रेल डिब्बा कारखाना, कपूरथला

Rail Coach Factory , Kapurthala

कार्यालयय

महाप्रबंधक / कार्मिक

रेडिका / कपूरथला

2026-E/RCF/P/Rectt./Re-engagement/Mins., Non-Gaz. staff	Dated 20.05.2026

RE-ENGAGEMENT NOTIFICATION

Sub: Re-engagement of Retired Railway Non-Gazetted Staff on Contract basis.
Ref: Railway Board's letter No.E(NG)II/2024/RC-4/9 dated 15.10.2024,31.12.2024 & 20.06.2025

SCHEDULE		
(i)	Date of Publication of Notification on Website	**20.05.2026**
(ii)	Opening Date for Application	**20.05.2026**
(iii)	Closing Date for Application	**01.06.2026**

1. The details/ eligibility of engagement are as under:-

1.	Level (Post)	Level-02, Level-04, Level-05 & Level-06
2	Powers to re-engage retired staff	General Manager/RCF.
3	Eligibility	Retired Railway Staff, who have retired from Pay Level-02 to Level-06 (Only Non-Gaz. Staff)
4.	Period of engagement	The offer is Valid up to 14.10.2026 or till further order, whichever is earlier.
5.	Place of posting	Rail Coach Factory/ Kapurthala
6.	Age Limit	Must be below 64 years as on date 01.06.2026. Maximum age limit for which re-engagement shall continue will be 65 years.
7.	Application to be forwarded to	SPO-II/RCF/KXH

2. No. of vacancies may increase/decrease depending upon the requirement of administration.
3. A fixed monthly amount shall be admissible as remuneration during the contract period, arrived at by deducting the Basic pension from the Pay drawn at the time of retirement. The amount of remuneration so fixed will remain unchanged during the term of the contract. Annual increment/percentage increase and Dearness Allowance shall not be allowed during the contract period. [Example for determining remuneration shall be as given in DoE's OM No. F.No.3-25/2020-E.IIIA, Dated 09.12.2020].

4. Period of Re-engagement shall be initially up to 14.10.2026 or till further orders, whichever is earlier, as per Railway board's letter dated 15.10.2024.
5. Must be below 64 years as on date 01.06.2026. Maximum age limit for which re-engagement shall continue will be 65 years.
6. Decision of the RCF administration for re-engagement of retired staff will be final.
7. While re-engaging such staff, medical fitness of the appropriate category will be obtained from the designated authorities as per existing practices.
8. Paid leave of absence may be allowed at the rate of 1.5 days for each completed month of service. Accumulation of leave beyond calendar year will not be allowed, nor carried forward in case the Engagement is extended. Also, no payment in lieu of unutilized leaves will be paid at the time of discharge / expiry of contract.
9. Re-engaged staff **will not be entitled for increment, dearness allowance, HRA, Residential accommodation**. However, Transport Allowance for the purpose of commuting between the residence and the place of work will be allowed not exceeding the rate applicable to the appointee at the time of retirement. The amount so fixed will remain unchanged during the term of contract. Retired staff re-engaged on the contract basis will be allowed DA/TA if perform outstation duty in official hours, if any, as per their original entitlement while in service availed by them on the last day of superannuation.
10. Designation and duties of re-engaged shall be decided by RCF administration.
11. GM(P), RCF is authorized to execute contract agreement on behalf of RCF administration after acceptance of offer of engagement on the contract basis. The contract agreement shall be executed on Non-Judicial stamp paper of Rs. 100/- value & duly notarized & registered with notary.
12. The retired employee seeking re-engagement should be free from D&AR and Vigilance cases on date of signing of the contract agreement.
13. For the purpose of re-engagement, APARs for the last five years will be taken in to consideration.
14. Retired employees being re-engaged should not have been covered under the safety related Retirement scheme/Liberalized Active Retirement scheme for Guaranteed Employment for safety staff (LARSGESS).
15. Duty list of re-engaged staff will be issued after signing of Contract agreement by the re-engaged employee.
16. Re-engaged staff shall be discharged immediately on joining of selected candidates from RRBs and from other sources.
17. Re-engaged staff shall not be made in charge of the Section/Unit in the PU's/Division/Zonal Railways. Re-engaged staff shall not be given the financial and D&AR powers and shall not be authorized to issue any safety certificate. Re-engaged

staff may recommend their suggestions and other matters to regular or in-service staff/officer.

18. It has now been decided that vacant non-gazetted posts in pay Level-02 to Level-06 may be filled by Re-engagement of retired employees by calling volunteers who retired from Posts in the same cadre / category upto three level higher than the post against which Re-engagement is being considered subject to the condition that the volunteers retired from the same pay Level and found suitable will be given preference over those retired from higher Pay Level.

20.07.2016

Senior Personnel Officer-II
For General Manager (P)
RCF/KXH

Senior Personnel Officer
रेल डिब्बा कारखाना (कपूरथला)
Rail Coach Factory (KXH)

ANNEXURE-A

List of categories under consideration for Re-engagement on contract basis		
S. NO.	POST WISE DETAILS	NO. OF POST
1	TECHCIAN MILL WRIGHT	20
2	TECHNICIAN DCM	50
3	TECHNICIAN ELECTRONICS (ENC)	5
4	TECHNICIAN AC & REF. MECH.	5
TOTAL		80

Annexure-B

Paste recent Colour passport Size photograph

To,
General Manager(P)
RCF/Kapurthala.

Sub.: Application for Re-engagement of Retired Railway Non-Gazetted Staff on Contract basis.
Ref.: Railway Board's letter No.E(NG)II/2024/RC-4/9 dated 15.10.2024 & 31.12.2024 20.06.2025

With reference to the above, I hereby submit my application for the post on Contract basis. My details are furnished below:

1.	Full Name (in BLOCK letters):	
2.	Last Designation:	
3.	Last Office /PU/Division/HQ:	
4.	Department:	
5.	Date of Birth:	
6.	Date of Retirement:	
7.	Community (UR/OBC/SC/ST/PwBD):	
8.	PPO No. (Copy of PPO to be enclosed)	
9.	Place of posting	RCF
10.	Aadhaar Card No.:	
11.	Mobile No.:	
12.	Email address:	
13.	Postal Address:	
14.	Permanent Address:	

WORK EXPERIENCE DETAILS

S.No.	Organization details with posts held during service i.e. from joining in Non-Gazetted cadre till retirement	Level, Scale of pay & pay	From	To	Nature of work performed

DECLARATION: I hereby declare that the above information is true to the best of my belief and information. I agree to be re-engaged on Contract basis as per terms and conditions laid down vide GM(P)/RCF/ Kapurthala notification under reference above.

The following documents are submitted for your perusal and consideration.

(i) Copy of last PPO.
(ii) Copy of SC/ST/OBC/PwBD certificate (if applicable).
(iii) Copy of complete Bio-data.
(iv) Service Certificate.
(v) Pan card and Aadhar card.
(vi) Two passport size photos.
(vii) Last 05 years APAR.
(viii) Available documents pertaining to details mentioned in work experience column shall be attached.
(ix) A cancelled cheque.

Place:
Date:

(Signature of Applicant)
Name: