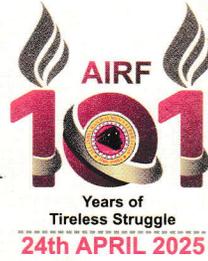


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No. AIRF/148 (253)

Dated 26.06.2025

The Director General (HR),
Railway Board,
Rail Bhawan,
New Delhi.

Sub: Re-engagement of retired Railway Staff on contract basis.

Ref: Railway Board's letter no. E(NG)II/2024/RC-4/9 dated 15.10.2024, 31.12.2024 and 20.06.2025 (RBE No. 55/2025).

Dear Sir,

The All India Railwaymen's Federation (AIRF) wishes to express its serious concern and strong objection regarding the recent directive of the Railway Board, as contained in its letter dated 20.06.2025, regarding the re-engagement of retired non-gazetted Railway employees on contract basis.

It is pertinent to mention that similar instructions were earlier issued vide Board's letters dated 15.10.2024 and 31.12.2024, permitting re-engagement of retired non-gazetted staff (from Pay Level-1 to Level-9) against vacant posts, strictly in the same Pay Level held at the time of retirement. However, despite these provisions, no substantial or effective outcome was observed on the ground. The failure lies in the Railway Administration's inertia and lack of initiative to address the chronic vacancy situation in both direct recruitment and promotional quotas. This has left the system overburdened, and the staff demoralized.

Surprisingly, the Railway Board has once again reiterated this policy through the above-referenced letter dated 20.06.2025, now allowing the re-engagement of retired employees even up to three Pay Levels higher than the post against which re-engagement is being considered, albeit with a preference clause for those retired from the same Pay Level. The authority to re-engage such staff has been delegated to DRMs at the Divisional level and GMs at the Headquarters level, while the overall number to be re-engaged continues to be determined by the General Manager.

Our Federation unequivocally opposes this move for the following well-founded reasons:

1. A significant number of re-engagements are being done in safety categories. As is medically and practically known, with increasing age, physical stamina and cognitive agility decline. Engaging retired personnel in safety-sensitive roles could seriously compromise operational safety and endanger passengers, staff, and public assets.

2. Re-engagement directly obstructs the promotional avenues of serving employees. The long-pending vacancies under promotional quotas have already caused frustration and financial hardship among the serving workforce. Instead of addressing this by conducting timely selection processes, the administration is opting for shortcuts that demotivating regular employees and undermine career growth prospects.
3. Further delay in filling direct recruitment vacancies severely affects execution of railway projects and day-to-day operations. Young recruits bring in energy, adaptability, and a modern skill set which are essential for efficiency and innovation. Filling these posts with retired employees not only slows down progress but also deprives unemployed youth of gainful employment, negatively impacting the socio-economic objectives of the Government.

This issue is of utmost seriousness, as it not only affects the morale and promotional rights of the serving staff but also poses direct risks to safety and efficiency in railway operations/ works. A short-sighted approach like this may temporarily fill vacancies but will erode the long-term strength and quality of the Railway workforce.

Therefore, AIRF urges the Railway Board to immediately put in abeyance the implementation of its letter dated 20.06.2025 (RBE No. 55/2025) and instead initiate earnest steps to:

- 1. Expedite the filling up of all promotional and direct recruitment vacancies across Indian Railways;**
- 2. Restore confidence and morale among serving employees by ensuring career progression and recruitment timelines;**
- 3. Avoid policies that may compromise operational safety and working efficiency.**

We trust that the Railway Board will give due consideration to these genuine concerns in the interest of safety, fairness, and the overall integrity of the Railway system.

We look forward to an early and favorable response.

Yours sincerely,



(Shiva Gopal Mishra)
General Secretary

Copy to: General Secretaries of all Affiliated Unions of AIRF – For information