

Strengthening of Administration – Premature Retirement of Railway Servants – Periodical review

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1. Introduced in CCS (Pension) Rules, 1972 to improve efficiency and strengthening of Administrative machinery, reiterated vide DoPT OMs in year 2014 & 2015.
2. The entire service records should be considered in every review. All data along with comprehensive brief should be put up for review committee.
3. **On the account of integrity:** While considering the integrity of the employee, actions/decisions taken by the employee which do not appear to be above board, complaints received against him or suspicious property transaction even if no sufficient evidence is available to initiate department actions shall be taken into account.
4. **On the account of public interest:** If conduct of Government employee becomes unbecoming to public interest or obstruct the efficiency in public service.
5. CVO in case of Gazetted officers or his representative in case of on Gazetted will be associated in case of adverse integrity. Additional internal committees may be formed to assist review committee.
6. **On the account of ineffectiveness:** No employee should ordinarily be retired on the grounds of ineffectiveness if he has been promoted to higher post during preceding five years.
7. No employee should ordinarily be retired on the grounds of ineffectiveness if he would be superannuating within the period of one year.
8. **Rule applies:** For Group 'A' & 'B' at the age of 50 years. For Group 'C' at the age of 55 years.
9. On public interest a railway employee can be prematurely retired irrespective of his age after completion of 30 years of service.
10. The rule of premature retirement should not be used on the grounds of specific acts of misconduct, for reduction of surplus staff, and as measure of effecting economy.
11. Once the decision of retaining the employee is taken by competent authority after 50 years / 55 years / on completion of 30 years, he would ordinarily continue in service till he attain the age of retirement.
12. Three months notice should be given to the employee.
13. **Appeal / Representation:** Representation by employee has to be submitted within three weeks from the date of serving notice on premature retirement. Examination on the representation has to be completed within two weeks. Competent authority need to take decision within two weeks.
14. Approval of Ministry of Railways is necessary, if the authority proposes to reject the appeal of the employee.
15. Full pay & allowance will be paid treating the intervene period as on duty, if it was found that premature retirement was on account of political or personnel victimization.

Ref: Railway Board letter No. E(P&A)I-77/RT-53 dated 15.11.1979 & RBE No.143/2017, 12/11/2015