

**Advt. No. 28/2026**

Dedicated Freight Corridor Corporation of India (DFCCIL) is a schedule 'A' Public Sector Undertaking under the administrative control of Government of India (Ministry of Railways). DFCCIL has been established to create and operate the most ambitious and biggest ever project in infrastructure sector, set-up to give economy a boost and build high capacity and high-speed rail freight corridors along the golden quadrilateral and its diagonals. The first Phase comprises of construction of two Dedicated Freight Corridors spanning the Mumbai-Delhi (Western DFC) and Delhi-Kolkata (Eastern DFC).

2. DFCCIL requires dynamic, experienced and result oriented retired government employees of Indian Railways **for need-based re-employment in various departments of DFCCIL**. To meet the immediate requirement of manpower, the Company invites applications from retired government employees to form need based panel through walk-in-interview.

3. The deployment of the selected retired employees through the said walk-in-interview will be made as per the administrative/operational requirement. The empanelment of Retired employees will be as per the eligibility criteria laid down in HR policy No. 28/2022 dated 22.07.2022 based on the Level from which the employee has retired. A copy of the above circular is attached herewith. The Department and the eligibility of the retired employees who can apply and attend the walk in interview to which re-employment will be made, are mentioned as under: -

| Location for Walk-in-Interview | Deptt.     | Eligibility of Retired government employees of Indian Railways who can apply and attend the said walk-in-interview                                                                                                                      | No. of Posts along-with place of posting                    |
|--------------------------------|------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|
| Ambala Unit                    | Mechanical | Government employees of Indian Railway having experience of working in Mechanical Department (with C&W / Workshop / Loco Shed backgrounds) and retired from CDA Scale level 02 to level- 07 can apply and attend the walk-in-interview. | 10 posts under Ambala unit:<br>08 for E0-E1<br>02 for N5-N7 |

**Note: Only substantive/regular pay level/grade pay will be considered. MACP pay level/Grade pay held at the time of retirement will not be considered. Further, Retired Indian Railways employees who held the post of SSE and other similar categories and retired from Level-08 or Level-09 solely on account of post upgradation shall be treated as equivalent to substantive Level-07 for the purpose of re-employment in DFCCIL and shall be eligible for engagement against Sr. Executive/E1 level posts.**

4. Further details are as under:

- I. **Age:** As per HR policy, the re-employed employees will be allowed to work upto the maximum age limit of 65 years. On the date of walk-in-interview, the age of retired employees should not exceed 64 years of age i.e. on the date of advertisement, one year residual age to attain 65 years should remain available. Preference will be given to retired employees from Indian Railways with good health.
- II. **Duration:** The selected candidates will be placed on the panel and will be re-employed/deployed based on requirement, initially for a period of one year, which can be extended as per the requirements/performance of the retired employee and at the sole discretion of company i.e DFCCIL. The re-employment can be terminated pre- maturely on one month's notice by either side.
- III. **Remuneration:** The pay of the retired employees will be fixed in terms of HR Policy and as revised/amended from time to time. Entitlement for Conveyance allowance and Mobile charges will be governed as per DFCCIL's policy. No other allowance is admissible. In case of travel on duty, TA/DA/Lodging admissibility will be as per extant HR policy.
- IV. **Leave:** Re-employment/consultant personnel will be granted (2) days leave for each completed month of contract in DFCCIL and such leave shall not have any specific nomenclature like CL, Earned Leave etc. The accumulated leave cannot be carried forward to the next calendar year.
- V. **Selection Process:** Through the process of Walk-in-Interview for forming panel against the above-mentioned posts on re-employment basis which will be held on below mentioned date and location. The reporting time will from 10.00 hrs. to 12.00 hrs in location/office as per details given below:

| Location of Walk-in Interview | Deptt      | Date of Walk-in-Interview | Office address (location address) of Walk-in-Interview                                                                            |
|-------------------------------|------------|---------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| Ambala Unit                   | Mechanical | 03.11.2026<br>(Tuesday)   | <b><u>DFCCIL/Ambala</u></b><br>Office Address: Ambala<br>Old Railway Colony (Near Anand Market),<br>Ambala Cantt, Haryana- 133001 |

- VI. The retired railway employees fulfilling the eligibility criteria mentioned at Para-3 above may report to the above-mentioned office for walk-in-interview on the dates and time indicated against location in the above table (Para-5). The applications of retired Railway employees will be checked by the officials of DFCCIL and only those retired employees who will be fulfilling the criteria as per the advertisement and on producing of necessary documents viz. Service Certificate/PPO(as per 7th CPC) and other relevant documents (self-certified copies of the documents) will be allowed for interview.
- VII. **Medical Examination:** The selected candidates will be issued an offer of appointment as per requirements. They will have to undergo medical examination /health check-up and will be considered for re-employment only if they are found medically fit, in addition to fulfilling other criteria.

