INTEGRAL COACH FACTORY,CHENNAI-38
(Ministry of Railways)

Notification No. AAD/Re-engage/Non-Gaz/02/2026 **Date: 19.11.2026**

Notification for Re-Engagement of Sr.SO(A), Sr.SV/SV & Sr.Accountant Retired Accounts staff

Closing Date & Time for receipt of applications **02.12.2026 @ 17:00 hrs.**

Sub : Notification for Re-engagement of Non-Gazetted retired Accounts staff in Integral Coach Factory, Chennai 600038.

Ref :1. Railway Board's Letter No.E(NG)II/2024/RC-4/9 dt:15/10/2024 (RBE 96/2024)
2. Railway Board's Letter No.E(NG)II/2024/RC-4/9 dt:31/12/2024(RBE 115/2024)
3. **Railway Board's Letter No.E(NG)II/2024/RC-4/9 dt:22/09/2026(RBE 73/2026)**

1.0 In terms of Railway Board's letter above reference applications are invited in prescribed Proforma from willing retired Non-Gazetted Accounts staff, SSO(A) in Pay Level-8 (also MACP Pay Level- 9); Sr.Stock Verifier/Stock Verifier in Pay Level 6 & 7 and Sr.Accountant (erstwhile Accounts Assistant) in pay Level 6 for re-engagement on monthly remuneration basis for the following post in Integral Coach Factory, Chennai 600 038.

Sl.No	Post/cadre identified for Re-engagement	Pay Level	No.of Vacancies
1.	Sr.Section officer(A)	Level 8 &9	01
2.	Sr.Stock Verifier / Stock Verifier	Level 6 &7	03
3	Sr.Accountant (erstwhile Accounts Assistant)	Level 6	04

2.0

ELIGIBILITY CRITERIA:

SSO(A) in level 8 & 9

1. Retired Railway Staff who worked in Accounts Department of Zonal Railways/PUs as Sr.SO(A), in Level-8 & 9. However, in terms of Board's letter dated 20.06.2025, re-engagement of Non-Gazetted posts in pay level 1 to level 9 may be filled by calling volunteers who retired from posts in the same cadre/category up to 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.
2. Preference will be given to the retired staff of ICF.

Sr.SV/SV in level 6 & 7

1. Retired Railway Staff who worked as Sr.SV/SV in Accounts Department of Zonal Railways/PUs), in Level-6 & 7. However, in terms of Board's letter dated 20.06.2025, re-engagement of Non-Gazetted posts in pay level 1 to level 9 may be filled by calling volunteers who retired from posts in the same cadre/category up to 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.
2. Preference will be given to the retired Sr.SV/SV of ICF.

	Sr.Accountant (erstwhile Accounts Assistant) in level 6 1. Retired Railway Staff who worked in Accounts Department of Zonal Railways/PUs as Sr.Accountant (erstwhile Accounts Assistant) in Level-6. However, in terms of Board's letter dated 20.06.2025, re-engagement of Non-Gazetted posts in pay level 1 to level 9 may be filled by calling volunteers who retired from posts in the same cadre/category up to 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. **2.** Preference will be given to the retired staff of ICF.
2.1	**Age Limit** — **Upto 65 years of Age as on the date of notification**
3.0	**Scheme Validity** — **Upto 15.10.2028**
4.0	**Other Conditions :**
4.1	The Re-engagement will be for a period of 1 year or till the validity of the scheme 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. Moreover, he/she should not have any criminal case/Police case pending before any court of law till application date.
4.4	Re-engagement shall be subject to prescribed medial 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.
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 authorized 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 I & II. All columns therein being mandatory.
5.2	Application format available in the **ACCOUNTS WEBSITE/ICF** 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) (7th CPC Pay Matrix)
6.0	Applications along with the above enclosures, duly self-attested should be addressed to **DY.FA&CAO/GENERAL, 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 ACCOUNTS/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	ICF reserves the right to reject incomplete / illegible applications and applications without requisite enclosures, signature, latest photograph etc and no correspondence will be entertained in this regard.
7.3	Administration reserves the right to conduct viva voce in case of necessity.

Dy.FA&CAO/GENERAL / ICF

Annexure I

APPLICATION FOR RE-ENGAGEMENT OF RETIRED RAILWAY EMPLOYEES

(Notification No. AAD/Re-engage/Non-Gaz/02/2026 dated 19.11.2026)

Affix Recent Passport Size Photo

DY.FA&CAO/ GENERAL,
ACCOUNTS DEPARTMENT,
SHELL DIVISION,
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 , 31.12.2024 & 22.09.2026 and in the ICF Notification dated 19.11.2026.

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

Post applied for	

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	Mode of retirement (Superannuation/VR/Others)	
12	Community (SC/ST/OBC/UR)	
13	Educational/Professional Qualification	
14	Last Pay drawn and Pay Level (at the time of retirement)	
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.
21	Aadhar No.	

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 am aware that decision of the Railway Administration in regard to the re-engagement shall be final and binding on the candidate.

iv. I have no objection if I am discharged, at any time, due to exigencies felt by the Railway Administration.

v. 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, 31.12.2024 & 22.09.2026 and ICF Notification dated 19.11.2026.

vi. No Police case / Criminal Court case is pending against me and I have not been sent to Jail since my retirement.

vii. I have been working as .....(Designation) with (Name of organization) ..... Since (.....) or worked for the period from ..... To ..... No D&AR/Vigilance case was initiated or is pending against me.

Enclosure :-

1. **Copy of PPO.**
2. **Service Certificate.**
3. **Pensioner's Identity Card.**

Place :

Date : (Signature of the Retd.Applicant)

Annexure II

Details of Posting held during the Service Period.

S.No	Office worked	Section	Designation during the period	Date of Joining to particular section (from)	Date of Relieving from particular section (to)

Place :

Date :

Name & Signature of the Retd.Applicant