EAST COAST RAILWAY

Office of the Chief Personnel Officer

Rail Sadan, 11th Floor, Bhubaneswar - 751 017

Date: 13.11.2018

Sub: Tenure of Deputation of Non Gazetted staff of Railways in Railway PSUs and autonomous bodies-Guidelines Regarding.


Encl: As above,

(R.C. Sethy)
Asstt. Personnel Officer (HQ)
For Pr. Chief Personnel Officer

प्रतिलिपि प्रेसिड/Copy to:

1) महाप्रबंधक के मंचित/पूर्व तह रेलवे, मुख्य विभाग
2) मुख्य विभाग (प्रशा.), उप म. प., अध्यक्ष (रेलवे महार.)
3) उप मुख्य प्रशासक (प्रशा.), उप मुख्य विभाग (जै. म. एवं बदलाव), वाकार्य (दृष्टि.)
4) वाकार्य (मुख्य.), वाकार्य (वानप), वाकार्य (राज. एवं व्यवस्था.)
5) मुख्य विभाग के निदेश मंचित/महा. कार्यक्रम अधि. (मुख्य.), महा. कार्यक्रम अधि. (कल्याण.), महा. कार्यक्रम अधि. (दिल्ली.), न. कार्यक्रम अधि. (बी.ए.)
GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. E(NG)I-2018/DP/25

The General Managers (P)
All Zonal Railways & Production Units

The CMDs/MDs,
PSUs & NHSRCL,
MD, CRIS, New Delhi.
The Vice Chairman, RLDA, New Delhi.

New Delhi, dated 30.10.2018

Sub: Tenure of Deputation of Non Gazetted staff of Railways in Railway PSUs and autonomous bodies – Guidelines Regarding.

In terms of extant policy framed by Department of Personnel & Training (DOP&T) and Ministry of Railways has issued guidelines/directives mentioned below from time to time against retention/overstay of officers beyond their sanctioned deputation tenures.

- Deputationist officer would be deemed to have been relieved on the date of expiry of deputation period, unless the competent authority has extended the period of deputation, in writing, prior to the date of its expiry.

- In the event of the officer overstaying for any reason whatsoever, he is liable to disciplinary action and other adverse Civil/Service consequence which would include that the period of unauthorized overstay shall not count against service for the purpose of pension and that any increment due during the period of unauthorized overstay shall be deferred, with cumulative effect, till the date of which the officer rejoins his parent cadre.

2. Despite the above, there are a number of Non-gazetted staff who are continuing in the PSUs beyond the approved tenure as normal practice. Many a time, the organizations do not spare the officers/staff upon completion of their sanctioned tenures. Besides the extension proposals are also forwarded very late sometimes, incomplete or without the required papers/documents taking the approval of competent authority for granted. It is also pointed out here that not receiving of NOC from the parent Railway is not a valid ground for retention of staff. This has been viewed seriously by the Board.
3. Pursuant to the instructions dated 26.06.2018 issued by Department of Personnel Training (DOP&T) and Board's letter No. 2018/E(O)II/41/7 dated 10.08.2018, all the Railway servants working with the PSUs, autonomous bodies under the aegis of Ministry of Railways in the relevant Recruitment Rules by suitably amending the RR wherever necessary. Thus the initial tenure of deputation of five years will also help the organizations plan requirement of officers on deputation for their projects requiring longer gestation periods as and when to seek replacement in time.

4. Considering the above, CMD/MD/VC of PSUs/Autonomous bodies are requested personally monitor the tenure of deputation as so that there are no instances of overstay on deputation. It may also be ensured that proposals seeking extension in tenure of deputation of Non-gazetted staff beyond permissible limit meeting the criteria of exceptional/ordinary situations impinging on public interest are forwarded to Ministry of Railway months before the expiry of sanctioned tenure of deputation.

5. Railways are therefore also advised to keep a close watch on staff deputed to organizations and ensure reporting back of their employees well within the approved tenure of deputation. For this purpose, the probable date of their return back to parent Railway may be indicated in relieving order itself.

Copy to:–

1. PSs to MR, MOS(S), MOS(G), OSD/MR, EDPGs to MR, MOS(G), MOS(S).

2. PSOs/PPSs to CRB, FC, MT, ME, MRS, MTR, MS, DG/Pers., DG/S&T, DG/RHS, DG/RPF and Secretary, Railway Board.

3. EDE(N), EDF(E), F(E)II, ERB-II Branches of Railway Board.