



### **Terms & Conditions for Re – engaged Employees in IRCON**

**I. Officials re- engaged on Service Contract basis will be initially re-engaged for a period of one year only and subsequently service extended as per following;**

**Upto age of 62 years                      – By CMD IRCON**  
**From 62 years to 65 years            – By BoD of IRCON**

**No further extension will be provided to the re-engaged official's attaining the age of 65 years**

#### **II. Calculation of emoluments to re-engaged officials –**

**1. For officials superannuating in CDA scale:**

50% on Last Basic Pay + DA (CDA) as on date of joining (Fixed)

**2. For officials superannuating in IDA scale:**

70% on Last Basic Pay + DA (IDA) as on date of joining (Fixed)

It should be ensured that emoluments should not exceed the specific limit as above.

**III.** a) Official's re- engaged on Service Contract basis will be entitled to **One (01) CL per month** which can be accumulated till the end of their service contract period and the record for the same shall be maintained by the official's controlling officer. No encashment of leave is admissible. **No other kind of leave would be admissible.**

b) **Telephone (CUG) Expenses:** Amount equal to the amount defined as per Ircon's Telecom Policy at the equivalent scale in Ircon.

c) Re-engaged officials can claim TA/DA, while on tour, at the rate defined for their equivalent scale in Ircon.

#### **IV. Designation of re-engaged officials on Service Contract basis:**

Officials Re-engaged on Service Contract basis at a level (scale) equivalent to GM and below in Ircon will be designated as **Consultant (Equivalent Designation in IRCON).**

Officials Re-engaged on Service Contract basis at a level (scale) equivalent to ED and above in Ircon will be designated as **Advisor (Equivalent Designation in IRCON).**

**IV.** Re-engaged personnel may be engaged from a panel maintained by the company and panel to be made & updated quarterly.

- V. It should be specifically checked that the credentials of the retired personnel match the job requirements.
- VI. Only officers with good conduct free from vigilance angle and beyond doubt integrity should be considered for re-engagement.
- VII. Persons engaged on service contract basis in Ircon shall not be allowed to take employment in any other company.
- VIII. Retired and re-engaged persons should not be sent abroad unless the prior approval of Railway Board.
- IX. Retired personnel can be engaged only on specific assignments as consultant/Advisors.
- X. Engagement of consultants should be need based for specific assignments and for specific duration.
- XI. Consultant/Advisors shall not be allowed to take regular work of the companies.
- XII. Consultant shall not undertake work which involves entering into financial commitments for exercising powers or matters which are likely to bind the company.
- XIII. The process of appraisal in time of extension with detailed justification will be practiced. **(The Pro-forma is given in Annexure - 'A').**
- XIV. As part of the recruitment process any retired official who is considered for appointment on service contract basis will undergo medical tests i.e.; (Clinical and Pathological Tests) to ensure their fitness before joining. **(Medical Examination Report format is given in Annexure - 'B')**