

Rail Coach Factory, Kapurthala

Office of the
Principal Financial Adviser

File No: 2025/RCF/A/cs/Admn/Re engagement

dated 08.08.2025

Notification

Sub: Re-engagement of Retired staff against vacant posts on contractual basis.

In terms of Railway Board's letter no. E (NG)-11/2024/RC-4/9 dated 15/10/2024, 31/12/2024 and 20/06/2025, it has been decided to fill up the following vacancies in various Gr. C cadres in Accounts offices in Rail Coach Factory/Kapurthala area by Re-engagement of Staff, who has retired from Accounts Department.

Post Name	No of vacancy	Level
Sr. Section Officer	02	Pay Matrix level-8

As such, applications of Staff of Accounts Department who have retired from Railway Service are being invited. These applications should reach Administration Section of PFA office, Administration Building on or before 08/09/2025 on following terms and conditions.

Terms and Conditions of re-engagement of retired staff:

1. The Scheme of re-engagement will remain in vogue for an initial period of 2 years from the date of issue of instructions by Railway Board i.e. 15/10/2024 or till further orders, whichever is earlier. Engagement period of an individual retired staff will be for a period of 1 year or till further orders, whichever is earlier. However, based on satisfactory performance of a re-engaged retired staff, his/her period of engagement can further be extended for a further period of 1 year or till attainment of 65 years of age, whichever is earlier.
2. Maximum age limit for which re-engagement shall continue will be 65 years. Re-engaged staff will be discharged immediately on joining candidates from Railway Board level examination.
3. In terms of Railway Board's letter no. E(NG)-II/2024/RC-4/9 dated 20/06/2025, Staff of Accounts Department who retired from posts in the same cadre/category up to three Level higher than the post against which re-engagement is being considered can also apply. Volunteers retired from the same Pay level and found suitable will be given preference over those retired from higher Pay Level.



4. The employees Removed/Dismissed/Compulsory retired as a result of disciplinary action or in review are not eligible for Re-engagement. Further employees retired under SRRS/LARGESS will not be eligible.

5. Re-engagement shall be subject to medical fitness in appropriate category.

6. Suitability/Competency of the applicant shall be adjudged by the competent authority before their re-engagement. Last 5 APARs of the retired employees seeking re-engagement will be taken into consideration and only those having at least "Good" grading in all 5 years will be considered. Re-engaged employees should also be free from DAR/Vigilance cases. The integrity aspect will be checked while permitting re-engagement.

7. Remunerations, allowances and leave of re-engaged retired staff will be as per OM No. F.No.3-25/2020-E.IIIA dated 09/12/2020 of Department of Expenditure Ministry of Finance which is as under:

a. 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 shall remain unchanged for the term of the contract.

b. No increment, dearness allowance and HRA shall be allowed during the term of the contract.

e. An appropriate and fixed amount as Transport allowance for the purpose of commuting between the residence and the place of work shall be allowed not exceeding the rate applicable to the appointee at the time of retirement. The amount so fixed shall remain unchanged during the term of appointment. However, they may be allowed TA/DA on official tour, if any, as per their entitlement at the time of retirement.

d. Paid leave of absence will be allowed at the rate of 1.5 days for each completed month of service. Accumulation of leave beyond a calendar year is not allowed.

8. Re-engaged employees shall be on duty on normal duty hours followed by the office in which they will be posted. The duty hours can be changed as per the requirement of work by the administration. They will be eligible for weekly off and General Holidays observed by the office in which they will be posted.

9. Re-engaged staff will not be given the financial and D&AR powers and will not be authorised to issue any safety certificates. Re-engaged staff may recommend their suggestions on financial and other matters to regular or in service staff/officer.

10. The retired employee will execute an agreement to abide by all the terms and conditions of the re-engagement.



11. The Re- engagement is purely temporary in nature and liable to be terminated at a 15 days notice in the event of unsatisfactory performance or on availability of regular employees/candidate by promotion recruitment transfer.

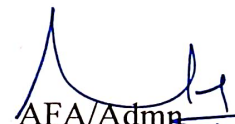
12. Copy of following documents should be attached with the application and it is mandatory:

a) Service certificate/Pensioner Identity Card

b) Pension Payment Order

c) Pay Slip of last pay drawn

14. The last date for submission of the application is 08/09/2025. Retired Staff desirous for re-engagement, have to submit their applications in the prescribed format at Annexure 'A' to Admn Section of office of the PFA/RCF/KXH.


AFA/Admn
For PFA 08/08/25
RCF/KXH

DA:- As Above (Annexure A)

Annexure "A"

Application for re-engagement of Retired Staff in RCF/KXH ,Accounts department in response to Notification No, No, AC/Admn/Re-engagement of Retired Staff/2025 dated 08/08/2025.

To Principal Financial Advisor Rail Coach Factory, Kapurthala, Punjab Pin Code -144602	Photo
---	-------

I hereby apply for re-engagement as _____ in RCF/KXH on monthly remuneration basis, on terms and conditions mentioned in the said notification. My service particulars are as below.

Name	
Designation at the time of retirement	
Office from which retired	
Date of Birth	
Date of retirement	
Address for correspondence	
Tel No	
Last Pay Drawn	
Mob. No. in 7th PC Pay Matrix Level	
P.P.O. No.	

Enclosure (copy of documents):

- a) Service Certificate
- b) Pensioner's Identity Card
- c) Pension Payment Order
- d) Last Pay Slip

Date

I declare that the information furnished above is true to the best of my Knowledge and I am liable for punitive action if found false/ incorrect. I also declare that I have gone through the terms and conditions stipulated in the Notification and I shall abide by them.

Signature of the Applicant

Applicant's Name:
Date: Place: