



METRO RAILWAY
Metro Rail Bhavan
VIGILANCE DEPARTMENT

33/1, J.L.Nehru Road, KOLKATA-700071

Confidential

No.MR/Vig./35/SI/2020/(4)

Date : 15.12.2020

To
PCPO, PFA and PCSC
Metro Railway,
Kolkata.

**Sub:- System Improvement in Pay-fixation to re-employed ex-servicemen
(Retired from Armed Forces).**

It has been noticed during a preventive check that the Pay of a re-employed ex-serviceman on this Railway, was re-fixed at the last pay drawn by him while leaving the Indian Navy which is not at par with the others under same category, as there is no laid down procedure or any guideline approved by competent authority on this Railway regarding the Pay-fixation to re-employed ex-servicemen.

At present the orders relating to fixation of Pay of re-employed ex-servicemen are scattered in a number of office memoranda issued from time to time. The question of consolidation of the existing order in a simple body of orders and the rationalization and simplification of the procedure governing the initial fixation of Pay has been under the consideration of DOP & T, from time to time.

Although, quoting the Govt. orders issued by DOP & T, OM dated 05.04.2010, Public Sector Bank, LIC, NIC and PSUs are still allowing the initial Pay of the re-employed ex-servicemen to be fixed at their last pay drawn while leaving the Armed Forces, But on this Railway, generally, the re-employed ex-servicemen (PBOR category) are allowed to get their pay fixed only at the minimum/entry pay of re-employed post which is not at par with the salary of the employees in the other organizations.

In view of the, the following system improvements/guidelines are suggested.

1. Immediate withdrawal of any kind of Pay fixation to re-employed ex-servicemen incorporating pay protection at par with the last pay drawn while leaving the Armed Forces.
2. Recovery of excess amount paid to such employees may be initiated on priority basis.
3. A clear guidelines may be obtained from competent authority regarding initial pay fixation of re-employed ex-servicemen. Railway Board may please be approached in this context.
4. Applications of re-employed ex-servicemen category for pay protection may be disposed off citing relevant rules/guidelines by competent authority.
5. Staff/officers dealing with this issue may be instructed for strict compliance of the rules/guidelines in this regard.
6. Cases of re-fixation should be very meticulously studied as per Railway Board circular received from time to time, before allowing to upgrade the pay of re-employed ex-servicemen at par with their last pay drawn while leaving the Armed Forces.

Besides these, any other suitable action may please be taken as deem fit for the best interest of the Railway Administration, to reduce procedural lapses dealing with the re-fixation of re-employed ex-servicemen.

Copy to : Secretary to GM
(For kind information to GM please)

15/12/20
(Subrata Dey)
Dy. Chief Vigilance Officer
For Chief Vigilance Officer