



डेडीकेटेड फ्रेट कोरीडोर कॉर्पोरेशन ऑफ़ इंडिया लि.

भारत सरकार (रेल मंत्रालय) का उपक्रम

Dedicated Freight Corridor Corporation of India Limited

A Govt. of India (Ministry of Railways) Enterprise

No. HQ/HR0RECT(REMP)/26/2021-HR-RECTC

दिनांक : 13.02.2024

(Computer No- 1019)

विज्ञापन सं. 05 / 2024

डेडीकेटेड फ्रेट कोरीडोर कॉर्पोरेशन ऑफ़ इंडिया (डीएफसीसीआईएल) भारत सरकार (रेल मंत्रालय/सीपीएसई) के प्रशासनिक नियंत्रण के अधीन एक अनुसूची 'ए' सार्वजनिक क्षेत्र का उपक्रम है। डीएफसीसीआईएल की स्थापना बुनियादी ढांचे के क्षेत्र में अब तक की सबसे महत्वाकांक्षी और सबसे बड़ी परियोजना बनाने और संचालित करने, अर्थव्यवस्था को बढ़ावा देने और स्वर्णिम चतुर्भुज और उसके विकर्णों के साथ उच्च क्षमता और उच्च गति रेल माल गलियारे बनाने के लिए की गई है। पहले चरण में मुंबई-दिल्ली (पश्चिमी डीएफसी) और दिल्ली-कोलकाता (पूर्वी डीएफसी) तक फैले दो डेडीकेटेड फ्रेट कोरीडोरों का निर्माण शामिल है।

- डीएफसीसीआईएल को अपने राजभाषा विभाग के लिए पुनर्नियुक्ति के आधार पर केंद्र/राज्य सरकार/केंद्रीय सार्वजनिक उद्यम के राजभाषा विभाग से सेवानिवृत्त कर्मठ, अनुभवी, परिश्रमी और पेशेवर कर्मचारियों की आवश्यकता है। कर्मचारियों की तत्काल आवश्यकता को पूरा करने के लिए कंपनी (डीएफसीसीआईएल) के कॉर्पोरेट कार्यालय में वॉक-इन-इंटरव्यू के माध्यम से एक पैनल बनाने के लिए केंद्र/राज्य सरकार/केंद्रीय सार्वजनिक के राजभाषा विभाग से सेवानिवृत्त कर्मचारियों से आवेदन आमंत्रित करती है।
- उक्त वॉक-इन-इंटरव्यू के माध्यम से चयनित सेवानिवृत्त कर्मचारियों की तैनाती डीएफसीसीआईएल के कॉर्पोरेट कार्यालय में की जाएगी। सेवानिवृत्त कर्मचारियों को पैनल में रखना मानव संसाधन नीति संख्या 28/2022 दिनांक 22.07.2022 में निर्धारित पात्रता मानदंड के अनुसार उस वेतन स्तर पर आधारित होगा जिससे कर्मचारी सेवानिवृत्त हुआ है। उपरोक्त परिपत्र की प्रति जानकारी के लिए संलग्न है। वॉक-इन-इंटरव्यू की चयन प्रक्रिया, तिथि और स्थान नीचे पैरा-4(V) में उल्लिखित है। डीएफसीसीआईएल में पुनर्नियोजन के लिए आवेदन करने और वॉक-इन-इंटरव्यू में भाग लेने वाले सेवानिवृत्त कर्मचारियों की पात्रता निम्नानुसार है:

क्र. सं.	स्थान	विभाग	सेवानिवृत्त केंद्र/राज्य सरकार/केंद्रीय सार्वजनिक उद्यम के कर्मचारियों की पात्रता जो आवेदन कर सकते हैं और उक्त वॉक-इन-इंटरव्यू में भाग ले सकते हैं
1	कॉर्पोरेट कार्यालय	राजभाषा	सीडीए स्केल लेवल 6 -7 & आईडीए स्केल ई0-ई1 से सेवानिवृत्त केंद्र/राज्य सरकार/केंद्रीय सार्वजनिक उद्यम के राजभाषा विभाग के कर्मचारी आवेदन कर सकते हैं और वॉक-इन-इंटरव्यू में भाग ले सकते हैं।

नोट: केवल मूल/नियमित वेतन स्तर/ग्रेड वेतन पर विचार किया जाएगा। सेवानिवृत्ति के समय धारित एमएसीपी वेतन स्तर/ग्रेड वेतन पर विचार नहीं किया जाएगा।

क्रमशः...



