GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
RAILWAY BOARD

No. 2018/Trans Cell/S&T/Contractual Staff  
New Delhi, dated: 16.03.2018

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

(A)  
(Anand S. Khatri)  
Executive Director  
Establishment (G)

(R)  
(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

(S)  
(Sanjeeb Kumar)  
Executive Director Accounts  
Transformation Cell

Copy- As per list enclosed
Annexure to Rly Board L. No. 2018/Trans Cell/S&T/Contractual Staff dtd 16.03.2018

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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).
10. Duty pass may be provided for stretch of the journey involved on duty. They may be entitled to 1Ind 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:

<table>
<thead>
<tr>
<th>Level</th>
<th>(7th Pay Commission) which recruited</th>
<th>Class of city in which posted</th>
<th>‘Z’ class</th>
<th>‘Y’ class</th>
<th>‘X’ class</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level -6</td>
<td></td>
<td></td>
<td>25000</td>
<td>27000</td>
<td>30000</td>
</tr>
<tr>
<td>Level -7</td>
<td></td>
<td></td>
<td>32000</td>
<td>34000</td>
<td>37000</td>
</tr>
</tbody>
</table>

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.
Copy to
1. The ADAI (Railways), New Delhi
2. The Director of Audit, All Indian Railways
3. The Director, Indian Railway Institute of Civil Engineering, Pune.
4. The Director, Indian Railway Institute of Mechanical and Electrical Engineering, Jamalpur.
5. The Director, Indian Railway Institute of Signal Engineering and Telecommunications, Secunderabad.
6. The Director, Indian Railway Institute of Electrical Engineering, Nasik.
7. The Executive Director, Indian Railways Centre for Advanced Maintenance Technology, Gwalior.
8. The Director, Indian Railway Institute of Transport Management, Lucknow.
9. The Registrar, Railway Claims Tribunal, Delhi.
10. The General Secretary, IRCA, New Delhi.
12. The Secretary, Railway Rates Tribunal, Chennai.

Copy to:
1. The Genl. Secy., AIRF, Room No. 248, & NFIR Room No. 256-C, Rail Bhavan
2. The Secy. Genl., IRPOF, Room No. 268, FROA, Room No. 256-D & AIRPFA, Room No. 256-D Rail Bhavan

Copy to:
1. PS to MR, MOS(S), MOS(G)
2. CRB, FC, ME, MTR, MRS, MS, MT, SECY, DG (RHS), DG (RPF), DG (Stores), DG(Pers), DG(S&T)
3. All AMs, Principal Executive Director & Executive Directors of Railway Board

(Rajesh Gupta)
Executive Director/Transformation