



EAST COAST RAILWAY

मुख्य कार्मिक अधिकारी का कार्यालय/

Office of the Pr.Chief Personnel Officer

द्वितीय तल, - 751 017

Rail Sadan, IInd Floor, Bhubaneswar-751 017

स्थापना क्रमांक/ Estt. Srl. No. 47/2018

पूतरे/कार्मिक/आर/ECOR/Pers/R/Rectt.

Date: 09.04.2018

सेवा मे,

सभी प्रमुख विभागाध्यक्षों/समन्वयक विभागाध्यक्षों, पू त रे/भुवनेश्वर

मं.रे.प्र.व.मं.का.अधिकारी/मं.का.अधिकारी-खोरधारोड,वालातेरू, संबलपुर,

मु;कारखाना प्रबंधक/कारखाना कार्मिक अधिकारी- मंचेश्वर, अतिरिक्त रजिस्ट्रार/रेल दावा अधिकरण,

व.का अधिकारी(नि)/भुवनेश्वर

महा सचिव/इकोर श्र. कां., महा सचिव/इकोर श्र. यू.,

महा सचिव/एआई ओ बी सी आर ई ए, महा सचिव/ ए आई एस सी एस टी आर ई ए

विषय /Sub: Engagement of staff against posts of SSEs/JEs(Works) in construction organization by re-engagement of retired personnel and by engagement on contract basis.

पूतरे के विषय क्रमांक/ECOR's Subject Serial No.RECT-10/2018

उपर्युक्त विषय पर बोर्ड पत्र सं 2018/Trans Cell/S&T/Contractual Staff दिनांक 16.03.2018 की प्रतिलिपि सूचना, मार्गदर्शन एवं आवश्यक कार्रवाई हेतु अग्रेषित है।

A copy of the Board'Lr.No-2018/Trans Cell/S&T/Contractual Staff dated-16.03.2018 on the above quoted subject is forwarded herewith for information, guidance and necessary action.

Encl: As above,

(M.G.Bhawani)

**Dy.Chief Personnel Officer(IR&W)
For Pr. Chief Personnel Officer**

प्रतिलिपि प्रेषित/Copy to :

- 1) महाप्रबंधक के सचिव/पूर्व तट रेलवे, भुवनेश्वर
- 2) मुकाधि/मुकाधि(प्रशा.), उप म.प्र, अध्यक्ष(रेलवे भर्ती प्रकोष्ठ)
- 3) उप मुख्य प्रबंधक(सू.प्रौ), उप मुकाधि(औ.सं.एवं कल्याण), वकाधि(इंजी.)
- 4) वकाधि(मुख्या.), वकाधि(स्टाफ), वकाधि(राज. एवं न्याया.)
- 5) मुकाधि के निजी सचिव/सहा.कार्मिक अधि.(मुख्या.-1),सहा.कार्मिक अधि.(कल्याण), सहा.कार्मिक अधि.(बिल), सहा.कार्मिक अधि.(भर्ती)

क.स./Sl.No. RB-941

दिनांक/Date 21/03

आक्षेप/Initial.....

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GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD

PCPO
CAO/UM
सचिव/Secy.
स्वाक्षर/Initial
दिनांक/Date

No. 2018/Trans Cell/S&T/Contractual Staff

New Delhi, dated: 16.03.2018

ECOR

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: Engagement of staff against posts of SSEs/JEs(Works) in Construction organization by re-engagement of retired personnel and by engagement on contract basis

Ref: PCPO/NWR D.O. No. 398 E/RB Inspection/HQ/HRD/10/4 dated 10.01.2018

In view of the difficulties being experienced by Construction Organisations due to shortage of technical manpower, Board (ME, MS, FC & CRB), has approved the following.

1. Filling up of posts of technical manpower, at Level-6 and Level-7, in Engineering(Works) of Construction organization is permitted by re-engagement of retired employees as a first preference. The re-engagement of retired employees may be done with the approval of CAO/C in Construction organization. Extant guidelines including the ones contained in Letter no. E(NG)-II/2007/RC-4/CORE/1 dated 16.10.2017 may be followed.
2. Only if retired employees are not available, filling up of posts of technical manpower, on contract basis against Level-6 and Level-7 posts, in Engineering(Works) of Construction organization is permitted on terms and conditions enumerated in Annexure enclosed.
- 2.1 This scheme is launched on experimental basis and is valid for two years from the date of issue of this letter.

