



डेडीकेटेड फ्रेट कोरीडोर

डेडीकेटेड फ्रेट कोरीडोर कापोरेशन 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:

- (a) Retired personnel can be engaged only on specific assignment as Consultant. However, retired PAs/PSs may be engaged as Consultants.
- (b) Engagement of Consultants should be need based for specific assignment and for specific duration.
- (c) Only persons who are clear from vigilance angle should be engaged.
- (d) Appointment of Consultants will be done as per SOP.
- (e) 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.
- (f) For re-engagement /extension of tenure beyond 65 years for Consultants, approval of BOD will be taken on case to case basis.
- (g) 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
PB 4+GP 8900, (level 13A) /IDA scale in E7	4000/2000*	Rs.500 in Corporate office
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*	
PB-2+GP 4600, PB-2+GP4800(Accounts), (Level 7&8) /IDA scale in E1	2000/1200*	Nil in Corporate office.
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*	
Employees working in GP Rs. 2000/(Level-3)/equivalent IDA N6	1600/1000*	Nil in Corporate office.
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).

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(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)

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

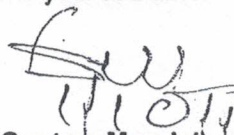
Re-employed Post	Conveyance Charges per month (Rs.)	Mobile Usage Charges per month (Rs.)
Manager (E5 & above)	4000/2000*	Rs.1500 in Field Units Rs.500 in Corporate Office.
Executive (E0 & above) upto Assistant Manager (E4)	2000/1200*	Rs.1000 in Field Units Nil in Corporate Office.

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.