SNo. 2

Government of India/Bharat Sarkar
Ministry of Railways/Rail Mantralaya
(Railway Board).

No. E(P&A)I-77/RT-46 New Delhi, dt. 9.-11-77.

The General Managers,
All Indian Railways CLW, DLW, ICF, MTP(Railways),
Calcutta and G.M. (Construction), Southern Railway, Bangalore.
The Director General RDSO, Lucknow.
The Chairman, Railway Service Commission, Allahabad.
Bombay, Calcutta, Madras and Muzaffarpur.
The Principal, Railway Staff College, Baroda.
The Principal, Indian Railway Institute of Signal Engineering
& Telecommunications, Secunderabad.
The Principal, Indian Railways Institute of Mechanical &
ElectricalEngineering, Jamalpur.
The Principal, Indian Railways Institute of Advanced Track
Technology, Pune.
The Railway Liaison Officer, New Delhi.
The Joint Director, Rail Movement, Mughalsarai.
The Director, Rail Movement, Calcutta.
The Secretary, Railway Rates Tribunal, Madras.
The Secretary, Railway Labour Tribunal, Old Station Bldg.,
Ahmedabad.
The Chief Administrative Officer, M.T.P. (Railways),
New Delhi, Bombay & Madras.
The Joint Director, Iron & Steel, 3- Koilaghat Street,
Calcutta.
The Joint Director, Finance, RDSO, Lucknow.
The General Secy., IRCA, New Delhi.
The Commissioner, Railway Safety, Lucknow.
The O.S.D. (Project), Wheel & Axle Project,
8, Miller's Road, Bangalore.

Sub:- Scheme of Voluntary Retirement for Railway employees.

The Administrative Reforms Commission had recommended in its Report on Personnel Administration as follows:

"59(1): A Civil Servant may be allowed to retire voluntarily if he has completed 15 years of service and given proportionate pension and gratuity."

2. The above recommendation of the Administrative Reforms Commission was considered by Govt. and it has been decided that Railway Servants may be allowed to retire voluntarily after 20 years of qualifying service on proportionate pension and gratuity in the case of those governed by Railway Pension Rules, and after 20 years of service on proportionate SC to PF in the case of those governed by SRPF (Contributory) Rules with a weightage ofupto 5 years towards qualifying service/service where applicable, subject to certain conditions.

Contd...2.....

The following instructions will regulate the voluntary retirement of Railway servants in pursuance of the Govt's decision on recommendation 59(1):

(i) Railway servants who have put in not less than 20 years' qualifying service or service in the case of those governed by SRPF (Contributory) Rules, as the case may be, may, by giving notice of three months in writing to the appointing authority, retire from service voluntarily. The Scheme is purely voluntary, the initiative resting with the Railway servant himself. The Govt. does not have the reciprocal right to retire Railway servants on its own, under this Scheme.

(ii) The benefit of 'retiring pension'/proportionate SC to PF will be admissible to Railway servants retiring under this Scheme.

(iii) A notice of less than three months may also be accepted by the appointing authority in deserving cases, with the approval of the Ministry of Railways.

(iv) If a Railway servant retires under the scheme of voluntary retirement while he is on 'leave not due', without returning to duty, the retirement shall take effect from the date of commencement of the leave not due and the leave salary paid in respect of such 'leave not due' shall be recovered as provided in Rule 740-R.I

(v) Before a Railway servant gives notice of voluntary retirement with reference to these instructions, he should satisfy himself by means of a reference to the appropriate administrative authority that he has, in fact, completed 20 years' service qualifying for pension or 20 years of service for purpose of SC to PF, as the case may be.

(vi) A notice of voluntary retirement may be withdrawn subsequently only with the approval of the appointing authority provided the request for such withdrawal is made before the expiry of the notice.

