

INTEGRAL COACH FACTORY, CHENNAI - 600 038
(Ministry of Railways)
WEBSITE: www.pb.icf.gov.in

Notification No.PB/RR/39/Re-Eng /01/2026

Date: 12.02.2026

RE-ENGAGEMENT OF RETIRED RAILWAY EMPLOYEES IN ICF

Closing Date & Time for receipt of applications

04.03.2026 @ 17:00 hrs.

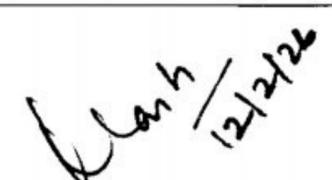
Integral Coach Factory invites applications from **retired Office Supdt. having experience in Civil engineering bills and related office procedures** for re-engagement in **Pay Level 6** of 7th Central Pay Commission (CPC) against the post specified in para 1.0:

The post is to be filled by re-engagement of retired employees by calling volunteers who retired from posts in the cadre of Office Supdt. 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.

1.0	It is proposed to fill up the following post in ICF by re-engaging the retired railway employees in terms of Railway Board letters No.E(NG)-II/2024/RC-4/9 dated 15.10.2024 (RBE No. 96/2024) & 20.06.2025 (RBE No.55/2025) subject to fulfilling the Eligibility Criteria and the conditions specified below :			
	Sl. No.	Post/Cadre identified for re-engagement	Pay Level	No. of vacancies
	1	Office Superintendent – Civil Engineering	Level 6	1
		Total		1
	Retired Railway staff are considered for re-engagement against the vacant posts subject to stipulation that he/she may be re-engaged against the post having the same pay level held by him/her at the time of retirement.			
2.0	ELIGIBILITY CRITERIA:			
2.1	Age Limit	Upto 65 years of age.		
3.0	Scheme Validity	Upto 14.10.2026		
4.0	Other Conditions :			
4.1	The re-engagement will be for a period upto 14.10.2026 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 one year or till the continuation of the scheme or till attainment of 65 years of age, whichever is earlier.			
4.2	The Administration reserves the right to terminate the services of the re-engaged retired railway employees at any time, in case their work or conduct is found unsatisfactory or in administrative exigencies. The decision of the ICF administration is final.			
4.3	The employees should be free from DAR/Vigilance cases.			
4.4	Re-engagement shall be subject to prescribed medical fitness for the category in which they are engaged.			
4.5	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).			
4.6	Suitability/competency of the staff will be adjudged by a Committee. The integrity aspect will also be checked while permitting such re-engagement.			
4.7	Monthly remuneration of the retired re-engaged employee will be determined in terms of RBE No.96/2024 dated 15.10.2024. A fixed monthly remuneration shall be admissible 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 terms of the contract. Annual Increment/percentage increase and Dearness Allowance shall NOT be allowed during the term of the contract.			