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4. विस्तृत विवरण निम्न प्रकार हैं:

क. **आयु:** मानव संसाधन नीति के अनुसार पुनर्नियोजित कर्मचारियों को अधिकतम 65 वर्ष की आयु तक सेवा करने की अनुमति होगी। वॉक-इन-इंटरव्यू की तिथि पर सेवानिवृत्त कर्मचारी की आयु 64 वर्ष से अधिक नहीं होनी चाहिए अर्थात् साक्षात्कार की तिथि पर 65 वर्ष होने के लिए एक वर्ष की अवशेष आयु रहनी चाहिए। अच्छे स्वास्थ्य रखने वाले सेवानिवृत्त कर्मचारियों को प्राथमिकता दी जाएगी।

ख. **अवधि:** चयनित उम्मीदवारों को पैनल में रखा जाएगा और आवश्यकता के आधार पर शुरूआत में एक वर्ष की अवधि के लिए पुनर्नियोजित/तैनात किया जाएगा जिसे आवश्यकताओं/ सेवानिवृत्त कर्मचारी के कार्य प्रदर्शन का आंकलन करते हुए और कंपनी (डीएफसीसीआईएल) के पूर्ण विवेकानुसार बढ़ाया जा सकता है। किसी भी पक्ष द्वारा एक महीने के नोटिस के आधार पर निर्धारित समय से पहले पुनर्नियोजन समाप्त किया जा सकता है।

ग. **पारिश्रमिक:** समय-समय पर संशोधित/पुनरीक्षित मानव संसाधन नीति के अनुसार सेवानिवृत्त कर्मचारियों का वेतन निर्धारित किया जाएगा। डीएफसीसीआईएल की नीति के अनुसार वाहन भत्ते और मोबाइल शुल्क की पात्रता निर्धारित की जाएगी इसके अतिरिक्त अन्य कोई भत्ता स्वीकार्य नहीं है। ड्यूटी के दौरान यात्रा के मामले में टीए/डीए/आवास की स्वीकार्यता मानव संसाधन की मौजूदा नीति के अनुसार होगी।

घ. **छुट्टी:** पुनर्नियोजित/सलाहकार कर्मचारियों को डीएफसीसीआईएल में अनुबंध के प्रत्येक पूर्ण महीने के लिए दो (2) दिनों की छुट्टी दी जाएगी और ऐसी छुट्टी का सीएल, अर्जित अवकाश इत्यादि जैसे कोई विशिष्ट नाम नहीं होगा। संचित छुट्टी को अगले कैलेंडर वर्ष के लिए नहीं बढ़ाया जा सकता है।

5. **चयन प्रक्रिया:** पुनर्नियोजन के आधार पर उपर्युक्त पदों के लिए पैनल बनाने हेतु वॉक-इन-इंटरव्यू निर्धारित स्थान और तिथि पर आयोजित किया जाएगा। नीचे दिए गए विवरण के अनुसार संबंधित स्थान/कार्यालय में वॉक इन इंटरव्यू हेतु रिपोर्टिंग समय 10:00 बजे से 12:00 बजे तक रहेगा:

वॉक-इन इंटरव्यू का स्थान	विभाग	वॉक-इन-इंटरव्यू की तिथि	वॉक-इन-इंटरव्यू के लिए कार्यालय का पता (स्थान का पता)
कॉर्पोरेट कार्यालय	राजभाषा	21.03.2024 (गुरुवार)	डीएफसीसीआईएल, कॉर्पोरेट कार्यालय कार्यालय का पता: 5वां तल, सुप्रीम कोर्ट मेट्रो स्टेशन भवन परिसर, नई दिल्ली -110001

क्रमशः...