## VIII. How to Apply:

- (i) Retired employees from Indian Railways fulfilling the eligibility criteria laid down above, should bring with them duly filled in prescribed proforma enclosing herewith self-attested photocopies of the requisite documents i.e. PPO (as per 7th CPC), Service Certificate, Last Pay Slip, Aadhar card, Cancel Cheque/Copy of Bank Passbook & two photograph etc.
- (ii) The retired employees shall have to produce original Service Certificate/PPO and other documents for verification in original at the time of interview. The candidates will not be allowed for interview if they don't bring the documents on the date of interview. If any of the particulars stated by the retired Railway employee is found that he has willfully suppressed any material fact/information relevant to the consideration of his/her case without prejudice to any other action that may be taken in concurrence thereof his/her candidature will be summarily rejected and will not be interviewed.
- (iii) In addition, the proof of identity and residence, last pay slip and two recent passport size photographs and documents as mentioned in the application Format and working experience on the proforma will be required.

## IX. General:

- (i) No TA/DA/journey expense will be paid to the retired employees for appearing in the interview. The retired Railway employees are advised to make necessary arrangements for his/her travel/stay will in advance, so as to reach the interview venue in time.
- (ii) The re-employment will not confer any right for regularization in DFCCIL.
- (iii) Any dispute with regard to re-employment against this advertisement will be under the jurisdiction of Court in Delhi only.
- (iv) The retired employees who had earlier worked in DFCCIL in any capacity but terminated/separated from service for any reason or extension of re-employment not granted will not be considered for interview.

## X. As per revised provisions (Para-7.9 of DFCCIL Vigilance Manual -2012), Retired persons to be engaged in DFCCIL should not include the following:

- (a) Persons borne on current "Agreed/Secret" list while in service or involved in any current Vigilance/CBI cases or against whom disciplinary or prosecution are in process.
- (b) Persons who has been imposed a major penalty or two or more minor penalties or against whom administrative action has been taken three times or more or who have been imposed one Minor Penalty and against whom two administrative actions have been taken as a result of Vigilance/CBI action while in service on Railways.
- (c) Persons against whom minor penalty has been imposed or administrative action has been taken as a result of Vigilance/CBI action during the preceding 5 years for serving officers and last 5 years of service for retired Officers.

  
(Kamna Thakur)  
Jt. General Manager/HR

(i)

**APPLICATION FORM (FOR RETIRED EMPLOYEES)**

Paste here recent passport  
size photograph  
(self-Attested)

|                                  |                                                                                              |                         |      |   |
|----------------------------------|----------------------------------------------------------------------------------------------|-------------------------|------|---|
| Post applied for                 |                                                                                              |                         |      |   |
| Choice of Location (Preference ) |                                                                                              | 1                       | 2    | 3 |
|                                  |                                                                                              |                         |      |   |
| 1.                               | Name of retired Employee<br>( in block letters)                                              |                         |      |   |
| 2.                               | Father's Name<br>( in block letters)                                                         |                         |      |   |
| 3.                               | Name & address of office from<br>where retired / superannuated<br>(Divn./Railway)            |                         |      |   |
| (I)                              | Date of Retirement and last<br>Designation                                                   |                         |      |   |
| (II)                             | Pay scale held at the time of<br>retirement (Regular)                                        |                         |      |   |
| (III)                            | Pay Scale in MACP<br>(If applicable)                                                         |                         |      |   |
| (IV)                             | PF No.                                                                                       |                         |      |   |
| (V)                              | Date of Initial Appointment                                                                  |                         |      |   |
| 4.                               | Date of Birth                                                                                |                         |      |   |
| (I)                              | Age as on date                                                                               | DD-----MM-----YYYY----- |      |   |
| 5.                               | Adhar number/voter ID                                                                        |                         |      |   |
| 6.                               | Present address                                                                              |                         |      |   |
|                                  | H.NO/ street no./lane                                                                        |                         |      |   |
|                                  | Block/area/village                                                                           |                         |      |   |
|                                  | Tehsil & district                                                                            |                         |      |   |
|                                  | State & pin code                                                                             |                         |      |   |
| 7.                               | (a) Place of birth, district and<br>state in which situated                                  |                         |      |   |
|                                  | (b) Permanent address                                                                        |                         |      |   |
|                                  | (c) Residential address during last<br>5 years or present<br>corresponding address.          |                         |      |   |
| 8.                               | Name of two responsible<br>persons of your locality & their<br>addresses or two reference to | (i)                     | (II) |   |

|     |                                                                                                                                                                                                                                                                                                                                                        |  |  |
|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|
| 9.  | <p>(a) (i) Have any departmental proceedings/vigilance proceedings or any other case is under process during service/pending after retirement/at present against you? (Yes/No if yes give the detail)</p> <p>(a)(ii) Have you ever been awarded any punishment while in service as Minor Penalty or Major Penalty, if so give details of the same.</p> |  |  |
|     | <p>(b) Have you ever been arrested/ prosecuted /remained under detention or any criminal proceedings pending against you? (Yes/no)</p>                                                                                                                                                                                                                 |  |  |
|     | <p>(c) If the answer to any of the questions mentioned is Yes give full particulars of the case /arrest /detention/conviction punishment etc. and the nature of the case pending in the court /department/PSU etc. (Yes /No)</p>                                                                                                                       |  |  |
| 10. | <p>Submit a copy of complete Bio-data, service certificate, PPO no. PPF no. PAN no. complete bank account details with IFSC code , etc.</p>                                                                                                                                                                                                            |  |  |