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12/2/26

4.8	Re-engaged employee shall NOT be entitled for HRA and Residential Accommodation . However, 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 retired employee at the time of retirement. The amount so fixed shall remain unchanged during the term of re-engagement.. They may be allowed TA/DA on official tour, if any, as per their entitlement at the time of retirement.
4.9	Paid leave of absence may be allowed at the rate of 1.5 days for each completed month of service. Accumulation of leave beyond a calendar year will not be allowed nor carried forward in case the engagement is extended. Also, no payment in lieu of unutilized leave will be paid at the time of discharge/expiry of the contract..
4.10	The retired employee shall execute an agreement to abide by all the terms and conditions of the re-engagement.
4.11	The duty hours of the re-engaged employees would be as prescribed by Competent Authority, as per the working conditions of the category with weekly off for one day.
4.12	Re-engaged staff shall be discharged immediately on joining of selected candidates from RRBs, CGA, GDCE(RRC) or through Departmental Selection or for any other reasons as per Administrative convenience based on the recommendation of PHOD/CHOD concerned.
4.13	Re-engaged staff shall not be given the financial and D&AR powers and shall not be authorised to issue any safety certificate. However, they can recommend their suggestions on financial and other matters to regular or in-service staff/officer.
5.0	How to apply
5.1	Application should be submitted in the prescribed format enclosed as Annexure. .All columns therein being mandatory.
5.2	Application format available in the PB ICF website www.pb.icf.gov.in . can be downloaded, filled in and printout of the same must be sent through post along with enclosures.
5.3	The recent passport size photograph should be affixed in the space provided in the application.
5.4	The applicant should sign legibly in the space provided
5.5	Self-attested photocopies of the following documents should be enclosed.
	(i) Service Certificate
	(ii) Pensioner Identity Card
	(iii) Copy of Pension Payment Order (PPO) (7 th CPC Pay Matrix)
6.0	Applications along with the above enclosures, duly self-attested should be addressed to ASSISTANT PERSONNEL OFFICER / WORKSHOP, INTEGRAL COACH FACTORY, CHENNAI - 600038 through ordinary post only on or before the closing date of notification.
6.1	Eligible candidates will be intimated through SMS only. All SMS communications from ICF Administration will be from PB/ICF only.
6.2	The mobile number and e-mail id should not be changed by the retired employee till completion of selection and administration will not be responsible for non-receipt of communication if mobile number and e-mail id are changed in between.
6.3	The applicants should bring all the original certificates when they are called to appear for Document verification.
7.0	General Instructions:
7.1	The decision of ICF in all matters relating to eligibility, acceptance or rejection of the application, selection and allotment of post to selected candidates, etc. is final and are binding on the retired railway employees.
7.2	Incomplete/illegible applications and applications without requisite enclosures, signature etc will be summarily rejected and no correspondence will be entertained in this regard.


Assistant Personnel Officer/Workshop
for General Manager (P)

Annexure

APPLICATION FOR RE-ENGAGEMENT OF RETIRED RAILWAY EMPLOYEES

(Notification No.PB/RR/39/Re-Eng dated 12.02.2026)

**ASSISTANT PERSONNEL OFFICER / WS
INTEGRAL COACH FACTORY
CHENNAI - 600 038**



I hereby submit my application for re-engagement as
in ICF on monthly remuneration, as per the terms and conditions laid down in the
Railway Board letters dated 15.10.2024 & 20.06.2025 and in the ICF Notification
dated 12.02.2026.

My Service particulars are as under: **(Applicants to fill up all columns in
their own handwriting)**

Post applied for	
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1	Name in Full (Block letter)	
2	Father's Name	
3	Designation on the day of retirement.	
4	Office from where retired	
5	Department	
6	Date of Birth (dd/mm/yyyy)	
7	Age as on the date of Notification	
8	Employee No. & HRMS ID	
9	Date of Appointment	
10	Date of Retirement	
11	Community(SC/ST/OBC/UR)	
12	Educational/ Professional Qualification	
13	Last Pay drawn and Pay Level	

14	PPO No & date. (7 th CPC Pay Matrix) (Enclose copy)	
15	Basic Pension sanctioned (without deducting commutation pension)	
16	Permanent address (in Block letters with Pin code)	
17	Correspondence address (in Block letters with Pin code)	
18	Email ID (IN BLOCK LETTER)	
19	Mobile Number	1.
		2.

- i. I hereby declare that I will not divulge any information gathered by me during the period of assignment related to the organization to anyone who is not authorized to know/have the same.
- ii. I am aware that I will be **discharged immediately** on joining of selected candidate(s) from RRB/RRC/CGA or through departmental selection or for any other reasons as per Administrative convenience.
- iii. I hereby declare that the information furnished above is true to the best of my knowledge and I am liable for action as per extant provisions, if found false/incorrect. I also declare that I have gone through the terms and conditions laid down in the Railway Board's letter dated 15.10.2024 & 20.06.2025 and ICF Notification dated 12.02.2026.

Place:

Date:

(Signature of the retired employee)