6. उपरोक्त पैरा-3 में वर्णित पात्रता मानदंडों को पूरा करने वाले सेवानिवृत्त केंद्र/राज्य सरकार/केंद्रीय सार्वजनिक उद्यम के कर्मचारी उपरोक्त तालिका (पैरा-5) में बताई गई तारीख और समय पर वॉक-इन-इंटरव्यू के लिए उपर्युक्त कार्यालय में रिपोर्ट कर सकते हैं। सेवानिवृत्त केंद्र/राज्य सरकार/केंद्रीय सार्वजनिक उद्यम के कर्मचारी जो विज्ञापन के अनुसार मानदंडों को पूरा करेंगे और आवश्यक दस्तावेज प्रस्तुत करेंगे, सिर्फ उन्हीं आवेदनों की जांच डीएफसीसीआईएल के अधिकारियों द्वारा की जाएगी। साक्षात्कार के लिए सेवा प्रमाणपत्र/पीपीओ (सातवें वेतन आयोग के अनुसार) और अन्य संगत दस्तावेज (दस्तावेजों की स्व-प्रमाणित प्रतियां) की अनुमति होगी।

7. **चिकित्सा परीक्षण:** चयनित उम्मीदवारों को आवश्यकता के अनुसार नियुक्ति का प्रस्ताव जारी किया जाएगा। उन्हें चिकित्सा परीक्षण/स्वास्थ्य जांच से गुजरना होगा और अन्य मानदंडों को पूरा करने के अलावा, चिकित्सकीय रूप से स्वस्थ पाए जाने पर ही पुनर्नियोजन के लिए विचार किया जाएगा।

8. आवेदन करने की प्रक्रिया :

क. ऊपर निर्धारित पात्रता मानदंडों को पूरा करने वाले सेवानिवृत्त केंद्र/राज्य सरकार/केंद्रीय सार्वजनिक उद्यम के कर्मचारियों को अपने साथ आवश्यक दस्तावेजों यानी पीपीओ (सातवां वेतन आयोग के अनुसार), सेवा प्रमाण पत्र, अंतिम वेतन पर्ची, आधार कार्ड की स्व-सत्यापित फोटोकॉपी, कैंसिल चेक/बैंक पासबुक की कॉपी और दो फोटो संलग्न करते हुए निर्धारित प्रोफार्मा में विधिवत भरा हुआ आवेदन लाना चाहिए।

ख. सेवानिवृत्त कर्मचारियों को साक्षात्कार के दौरान सेवा प्रमाणपत्र/पीपीओ और अन्य दस्तावेजों की मूल प्रति सत्यापन के लिए प्रस्तुत करनी होगी। साक्षात्कार की तिथि पर यदि उम्मीदवार दस्तावेज नहीं लाएंगे तो उन्हें साक्षात्कार में भाग लेने की अनुमति नहीं दी जाएगी। यदि सेवानिवृत्त केंद्र/राज्य सरकार/केंद्रीय सार्वजनिक कर्मचारी द्वारा बताए गए किसी भी विवरण में यह पाया जाता है कि उनके द्वारा जानबूझकर किसी भी महत्वपूर्ण तथ्य/जानकारी को छुपाया है तो किसी भी अन्य कार्रवाई पर प्रतिकूल प्रभाव डाले बिना उसकी उम्मीदवारी रद्द कर दी जाएगी। सरसरी तौर पर खारिज कर दिया जाएगा और उनका साक्षात्कार नहीं लिया जाएगा।

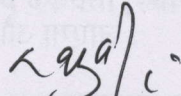
ग. इसके अलावा, उल्लिखित पहचान एवं निवास का प्रमाण, अंतिम वेतन पर्ची और दो नवीनतम पासपोर्ट आकार के फोटो और आवेदन प्रारूप के अनुसार कार्य अनुभव की आवश्यकता होगी।

9. सामान्य :

