टेलीफोन सं: Telephone Nos. : 26263091,26263941

01 83 05 7511 01 01
स. डि. का. / I. C. F. 233
भारतीय रेल /INDIAN RAILWAYS
सवारी डिब्बा कारखाना
INTEGRAL COACH FACTORY
चेन्नै /CHENNAI-600 038.

No.PB/GG/Re-Engagement/Vol.I

Office of the PCPO
Dated: 17/11/2026

NOTIFICATION

Sub: Re-engagement of Retired Railway Gazetted Officers as Consultant

Ref: Rly. Board's letters No.2024/E(GR)I/38/I dtd 29.08.2024 & 08.11.2024

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1.0 It is proposed to re-engage the Retired Railway Gazetted Officer as Consultant on contract basis to fill up one vacant Group-B post of Civil Engineering Department of Integral Coach Factory, Chennai-38.

1.1 Applications are invited from the eligible officers those who are **"retired from Railway services" in Group-B (Level-8 & Level-9)** from Civil Engineering department for re-engagement as Consultant in exigencies of the services against the vacant post of Group-B (Level-8 & Level-9). The Terms & Conditions and Application / Proforma are attached as **Annexures "A", "B", "C" & "D"** for guidance.

1.2 This scheme for re-engagement of Retired Railway Gazetted Officers **shall be valid only up to 31.12.2026**.

2.0 **Vacancies**:

Sl. No.	Department	Designation of the Post	No. of Vacancies
1	Civil	Consultant (Engg.) /PU/ICF	1 Group-B

3.0 **Eligibility**:

3.1 **"Railway Officers, retired"** in Civil Engineering Department from **Group-B (Level- 8 & Level-9) are eligible to apply.**

3.2 Age limit: Maximum age limit for re-engagement shall be 65 years.

3.3 Medical fitness in the appropriate category shall be assessed by designated authorities before re-engagement.

4.0 **How to apply:**

4.1 The eligible Retired Railway Gazetted Officers those who are willing to apply, are advised to read the entire Notification carefully before filling up the prescribed Application / Proforma as given in the following Annexures:

i. **Annexure-A**: Terms and Conditions
ii. **Annexure-B**: Instructions for filling up the Application.
iii. **Annexure-C**: Terms of Reference.
iv. **Annexure-D**: Application / Proforma.

17/11/2026

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4.2 The eligible retired officers should send the filled in application in the prescribed format by POST to **"Deputy Chief Personnel Officer, Shell Administrative Office, Integral Coach Factory, Chennai – 600 038"**. Or they may submit the applications at Receipt Section of Personnel Branch/ICF.

4.3 The application received will be treated as "Invalid / Ineligible" on the following grounds:

i. Unsigned Application/Proforma.

ii Application without affixing latest photograph.

iii Incomplete Application/Proforma.

iv. Application without copies as indicated in Annexure-D.

5.0 The filled in Application should reach Personnel Branch/ICF/Chennai-38 is **on or before 07.12.2026 (Monday) at 17.30 Hrs.**

6.0 Applicants may contact the following Railway landline phone numbers for inquiries, if any:

Dy.CPO	:	044 - 261 47702
Ch.OS / GAZ	:	044 - 261 47710

This has the approval of the Competent Authority.

17/11/2026.

(G Araselvan)
Senior Personnel Officer/Wel. & IR

Encl: **Annexure – A, B, C & D**

Copy to:

All Concerned officers.

Annexure-A

TERMS & CONDITIONS

1. The re-engagement of retired Railway Gazetted Officers from Group-B (Level-8 & Level-9) as Consultant to fill up 1 Group-B post in Civil Engineering Department.

2. 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 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].

3. Maximum age limit of the re-engagement shall be **65 years**.

4. Suitability/competency of the retired officer shall be adjudged, on the basis of last five APARs as per established norms for a DPC by a three member committee of PHODs/CHODs, as appointed by General Manager. While re-engaging such officers, medical fitness in the appropriate category shall be obtained from the designated authorities as per existing practices.

5. **Period of re-engagement shall be upto 31.12.2026. No retired officer should be engaged beyond 31.12.2026.**

6. The re-engagement of Consultant shall not be considered as a case of re-employment.

7. **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 leaves will be paid at the time of discharge/expiry of the contract.

8. Re-engaged officer 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 officer at the time of retirement. The amount so fixed shall remain unchanged during the term of re-engagement. Retired employees engaged as Consultant may be allowed **TA/DA** in official tour, if any, as per their entitlement at the time of retirement.

9. The designation shall be Consultant followed by (trade name) i.e., Officer appointed against the above post shall be designated as Consultant (Engg.)/PU/ICF for Civil Engineering Department.

10. Re-engaged Officer shall be given responsibilities like inspections, supervision, drawing, etc.

11. Re-engaged Officer shall not be made in-charge of unit like Branch Officer in the Division. Re-engaged officer shall **not** be given the Financial and D&AR powers and shall **not** be authorized to issue any safety certificate. Re-engaged officer may recommend their suggestions on financial and other matters to regular Officer.

12. The Consultant shall not divulge any information gathered by him/her during the period of assignment related to the organization to anyone who is not authorized to know/have the same. For this purpose, the Consultant shall sign an agreement of Confidentiality with Govt. of India containing a clause on Ethics and Integrity.

13. Re-engaged officer shall be **discharged immediately** on joining of Selected Candidate(s) from UPSC or through Department Selection or for any other reasons as per Administrative convenience based on the recommendation of PHOD/CHOD concerned.

