Basic Pay drawn plus DA, where no pension is drawn by the retired employees or last Basic Pay minus pension plus DA where pension is drawn by the retired employee.

(iii) **Other conditions/allowances for re-engagement as Consultants will remain the same as under:**

- Retired personnel can be engaged only on specific assignment as Consultant. However, retired PAs/PSs may be engaged as Consultants.
- Engagement of Consultants should be need based for specific assignment and for specific duration.
- Only persons who are clear from vigilance angle should be engaged.
- Appointment of Consultants will be done as per SOP.
- Advertisement route for panel, will be applicable only for the cases of bulk requirement (say more than 3 similar posts in a particular department at a location). Detailed guidelines in this regard are contained in letter No. HQ/HR/3/Re-engagement. Pol./10(Pt.II)/L dated 05.05.2016, which may be followed.
- For re-engagement /extension of tenure beyond 65 years for Consultants, approval of BOD will be taken on case to case basis.
- The other charges/allowances payable to Consultants will be as under:

Retired in CDA/IDA scale as indicated in the PPO (MACP Grade Pay/IDA scale shall not be taken into account)	Conveyance Charges Per Month (in Rs.)	Mobile Charges Per Month (in Rs.)
PB 4+GP 10000 (level 14) /IDA scale in E8	5000	Rs.1500 in Field Units Rs.500 in Corporate office
PB 4+GP 8900, (level 13A) /IDA scale in E7	4000/2000*	
PB-4+GP 8700,PB-4(level-13)/IDA scale in E6	4000/2000*	
PB-3+GP 7600 (level 12) / IDA scale in E5	4000/2000*	
PB-3 +GP 6600 (level 11) /IDA scale in E4	4000/2000*	
PB-3 or 2+GP 5400 (Gazetted/level-10),/IDA scale in E3	4000/2000*	
PB-2+GP4800(Gazetted/level 9)/IDA scale in E2	2000/1200*	Rs.1000 in Field Units. Nil in Corporate office.
PB-2+GP 4600, PB-2+GP4800(Accounts), (Level 7&8) /IDA scale in E1	2000/1200*	
PB-2+GP-4200(level 6)/IDA scale in E0	2000/1200*	
Employees working in GP Rs. 2800/2400 (Level 5 or level 4)/IDA in N7	1600/1000*	Rs.700 in Field Units Nil in Corporate office.
Employees working in GP Rs. 2000/(Level-3)/equivalent IDA N6	1600/1000*	
Employees working in GP Rs. 1900/(Level 2)/equivalent IDA N5	1600/1000*	
Employees working in GP Rs. 1800/ (Level 1)/ equivalent IDA N4	1600/1000*	

*If posted in cities other than Hyderabad(UA), Delhi(UA), Bangalore(UA), Greater Mumbai(UA), Chennai(UA), Kolkata(UA), Ahmedabad(UA), Surat(UA), Nagpur(UA), Pune(UA), Jaipur(UA), Lucknow(UA) and Kanpur(UA).

LSU

(h) The TA/DA for travel on official duty beyond 60 Km and fixed travel allowance for travel within 60 Km (CTA) will be reimbursed to the Consultants as admissible to the equivalent level employees in the company.

(i) No other allowance will be admissible.

(3) Revision of remuneration of retired employees engaged on Re-employment basis:

- (i) Pay of the retired employees in CDA scale will be fixed after deduction of pension from the last Pay drawn at the time of superannuation/retirement instead of fixing their pay at the minimum of the IDA scale in which they are re-employed (up to DGM level) as at present.
- (ii) Similarly in the case of retired employees in IDA scale, their pay will be fixed @50% of the Basic Pay drawn plus DA, where no pension is drawn by the retired employee or last basic pay minus pension plus DA where pension is drawn by the retired employee.
- (iii) Retired employees' upto SAG level may be re-employed in the post as per the details given below:-

Retired in CDA/IDA scale as indicated in the PPO (MACP Grade Pay/IDA scale shall not be taken into account)	Eligibility for re-employment in DFCCIL (Post)
PB 4+GP 10000 (level 14) /IDA scale in E8	AGM
PB 4+GP 8900, (level 13A) /IDA scale in E7	JGM
PB-4+GP 8700, PB-4(level-13)/IDA scale in E6	DGM
PB-3+GP 7600 (level 12) / IDA scale in E5	Manager
PB-3 +GP 6600 (level 11) /IDA scale in E4	Assistant Manager
PB-3 or 2+GP 5400 (Gazetted/level-10),/IDA scale in E3	Jr. Manager
PB-2+GP4800(Gazetted/level 9)/IDA scale in E2	Sr.Executive
PB-2+GP 4600, PB-2+GP4800(Accounts), (Level 7&8)/IDA scale in E1	Executive
PB-2+GP-4200(level 6)/IDA scale in E0	Jr. Executive(N7)
Employees working in GP Rs. 2800/2400 (Level 5 or level 4)/IDA in N7	Multi-Tasking Staff (MTS)- Grade I (N6)
Employees working in GP Rs. 2000/(Level-3)/equivalent IDA N6	Multi-Tasking Staff (MTS)- Grade II (N5)
Employees working in GP Rs. 1900/(Level 2)/equivalent IDA N5	Multi-Tasking Staff (MTS)- Grade III (N4)
Employees working in GP Rs. 1800/ (Level 1)/ equivalent IDA N4	Multi-Tasking Staff (MTS)- Grade IV (N3)

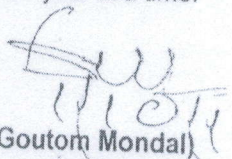
Lu
1/10/19

(iv) Re-employed personnel will be allowed conveyance and mobile usage charges per month as indicated below:-

Re-employed Post	Conveyance Charges per month (Rs.)	Mobile Usage Charges per month (Rs.)
Manager (E5 & above)	4000/2000*	Rs.1500 in Field Units Rs.500 in Corporate Office.
Executive (E0 & above) upto Assistant Manager (E4)	2000/1200*	Rs.1000 in Field Units Nil in Corporate Office.

Note:

- I. Such re-employed personnel will be eligible for the applicable Dearness Allowance.(either DA as per CDA or IDA depending on the scale from which they have retired.).
 - II. No other allowance is admissible.
 - III. It must be ensured that the pay fixation proposed in case of re-employment of retired persons are in accordance with DOP&T and DPE guidelines on the subject and there is no contravention of the guidelines.
 - IV. Engagement of retired personnel on re-employment basis may be kept restricted to the minimum, on need basis only and may be made only against sanctioned posts which are lying unfilled.
- (4) The Nomination and Remuneration Committee may be informed from time to time of persons engaged as Advisors, Consultants and on Re-employment basis.
- (5) The above revised remuneration will be effective from the date of issue of these orders. In regard to the existing retired employees engaged on re-employment, they may be allowed to continue with the existing emoluments till the expiry of their present tenure/term as they are engaged for a period of one year at a time.


(Goutom Mondal)
DGM/HR-II

E- mail to:

1. Secy. to MD- for information of MD
2. Director (PP), Director (Infra), Director (Fin.), Director (OP&BD) and CVO
3. All the GGMS/GM (Co-ord)/ CGMs/GMs- for information and to bring it to the notice of all concerned under them
4. AGM/HR, JGM/HR, DGM/HR-I, III&IV/ DGM/Fin./PR, Manager/HR-II and AM (IT)- for placing on intranet.
5. Company Secretary- for information.