- क. सेवानिवृत्त कर्मचारियों को साक्षात्कार में उपस्थित होने के लिए कोई टीए/डीए/यात्रा व्यय का भुगतान नहीं किया जाएगा। सेवानिवृत्त कर्मचारियों को सलाह दी जाती है कि वे अपनी यात्रा/ठहरने के लिए पहले से ही आवश्यक व्यवस्था कर लें, ताकि साक्षात्कार स्थल पर यथासमय पहुंच सकें।
- ख. पुनर्नियोजन को डीएफसीसीआईएल में नियमितीकरण के लिए कोई अधिकार नहीं रहेगा।
- ग. इस विज्ञापन पर पुनर्नियुक्ति के संबंध में कोई भी विवाद का मामला केवल दिल्ली न्यायालय के न्यायक्षेत्र में होगा।
- घ. ऐसे सेवानिवृत्त कर्मचारी जिन्होंने पहले किसी भी पद में डीएफसीसीआईएल में काम किया हो, लेकिन किसी भी कारण से सेवा से बर्खास्त कर दिया गया हो या पुनर्नियोजन का विस्तार नहीं दिया गया हो, उन्हें साक्षात्कार के लिए विचार नहीं किया जाएगा।

10. संशोधित प्रावधानों (डीएफसीसीआईएल सतर्कता नियमावली-2012 के पैरा-7.9) के अनुसार, डीएफसीसीआईएल में नियुक्त होने वाले सेवानिवृत्त व्यक्तियों में निम्नलिखित को शामिल नहीं किया जाना चाहिए:

- क. सेवा के दौरान वर्तमान "सहमत/गुप्त" सूची में शामिल व्यक्ति या किसी मौजूदा सतर्कता/सीबीआई मामले में शामिल हों या जिनके खिलाफ अनुशासनिक कार्रवाई या अभियोजन प्रक्रिया चल रही हो।
- ख. ऐसे व्यक्ति जिन पर एक बड़ी शास्ति या दो या अधिक छोटी शास्ति अधिरोपित हैं या जिनके खिलाफ तीन बार या उससे अधिक बार प्रशासनिक कार्रवाई की गई है या जिन पर एक छोटी शास्ति अधिरोपित है और सेवा के दौरान जिनके खिलाफ सतर्कता/सीबीआई के परिणामस्वरूप दो प्रशासनिक कार्रवाई की गई है।
- ग. ऐसे व्यक्ति जिनके खिलाफ सेवारत अधिकारियों के लिए पिछले 5 वर्षों के दौरान और सेवानिवृत्त अधिकारियों के लिए सेवा के अंतिम 5 वर्षों के दौरान सतर्कता/सीबीआई कार्रवाई के परिणामस्वरूप छोटी शास्ति अधिरोपित है या प्रशासनिक कार्रवाई की गई है।


(आर.एस.शिवत)

अपर महाप्रबंधक/मानव संसाधन

(i)

APPLICATION FORM (FOR RETIRED EMPLOYEES)

Paste here recent passport
size photograph
(self-Attested)

Post applied for				
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	(i)	(II)	

9.	(a) (i) 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)		
	(a)(ii) Have you ever been awarded any punishment while in service as Minor Penalty or Major Penalty, if so give details of the same.		
	(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)

NOTE: Please also fill up and submit the self declaration form regarding your Vigilance status attached herewith.

Signature---

Name-----

Mobile No. -----

DECLARATION-REG. D&AR/VIGILANCE STATUS FOR RE-ENGAGEMENT IN DFCCIL

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

- (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 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. n from where retired:



डेडिकेटेड फ्रेट कॉरीडोर कॉर्पोरेशन ऑफ़ इंडिया लिमिटेड
भारतसरकार (रेलमंत्रालय) काउपक्रम
Dedicated Freight Corridor Corporation of India Limited
A Government of India (Ministry of Railways) Enterprise

HQ-HR0COPO(HRP)/13/2020-HR-COORD AND POLICY/877

Dated: 22.07.2022


Circular No 28/2022

Sub: Re-employment & Re-engagement Policy of Retired Govt./PSU employees in DFCCIL

BoD in its 82nd meeting (Item No 82.3.3) held on 30.06.2022 has accorded approval to various amendments in the Re-employment & Re-engagement Policy of Retired Govt. / PSU employees in DFCCIL.

