

NOTE

NO. HQ/HR/RTI/JM/HR/2024

Date: 19.11.2024

Sub: Providing information w.r.t. RTI application No. 1072 of Krishna Pratap Singh, R/O, Badlapur East disst- Thane MH, Pin- 421503, bearing registration No. DFCCL/R/E/24/00954.

In reference to above RTI application, the information is furnished as under:-

RTI application No. 1072 of Krishna Pratap Singh, R/O, Thane, bearing registration No. DFCCL/R/E/24/00954.		
S.N	Information asked for	Information
1.	Please provide the full office note regarding Termination order no. HQ/HR/RECT(RENG)/2/2022 HR RECT Dated 30.09.2024 in f/o K.P Singh, ex Manager HR(EC-104971)	Copy enclosed
2.	Kindly provide acknowledgement copy of the Termination order.	The said information belongs to Mumbai (S) Unit and has been transferred to the unit concerned.

~~AGM/HR~~

~~GGM/HR~~

JGM/Admn. (PIO)

29/11/24

~~JM/HR~~

19/11/2024

Note # 20

Subject: Request regarding termination of Sh. KP Singh.

With ref. to above subject, CGM/Mumbai South's letter placed at CP-22, has been received pertaining to "Unsatisfactory performance" of Sh. KP Singh/Mgr./HR (Re-emp.) posted in Mumbai South. In the said letter, CGM/Mumbai South has shown concerns regarding work performance of Sh. KP Singh and has further requested for termination of Sh. Singh's services from DFCCIL.

2. It is further informed that, as per section 5, para XI of the HR Manual, the terms for Termination Notice of re-employed staff is as follows :

"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."

3. In view of the above, file is put up for kind perusal and decision regarding the matter.

Submitted please.

GM/HR/R&P

17/09/2024 04:56 pm

**TANIA DHAKA
EXEC/HR/CO**

Note # 21

In view of recommendations made by CGM/Mumbai South vide letter placed at CP-22, regarding "Unsatisfactory performance of Shri K.P. Singh, Manager/HR/Mumbai (S) (re-employed), the services of Shri K.P. Singh may be terminated giving one month's notice.

Submitted for orders please.

Dir/Infra

18/09/2024 11:01 am

**MANISH CHANDRA
GM/HR(RECT&POL)/CO**

Note # 22

When was he initially engaged in re-employment category, when was his last extension given and upto which date, his re-

engagement has been earlier approved ?

21/09/2024 12:37 am

PANKAJ SAXENA
DIRECTOR/INFRA

Note # 23

Please offer remarks.

23/09/2024 10:45 am

MANISH CHANDRA
GM/HR(RECT&POL)/CO

Note # 24

pl. put up all details in a tabular form.

23/09/2024 11:26 am

RAGHUBIR SINGH
AGM/HR/CO

Note # 25

Please refer to note 20 to 24, wherein case of Sh. KP Singh was put up. In that ref. further details vide note-22 have been sought by Dir./PP.

Since the matter is dealt by JM/HR/Re-emp. and the undersigned has no documents related to the case whatsoever thus, the sought information may be furnished along with necessary documents attached so that case can be processed further.

JM/HR

23/09/2024 03:08 pm

TANIA DHAKA
EXEC/HR/CO

Note # 26

The detailed information as desired by the Competent Authority is as under:

Sh. KP Singh, retired Enquiry Officer/Vigilance, was re-employed as Manager/HR and posted at Corporate Office vide this office offer of appointment dated 03.11.2023(CP- 24-26). In response to the offer letter, Sh. Singh joined DFCCIL/CO Unit on 05.12.2023 for a period of one year, his current sanctioned tenure is upto 04.12.2024. He was further transferred from Corporate Office to Mumbai (S) Unit on administrative ground vide this office letter (CP-23)

Initial Appointment	Extension if any	Approval for appointment
05.12.2023 utpo	No extension	CP- <u>27</u>

04.12.2024

given.

As per the terms and conditions of re-employment under "Clause V"(CP- 24-26) "Duration of Contractual Re-employment", the re-employment shall be for a period of one year from the date of joining. However, it can be terminated at any time during the currency of the contract with "**One Month**" notice by either side.

As per SOP Para E1.10.2 (CP- 28) Director is the Competent Authority to accept resignation upto DGM/E-5 Level. In view of the above, the case is re-submitted to the Competent Authority i.e. Dir./Infra to see and decide whether we may terminate the re-employed services of **Sh. KP Singh** on account of his unsatisfactory performance by giving "**One Month notice period**".

AGM/HR

GM/HR

Dir/Infra

24/09/2024 12:30 pm

IRAM GANI
JR.MANAGER/HR/CO

Note # 27

Ref-Dir/Infra's remarks at Note #22.

Sh. KP Singh, retired Enquiry Officer/Vigilance, was re-employed as Manager/HR and posted at Corporate Office vide this office offer of appointment dated 03.11.2023(CP- 24-26).

He joined Corporate office on 05.12.2023 for a period of one year and the tenure is valid upto 04.12.2024.

Subsequently he was transferred to Mumbai-South unit on 21.06.2024 on recommendation of CGM/MM-South.

Now CGM/Mum-South has informed vide letter placed at CP- 22, that the performance of Shri K.P. Singh is not satisfactory and his services may be terminated.

In view of the above, the case is submitted for approval of termination of the services of Shri K.P. Singh, Manager/HR(Re-Employed) by giving one month's notice. Director is empowered to terminate the services upto E-4 level officials.

GM/HR
Dir/Infra

24/09/2024 12:50 pm

RAGHUBIR SINGH
AGM/HR/CO

Note # 28

Sh. KP Singh, retired Enquiry Officer/Vigilance/Central Railway (SPO rank officer of Personnel Department), was re-employed as Manager/HR and posted at Corporate Office vide offer of appointment dated 03.11.2023 (CP- 24-26).

He joined Corporate office on 05.12.2023 for a period of one year and his normal tenure is up to 04.12.2024. Subsequently he was transferred to Mumbai (South) Unit on 21.06.2024 on recommendation of CGM/Mum (South). Every Re-employed official joins only after approval of Panel and subsequently, approval of posting.

Now, CGM/Mum (South) has recommended vide letter placed at CP- 22, that the performance of Shri K.P. Singh is not satisfactory and his services may be terminated in overall interest of the Organization.

I have discussed the issue with CGM/Mum (South) and it is recommended that his services may be terminated giving one month's notice.

Director/Infra

24/09/2024 03:11 pm

MANISH CHANDRA
GM/HR(RECT&POL)/CO

Note # 29

Agreed and approved.

29/09/2024 05:29 pm

PANKAJ SAXENA
DIRECTOR/INFRA

Note # 30

For prompt action please.

30/09/2024 12:18 pm

**MANISH CHANDRA
GM/HR(RECT&POL)/CO**

Note # 31

30/09/2024 12:20 pm

**RAGHUBIR SINGH
AGM/HR/CO**