(vii) A notice of voluntary retirement given after completion of 20 years' qualifying service or service in the case of those governed by SRPF (Contributory) Rules, as the case may be, will require acceptance by the appointing authority if the date of retirement on the expiry of the notice would be earlier than the date on which the Railway servant concerned could have retired voluntarily under the existing rules/provision applicable to him (e.g. Rule 2046 (i) (FR. 56(k)-

Contd.....3.....

R.II or para 2(2) of Section I of Railway Ministry's letter No, E.48.CPC/208 dt. 8.7.50 incorporated as para 620 of the Manual of Railway Pension Rules, 1950 or Rule 2046(1)-R.II or any other similar rules. Such acceptance may be generally given in all cases except those (a) in which disciplinary proceedings are pending or contemplated against the Railway servant concerned for the imposition of a major penalty and the disciplinary authority, having regard to the circumstances of the case, is of the view that the imposition of the penalty of removal or dismissal from service would be warranted in the case; or (b) in which prosecution is contemplated or may have been launched in a Court of Law against the railway servant concerned. If it is proposed to accept the notice of voluntary retirement even in such cases, approval of the Minister-in-Charge should be obtained in regard to Group 'A' and Group 'B' Railway servants and that of the General Managers in the case of Group 'C' and Group 'D' railway servants. Even where the notice of voluntary retirement given by a railway servant requires acceptance by the appointing authority, the railway servant giving notice may presume acceptance and the retirement shall be effective in terms of the notice unless the competent authority issues an order to the contrary before the expiry of the period of notice.

(viii) While granting proportionate pension/SC to PF to a railway servant retiring voluntarily under this scheme, weightage of upto five years would be given as an addition to the qualifying service in the case of those who are governed by Railway Pension Rules or service in the case of those governed by SRPF (Contributory) Rules, as the case may be, actually rendered by him. The grant of weightage of upto five years will, however, be subject to the following conditions :

(a) The total qualifying service or service, as the case may be, after allowing the weightage should not, in any event, exceed 30 years' qualifying service or service as the case may be; and

(b) The total qualifying service or service, as the case may be after giving the weightage should not exceed the qualifying service/service which he would have had, if he had retired voluntarily at the lowest age/minimum service limit applicable to him for voluntary retirement prescribed under Rule 2046 (i) (FR 56(k)R.II or para 2(2) of Section 1 of Railway Ministry's letter No. E.48. CPC/208 dated 8.7.50 incorporated as para 620 of the Manual of Railway Pension Rules, 1950, or Rule 2046(1) -RII or any other similar rule applicable in.

Contd....4.....

Illustrations:

(a) If a railway servant who could be prematurely retired under Rule 2046 (h) (i) (FR 56 (j)(i) R.II or could have voluntarily retired under Rule 2046 (i) seeks voluntary retirement under this scheme after he has attained the age of 47 years and has rendered 22 years of service, the weightage in Pension/SC to PF would be limited only upto three years.

(b) If a railway servant who could be prematurely retired under Rule 2046 (h) (ii) (FR 56 (j)(ii) or Rule 2046 (k)-R.II, seeks voluntary retirement under this scheme after he has attained the age of 51 years and has rendered 24 years of service, the weightage in pension/ SC to PF would be admissible upto four years.

(c) If a railway servant belonging to Group 'C' who could have voluntary retired under para 620 of MRPR, 1950 or Rule 2046 (i) R.II seeks voluntary retirement under this scheme after he has rendered 25 years of service and has attained the age of 48 years, the weightage in pension/SC to PF would be admissible upto five years.

(ix) The weightage given under this scheme will be only an addition to the qualifying service or service as the case may be, for purpose of pension and gratuity or SC to PF and not Govt. Contribution to P.F. It will not entitle the Railway servant retiring voluntarily to any notional fixation of pay for purpose of calculating the pension and gratuity or SC to PF which will be based on the actual emoluments calculated with reference to the date of retirement. It will, however, count towards post retirement passes.