2. Accordingly, Chapter-VII of HR Manual on Re-employment & Re-engagement Policy of Retired Govt./PSU employees stands modified and the same is circulated herewith for information and compliance by all concerned.
3. This circular shall supersede existing policy guidelines contained in HR Manual and circulars issued earlier on the subject.
4. This issues with the approval of Competent Authority.

DA: Chapter -VII of HR Manual on Re-employment & Re-engagement Policy


R.S Rawat
(AGM/HR) 22/7/22.

Email to :-

1. Secy to MD, for kind information of MD
2. Director/Infra, Director/Finance, Director/OP&BD, Director/PP, CVO
3. ED/Infra-I/EDFC, ED/Infra-II/EDFC, ED/Infra/WDFC, ED/AM/WDFC
4. All CGMs/GMs/CGMs/GM CO- for information of all employees

Chapter-VII

Re-employment & Re-engagement Policy of Retired Govt./PSU employees in DFCCIL

The Company needs the services of experienced personnel in the technical fields who are not readily and adequately available from other sources like deputation/absorption. The cases of re-employment/re-engagement of retired Govt./PSU employees as Advisors, Consultants and on Re-employment basis in DFCCIL shall be decided as under: -

I. RE-EMPLOYMENT

Engagement on Re-employment basis against the vacancies in Sanctioned Strength

(i) **Eligibility:** -

- (a) Central/State Government officials retired from the level 13/13A and below will be eligible for re-employment in DFCCIL.
- (b) CPSE officials retired from E7 and below will be eligible for re-employment in DFCCIL.
- (c) Re-employment will be made against vacancies in E7 (AGM) & below level posts. The eligibility of Retired Govt./PSU employees for re-employment to the various posts in DFCCIL will be as under:-

Retired in CDA/IDA Grade as indicated in the PPO (Substantive Grade)	Eligibility for re-employment in DFCCIL (Post)
Level-13A/IDA scale in E7	AGM(E7)
Level-13/IDA scale in E6	JGM(E6)
Level-12/IDA scale in E5	DGM(E5)
Level-11/IDA scale in E4	Manager(E4)
Level-09/10/IDA scale in E3	Assistant Manager(E3)
Level-08/IDA scale in E2	Jr. Manager(E2)
Level-07/IDA scale in E1	Sr. Executive(E1)
Level-06 (retired as Supervisors/ IDA scale in E0)	Executive(E0)
Level-5/6 (retired as Sr. Technician or MCM)/IDA Scale in N7	Jr. Executive(N7)
Level-4&5/IDA scale in N6	Jr. Executive(N6)
Level-2&3/IDA scale in N5	Jr. Executive(N5)
Level-1/IDA scale in N4	MTS(N4)

(ii) **Remuneration:** -

- (a) Monthly remuneration @50% of last Basic Pay drawn plus applicable DA will be payable to the re-employed retired employees.

(b) Other Charges/Allowances

Re-employed post	Conveyance charges per month (in Rs.)	Mobile charges per month (in Rs.)
Manager(E-4) and above	4000/2000*	Rs.500/-
Executive (E0) and above up to Assistant Manager (E3)	2000/1200*	
MTS Grade-IV(N3) to Jr. Executive (N7)	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)**

Note – Requirement for Re-employment

- 1) Re-employment beyond the age of superannuation should not be done as a matter of routine and should be based on the merits of each individual case. Engagement of retired Govt./PSU employees 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. Generally, Non-technical/non-professional employees should not be re-employed.
- 2) Re-employment will be resorted to where specific expertise is not readily available within the company and serving Government officers are not willing to join on deputation.
- 3) Efforts should be made through wide publicity for getting experts on deputation or other means.
- 4) In order to meet the shortage of staff for attending the failures, Retired running staff of Indian Railways may be engaged as Consultant or on Re-employment basis. They will be engaged on need basis on specific requirement for the train operations.
- 5) When a project is in mid-stream and withdrawal of the expert who is retiring will adversely affect completion of the project. This should be resorted to only in exceptional cases. Normally, arrangement should be made by the company in time so that retirement of an individual does not affect the company's business/completion of the project. Care should be taken that only officers having sufficient time before retirement should be posted on new projects so that necessity for re-employment for completion of the projects does not arise.
- 6) With the permission for re-employment, the organization may review requirement of consultants, contract appointments, Advisers, etc.