Annexure-B

INSTRUCTIONS FOR FILLING UP APPLICATION

1. The willing Retired Railway Officers should submit their application in the prescribed Proforma (**Annexure-D**) - All columns therein being mandatory.

2. The recent passport size photograph should be affixed in the space provided in the application.

3. The applicant should sign legibly in the space provided.

4. Copy of PPO (7th CPC Pay Matrix)

5. The envelope containing the application should be super scribed as – "APPLICATION FOR RE-ENGAGEMENT AS CONSULTANT (ENGG) / PU / ICF".

6. The eligible retired officers should send the filled in application in the prescribed format by POST to **"Deputy Chief Personnel Officer, Shell Administrative Office, Integral Coach Factory, Chennai – 600 038"**. Or they may submit the applications at Receipt Section of Personnel Branch/ICF.

Annexure-C

RE-ENGAGEMENT OF RETIRED RAILWAY OFFICERS AS CONSULTANT(ENGG)/PU/ ICF FOR CIVIL ENGINEERING DEPARTMENT,

TERMS OF REFERENCE

In terms of Railway Board letter No.2024/E(GR)I/38/I dated 29.08.2024, the Terms of Reference of the work to be assigned for **Consultant (Engg.)/PU/ICF** is as follows:

1. Responsibilities of Inspection, Supervision, Drawing, etc., excluding Financial and D&AR powers.

2. The re-engaged officer will be designated as Consultant (Engineering/Construction) or Senior Consultant (Engineering/Construction)

3. Consultant (Engineering/Construction) or Senior Consultant (Engineering/Construction) will look after all works connected with maintenance and construction activities as listed below:

(A) **Maintenance activities** (as per Indian Railway Works Manual)

(i) Inspection of all buildings & structures and their maintenance in a satisfactory and safe condition.

(ii) Providing suggestion and recommendation for execution and maintenance of works.

(iii) Verification of stores held by stock – holders.

(iv) Inspection of Water Supply and their maintenance in a satisfactory and safe condition.

(v) Inspection of Sewerage and Drainage System and their maintenance in a satisfactory and safe condition.

(vi) Association with various Committees and Groups such as the Colony Committee, the Sanitation Committee and the Station Improvement Group as decided by the Administration and take prompt action for items pertaining to his jurisdiction.

(B) **Construction activities**

(i) Planning.

(ii) Preparation of Plan.

(iii) Execution.

(iv) Measurements.

(v) Test checking and

(vi) Commissioning of works entrusted to him.

The Consultant (Engineering/Construction) will work under the Deputy Chief Engineer and the Senior Consultant (Engineering/Construction) will work under the Administrative Control of Deputy Chief Engineer.

4. Consultant (Engineering/Construction) and Senior Consultant (Engineering/Construction) will not have financial powers to pass bills. They can certify measurement and put up to Deputy Chief Engineer for exercising financial powers to pass the bills.

5. Consultant (Engineering/Construction) and Senior Consultant (Engineering/Construction) will not have D&AR powers. However, they can submit their recommendations for D&AR actions to Deputy Chief Engineer.

6. Consultant (Engineering/Construction) and Senior Consultant (Engineering/Construction) are not authorized to issue safety certificate. However, they can submit their recommendation to issue safety certificate to Deputy Chief Engineer, who will arrange to issue safety certificate.

7. Consultant (Engineering/Construction) and Senior Consultant (Engineering/Construction) shall not divulge any information gathered by him/her during the period of assignment related to the organization to anyone who is not authorized to know/have the same. For this purpose, the Consultant shall sign an Agreement of Confidentially with the Govt. of India containing a clause on Ethics and Integrity.

8. Re-engagement as Consultant (Engineering/Construction) or Senior Consultant (Engineering/Construction) shall not be considered as re-employment. Services of Consultant (Engineering/Construction) and Senior Consultant (Engineering/Construction) can be terminated at any time.

9. Engagement of Consultant (Engineering/Construction) and Senior Consultant (Engineering/Construction) is subject to all conditions mentioned in Railway Board letter no. 2024/E(GR)I/38/I dated 29.08.2024 and any subsequent instructions issued by Railway Board from time to time.

In case of any disputes arising out of engagement of Consultant (Engineering/Construction) and Senior Consultant (Engineering/Construction), decision of Chief Engineer is final and binding.

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Annexure-D

APPLICATION FOR RE-ENGAGEMENT OF RETIRED RAILWAY GAZETTED OFFICERS AS CONSULTANT(ENGG)/PU/ICF

(Notification No.PB/GG/Re-Engagement/Vol.I dated 17.11.2026)

Affixing Recent Passport Size Photo

The Deputy Chief Personnel Officer
Integral Coach Factory,
Chennai – 600 038.

I hereby submit my application for re-engagement as Consultant (Engg.)/PU/ICF on monthly remuneration, as per the terms and conditions laid down in the Railway Board's letter dated 29.08.2024 & 08.11.2024 and in the ICF Notification.

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

Post applied for	CONSULTANT (ENGG) /PU/ICF

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

15	PPO No & date. (7th CPC Pay Matrix) (Enclose copy)	
16	Basic Pension sanctioned (without deducting commutation pension)	
17	Permanent address (in Block letters with Pin code)	
18	Correspondence address (in Block letters with Pin code)	
19	Email ID (IN BLOCK LETTER)	
20	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 UPSC or through departmental selection or for any other reasons as per Administrative convenience based on the recommendation of PHOD/CHOD concerned.

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 29.08.2024 & 08.11.2024 and the ICF Notification.

Place:

Date:

(Signature of the Retired Officer)