(x) The amount of pension to be granted after giving the weightage will be subject to the provisions of Rule 2534 (CSR.470) R.II. The pension will also be subject to the provisions of Rule 2307 (CSR 351) R.II and Rule 2308 (CSR 351 A) R.II. The grant of SC to PF will also be subject to the other conditions in Rules 1314 R.I.

(xi) The scheme of voluntary retirement under these orders will also not apply to those Railways servants on deputation to autonomous bodies/public sector undertakings etc. who propose to get absorbed in the autonomous bodies/public undertakings etc. The absorption of Railway servants on deputation to public undertakings/ autonomous bodies etc. in such autonomous bodies/ undertakings etc. and the grant of retirement benefits to them in respect of their service under Government will continue to be governed by the separate set of instructions issued by the Ministry of Railways in this regards.

Contd...5.....

(xii) A railway servant giving notice of voluntary retirement may also apply, before the expiry of the notice, for the leave standing to his credit which may be granted to him to run concurrently with the period of notice. The period of leave, if any, extending beyond the date of retirement on expiry of notice but not extending beyond the date on which the railway servant should have retired on attaining the age of superannuation, may be allowed as terminal leave in terms of the provisions contained in Rule 2127 (FR&SR) R.II as amended/substituted from time to time. The leave salary for such terminal leave shall be payable in accordance with the provisions of para 3 of Ministry of Railways letter No. E(P&A)I-76 CPC/LE-3 dated 11.3.77.

(xiii) Group 'A' railway servants retiring voluntarily under this scheme would continue to be subject to the provisions in the Pension Rules relating to the post-retirement commercial employment or 1312-ARI in the case of those governed by SRPF (Contributory) Rules. However, in their cases, permission for the post retirement commercial employment will be granted more liberally than in the case of other Railway servants retiring under the provisions of Rule 2046 (FR-56) R.II or para 620 of MRPR, 1950.

4. In the light of the provisions of this letter suitable amendments to Railway Pension Rules, State Railway Provident Fund Rules and Leave Rules, 1949, will be taken up separately.

5. The above has the approval of the President.

6. Ministry of Railways desire that the contents of this letter should be brought to the notice of all concerned by giving it wide publicity.

7. Hindi version is enclosed.

K.N. Narayanaswami

(K.N. Narayanaswami)
Joint Director, Estt. (P&A), Rly. Board.

No. E(P&A)I-77/RT-46 New Delhi, dt. 9-11-77.

Copy forwarded to:-

The FA& Chief Accounts Officers, All Indian Railways, CLW, DLW and ICF and NTP (Railways) New Delhi, Bombay Calcutta and Madras.
The Joint Director Finance, RDSO, Lucknow.
The Department of Personnel & AR, New Delhi.

K.N. Narayanaswami

(K.N. Narayanaswami)
Joint Director, Estt (P&A), Railway Board.

Contd....6....

No. E(P&A)I-77/RT-46 New Delhi, dt. 9-11-77.

Copy to ADAI (Railways) New Delhi (with 40 spares).

for Financial Commissioner, Railways.

No. E(P&A)I-77/RT-46 New Delhi, dt. 9-11-77.

Copy to:-

1. The General Secretary, NFIR, 166/1, Panchkuin Road, New Delhi (with 25 spares).
2. The General Secretary AIRF, 4 State Entry Road New Delhi (with 25 spares)
3. All the members of the National Council of JCM.

for Secretary, Railway Board.

Copy to:-

E(NG)I, II, E(LR)I, II, III, E(JI), E(G), F(E)I, II, III, Special, ERB.I, II, III, IV, G, G (Acc), Budget, F(X)II, (with spares) Accounts II and III, Security (E) and (Defence), Cash I, II E(P&A)II, E(O)I, II, III. Health Br., E(W).

PSs to CRB, ~~MS~~, FC, (AMS, AMF, AMV,) DE, (D(EB), DF(B),

PAs to Addl. DPC, Addl. DE(S), JDE(N), JDF(E), JDE(W), JDPC, JDE(P&A).

....