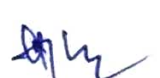
(Ministry of Railways letter No.2003/PL/60/51 dated 06.09.2004)

(DFCCIL Circular No.HQ/HR-Re-Emp-Engmt.Pol/10 dated 31.07.2014)

II. Re-engagement

- (i) The services of Advisors/Consultants will not be against Sanctioned strength. They will be purely on need basis where specific expertise is required.
- (ii) Re-engagement of retired officials should be need based for a specific assignment and for a specific duration.
- (iii) The system of engaging Advisors/Consultants on retainer-ship basis i.e. without specifying and specific assignment for a specific duration shall not be permitted and it should be discontinued with immediate effect.
- (iv) The services of Advisors/Consultants should be hired only in the areas where the specific expertise is required. The retired officer engaged as Advisor/Consultants should have active current involvement in the profession or recent experience of railway working during the last three years.
- (v) Re-engaged officials shall not be allowed to take regular work of the companies.
- (vi) Re-engaged officials shall not undertake work which involves entering into financial commitments for exercising powers or matters which are likely to Bind the company.

(DFCCIL Circular No. HQ/HR-Re-Emp-Engmt.Pol/10dated 31.07.2014)



(A) Engagement as Advisors

(i) **Eligibility:** -

Central/State Government officers of the rank of HAG and above i.e. Principal Executive Director/Advisors, Additional Members/Additional Secretary level officers, Members/Secretary level officers, Chairman, etc.

CPSE officers of the rank of Executive Directors(E9), Directors and Managing Directors/CMD.

(ii) **Remuneration:** -

- (a) Rs.6700/- per diem
- (b) In case their services are utilized for half a day, the remuneration will be 60% per diem rate
- (c) Monthly remuneration shall be restricted up to maximum of 15 days in a month
- (d) Rs.1000/- per day for Transport Charges (on claim basis)

(DFCCIL Circular No.29/2019 dated 01.10.2019)

(B) Engagement as Consultants

(i) **Eligibility:** -

- (a) Central/State Government officials of the rank of SAG and below will be eligible for Re-engagement as Consultant in DFCCIL.
- (b) CPSE officials of the rank of E-8 and below will be eligible for Re-engagement as Consultant in DFCCIL.

(ii) **Remuneration:** -

- (a) Monthly remuneration @ 50% of last Basic Pay drawn plus DA will be payable to the re-engaged retired employees.

(b) Other Charges/Allowances

Retired in CDA/IDA Scales as indicated in PPO (Substantive Grade)	Conveyance charges per month (in Rs.)	Mobile charges per month (in Rs.)
For officers of the rank of SAG(Level-14)/E-8	5000/2500*	Rs.500/-
For officers of the rank from level 13A to 10/ E7-E3	4000/2000*	
For officials of the rank from level 9 to 6/ E2-E0	2000/1200*	
For officials of the rank from level 5 to 1/ N7-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)**