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

DA: Annexure in 2 pages

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

(Rajesh Gupta)
Executive Director
Transformation Cell

No. 2018/Trans Cell/S&T/Contractual Staff

New Delhi, dated: 16.03.2018

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

Terms and conditions for filling up of posts of technical manpower, on contract basis against Level-6 and Level-7 posts, in Engineering(Works) of Construction organization:

1. These engagements should be done with the prior approval of CAO/C in Construction organization subject to fulfillment of eligibility & other conditions governing such engagements.
2. Educational Qualifications and Age Limit of such contract engagements should be in accordance with those prescribed for direct recruitment.
3. These contract engagements should be made against clear vacancies for a maximum period of one year or availability of a regularly selected candidate, whichever is earlier. Suitable break should invariably be given between successive contracts (if any).
4. The selection process and selection criteria may be decided with the concurrence of PFA in consultation with PCPO and approval of General Manager.
Such engagements should be made by screening, based on the selection criteria approved by General Manager, by a selection committee of JAG officers nominated by CAO/C, including one officer from engineering department and one from Personnel department.
The engagements should be made by inviting applications and the advertisement should be published in local and national newspapers and also put on Railway website(s).
5. Representation of SC/ST and OBC categories as per vacancies reserved for them should be ensured as per extant guidelines in force.
6. Candidates will have to undergo medical examination (as applicable for direct recruitment for SSE/JE (Works)) and will be considered for contract engagement only if they are found medically fit. Medical fitness will be examined by nominated Railway hospital.
7. The candidates recruited on contract basis will not be entrusted with the duties of quality certification, safety certification, Stores in-charge, certification of measurements in Measurement Book and the like. However, they may assist the regular Railway supervisors in these works and in performance of other day to day duties. Detailed duty list may be drawn by Construction organization.
8. The candidates recruited on contract basis may be given training/orientation in rules, regulations and practices related to safety, technical and other areas before they are deputed on work. Period and content of such training/orientation may be determined by CAO/C in consultation with PCPO/CPO(C) but should not be less than 10 working days. After completion of training/orientation, the candidate should be adjudged for suitability/competency before deputing him on field job.
9. The candidates recruited against Level-7 posts may be designated as Senior Technical Associate(Const/Works) and the ones recruited against Level-6 posts may be designated as Junior Technical Associate(Const/works).

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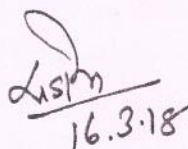
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16.3.18

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10. Duty pass may be provided for stretch of the journey involved on duty. They may be entitled to IInd Class 'A' duty pass.
11. The contractual staff may be permitted off on Sundays and National Holidays. However, they may be called for duty on any day including Sundays and National Holidays for which Compensatory Rest may be given later. In addition, Contractual staff may be granted two days leave for each completed month of engagement in Railway. The accumulated leave will lapse as soon as the contractual period is over and cannot be carried over to next contract (if any).
12. The contract may be terminated by either side by giving one month's notice. The performance monitoring of contractual appointees must be done on regular basis and those who are unable to discharge the duties or who fail to perform as per expectations of the administration, may be given 30 days notice and their contract terminated. However, in case of gross negligence/misconduct/irregularities, the engagement may be terminated with immediate effect.
13. The engagement on contract basis will not confer any right to claim for regular absorption/extension in the Railway.
14. Applicants working in Govt./PSU will have to provide NOC at the time of application and resign from their present organization on their engagement.
15. All statutory requirements shall be complied with by Railways.
16. It should be a full time contract and their remuneration should be on monthly basis as given here under:

Monthly remuneration for technical manpower of Engineering(Works) recruited on contract in Const. organization (in Rupees)				
Level (7th Commission) which recruited	Pay against	Class of city in which posted		
		'Z' class	'Y' class	'X' class
Level -6		25000	27000	30000
Level -7		32000	34000	37000

17. They may be paid Daily Allowance when on tour as admissible, at the rate of Rs. 500/-.
18. Any other condition as considered essential in line with any other policy governing such engagements may be considered/included with the approval of PCPO, PFA and GM.


16.3.18