III. Other Conditions for re-employment /re-engagement of retired officials:-

- i. Such retired persons who are clear from vigilance angle should only be engaged on re-employment / re-engagement basis.
- ii. Retired employees from Railway/Other Govt. Dept./PSUs may be re-engaged/ re-employed for a period one year at a time till 65 years of age with the approval of MD. Cases of Re-employment / Re-engagement beyond 65 years will require approval of BoD.
- iii. Allowance payable to the staff against the running duty like Tower Wagon Driver (TWD) /Shunting Duties-Any Re-employed/re-engaged (Consultant) staff posted for running duties (TWD/Shunting) will be paid kilometrage Allowance as per the rates specified vide para 5.1.2. of circular No.403/2020 dated 01.07.2020. The rate will be determined on the basis of eligibility as defined in Para – I(i)(c) above. Allowance will be available only on the dates they perform the running duties.
- iv. The TA/DA/Hotel charges for retired officials posted in corporate office for travel on official duty beyond 60 Km at the TA rates applicable to equivalent level official on the basis of eligibility as defined in Para I(i)(c) above will be payable. For SAG level officers, TA/DA shall be applicable as given to E8 level officers. For Advisors, TA/DA shall be applicable as given to E9 level officers.
- v. No separate vehicle is to be provided to retired employees.
- vi. Retired re-employed officials/consultants posted in field units being deputed to various sites/ on tour to assess the progress of the work shall be eligible for TA/DA/Hotel charges on tour at the rates defined for the equivalent scales in DFCCIL as per extant instructions. There shall be no restriction of 60 kms as envisaged for Consultants/Re-employed retired employees posted in Corporate Office.
- vii. Similarly, retired re-employed officials/consultants posted in field units / corporate office whenever they are posted on roster duties and engaged for night duty or on national holiday, shall be eligible at the rates defined for the equivalent scale in DFCCIL.
- viii. Both Re-employed and Consultants) will be granted two (2) days leave for each completed month of employment 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.
- ix. Only officials with good conduct and integrity should be considered for re-engagement/re-employment. Details should be checked up from concerned administrative Ministry / Department.
- x. Retired employees should not be sent abroad unless the prior approval of Ministry of Railways has been obtained.
- xi. No other allowance is admissible.

(DFCCIL Circular No.HQ/HR-Re-Emp-Engmt.Pol/10 dated 10.11.2014)

(DFCCIL Circular No.29/2019 dated 01.10.2019)

(Ministry of Railways letter No.2003/PL/60/51 dated 06.09.2004)



IV. Procedure for engagement of retired Govt./State PSU/CPSEs officials as Consultants or on Re-employment basis: -

Issue of advertisement and selection process- Notification for re-employment / re-engagement shall be advertised on the website of the DFCCIL for conducting walk-in-interview by Corporate Office – HR, duly specifying the eligibility criteria.

(i) The selection process will be through walk-in-interview/calling of application as defined in the notification.

(ii) **The Selection Committee** will be constituted as under: -

➤ **For Advisor (s):** Committee of Director level will be constituted consisting of 2 Directors with the approval of MD.

➤ **For Consultants/Re-employed:** Committee of GGMs/GMs/CGMs level will be constituted consisting of three (3) members with the approval of MD.

(DFCCIL Circular No. HQ/HR-Re-Emp-Engmt.Pol/10(Pt.II) dated 14.08.2014 and 17.08.2015)

(Niti Aayog Letter No. A-120013/02/2015-Admn.1/Rectt. Cell dated 23.12.2015)

(iii) Selection Criteria for retired officials for Re-engagement/Re-employment will be as under:-

Marks out of 40			
Domain Knowledge	Age	Personality	Total
30	5	5	40
Qualifying marks will be 60% out of 40 marks.			

V. Vigilance Clearance

Instructions issued by DPE/ DoP&T / Ministry of Railways/ CVC from time to time, shall apply.

VI. Medical Examination

Retired officials from Central/State Govt./CPSEs before being engaged as Consultants/Re-employed will require to undergo medical examination.

VII. Police Verification

(i) After issuing orders for re-employment/re-engagement of retired employees, Verification form will be sent to concerned SPs for Police Verification and a copy of the same will also be sent to Vigilance Department of DFCCIL for information and coordination.

(ii) In case, any adverse report in the Police Verification, the services of retired employee will be terminated immediately without any notice and remunerations paid to retired employee will be refunded/deposited to DFCCIL by him.

(DFCCIL Circular No.HQ/HR-Re-Emp-Engmt. Pol/10(Pt.II) dated 21.11.2014)

(Niti Aayog letter No.A-121013/02/2015-Admin.1/Rectt. Cell dated 23.12.2015)

VIII. Conflict of Interest

- (i) Retired officials from Central/State Govt./CPSEs for engagement as Advisors/Consultants or Re-employed is expected to display, utmost honesty, secrecy of office and sincerity while discharging his/her duties. In case the services of Advisors/Consultants/Re-employed are not found satisfactory or found in conflict with the interests of the Government, his/her services will be liable for discontinuation without assigning any reason.
- (ii) Retired official from Central/State Govt./CPSEs for engagement as Advisors/Consultants/Re-employed appointed on full time basis would not be permitted to take up any other assignment during their tenure with DFCCIL.

(Niti Aayog letter No.A-12103/02/2015-Admin.1/Rectt.Cell dated 23.12.2015)

IX. Uniform

- (i) Retired re-engaged/re-employed operating officials in field units involved in train operations in the station premises/yard must wear uniform during duty period and may be allowed reimbursement of the cost of uniform @Rs.833/- per month.
- (ii) Type/Colour of Uniform shall be as per regular employee uniform and as per extant instructions issued from time to time.
- (iii) Other departmental staff working on re-engaged/re-employment basis in field units may be given safety jacket to be put on to identify as official engaged with DFCCIL.
- (iv) The issue of deciding which retired re-engaged/re-employed is performing train operations in the station premises/yard be left to the discretion of the concerned CGMs/GMs(Co-ord)/GMs of the Field Units.

X. Tenure and Extension of the tenure of Retired Officials

- (i) Tenure of Advisors shall be initially for a period of 6 months.
- (ii) Tenure for Re-employed and Consultants shall initially be a period of one year.
- (iii) Extension of tenure, if any, will be considered based on the need of the said specific assignment.
- (iv) Cases for extension, if required, may be processed at least 6 months in advance along with detailed justification including working report of the retired employee. It will be the responsibility of the Unit Head to ensure that the proposals with complete documents are submitted in one go to avoid any further correspondence.

(DFCCIL Circular No.HQ/HR-Re-Emp-Engmt.Pol/10(Pt.II)L dated 14.08.2014)

- (v) In case no sanction for extension is issued, the official will stand relieved on the last date of the sanctioned term. No post-facto sanction for extension of the tenure will be processed.

(DFCCIL Circular no.HQ/HR-Re-Emp-Engmt.Pol/10(Pt.II)L dated 05.05.2016).

- (vi) In the case of extension also, the vigilance clearance shall be sought from the Vigilance Deptt. of DFCCIL for the period of further extension of engagement in DFCCIL and an undertaking should be taken from the retired employees about being cleared from any vigilance case after engagement.

(DFCCIL Circular No.HQ/HR-Re-Emp-Engmt.Pol/10 dated 06.05.2015).

XI. Termination Notice

DFCCIL can cancel the appointment at any time without providing any reason for it. However, in the normal course it will provide one month's notice to Consultants/Re-employed. The Consultant/Re-employed can also seek for termination of the Contract upon giving one month's notice to DFCCIL.


XII. Other Miscellaneous matters

The Nomination and Remuneration Committee (NRC) may be informed from time to time of persons engaged as Advisors, Consultant and on Re-employment basis in DFCCIL.

(DFCCIL Circular No.29/2019 dated 01.10.2019).

XIII. Interpretation

- (a) MD would be the competent authority to decide, clarify, amend or modify the provisions and issue necessary administrative instructions and procedural order, etc. for implementation of Policy on engagement of retired Govt./PSU officials as Advisors, Consultant and on Re-employment basis in DFCCIL.
- (b) Instructions issued by DoP&T/DPE/ Ministry of Railways/CVC, in future, in this regard shall be applied in DFCCIL. However, for enhancement of remuneration etc., matter will be placed before the BoD.
- (c) Instructions will be applicable to the retired officials re-employed or re-engaged as Consultants/Advisors from the date of issue of instructions. Past cases shall not be re-opened and separate contract shall be signed for the balance period.


22/7/22