#### NOTE

1. The furnishing of false information or suppression of any factual information in the form would be a disqualification for the re-engagement of a retired/Govt./PSU employment.
2. If the fact that information has been furnished or that there has been suppression of any factual information in the form comes to notice at any time during the engagement of retired employee, engagement /contract will be terminated without any notice immediately and the remuneration paid will be refunded /deposited by me. Any action as deemed fit by DFCCIL may be taken.

I certify that the above information is correct and complete to the best of my knowledge and belief.

Signature

Name-----

Mobile No. -----

Email ID-----

(ii)

**Working Experience**

|      |                                                                |           |       |              |                         |
|------|----------------------------------------------------------------|-----------|-------|--------------|-------------------------|
| 1.   | Name of the retired employee                                   |           |       |              |                         |
| 2.   | Name & Address of office from where retd/superannuated         |           |       |              |                         |
| 3.   | Designation at the time of retirement                          |           |       |              |                         |
| 4.   | Pay scale/Grade pay                                            |           |       |              |                         |
| 5.   | Date of Birth                                                  |           |       |              |                         |
| 6.   | Date of appointment                                            |           |       |              |                         |
| 7.   | Length of service                                              |           |       |              |                         |
| 8.   | Posting/Working experience during last 20 years.               |           |       |              |                         |
|      |                                                                |           |       |              |                         |
| From | To                                                             | Post held | Place | Pay/scale/GP | Duties responsibilities |
|      |                                                                |           |       |              |                         |
|      |                                                                |           |       |              |                         |
|      |                                                                |           |       |              |                         |
| 9.   | Any other relevant information (Award, special work done etc.) |           |       |              |                         |
| 10.  | Proficiency in Computer knowledge of MS word                   |           |       |              |                         |

Signature

Name-----

Mobile No. -----

Email ID-----

(iii)

**VERIFICATION FORM**

**Attested  
Photograph**

|    |                                                                                                                        |      |
|----|------------------------------------------------------------------------------------------------------------------------|------|
| 1. | Name of applicant<br>(in Block letters)                                                                                |      |
| 2. | Father 's Name<br>( In Block letters)                                                                                  |      |
| 3. | Present Address                                                                                                        |      |
|    | H.NO/Street no./Lane                                                                                                   |      |
|    | Block /Area/Village                                                                                                    |      |
|    | Tehsil & District                                                                                                      |      |
|    | State & Pin code-                                                                                                      |      |
|    | Police Station                                                                                                         |      |
| 4. | Nationality                                                                                                            |      |
| 5. | Date of Birth                                                                                                          |      |
|    | Age as on date                                                                                                         |      |
| 6. | (a)Place of birth, district,<br>State in which situated                                                                |      |
|    | (b) Permanent Address                                                                                                  |      |
|    | Residential address during<br>last 5 years or present<br>corresponding address.                                        |      |
| 7. | Aadhar Number /<br>voter ID                                                                                            |      |
| 8. | Name of two responsible persons of your locality & their addresses or<br>two references to who you are known (with ID) |      |
|    | (I)                                                                                                                    | (II) |

**NOTE: Please also fill up and submit the self declaration form regarding your Vigilance status attached herewith.**

Signature---

Name-----

Mobile No. -----

**DECLARATION-REG. D&AR/VIGILANCE STATUS FOR RE-ENGAGEMENT IN DFCCIL**

In reference to my application for re-engagement in DFCCIL  
I Shri. .... (Full Name ) give the declaration  
that there is no D&AR and Vigilance cases pending against me. My re- engagement in  
DFCCIL as consultant is subject to pending my vigilance clearance, I also accept the  
following conditions:

- (i) No payment will be made to me until vigilance clearance is received,
- (ii) Subsequently, if anything adverse is found in my vigilance clearance report, my  
services of re-engagement in DFCCIL will be terminated immediately without  
giving any notice to me.

**Place:**

**Date:**

**Signature of the Applicant:**

**Name of the Applicant:**

**Designation at the time of retirement:**

**Railway/Deptt. n from where retired:**



डेडिकेटेड फ्रेट कॉरीडोर कॉर्पोरेशन ऑफ़ इंडिया लिमिटेड  
भारतसरकार (रेलमंत्रालय) काउपक्रम  
**Dedicated Freight Corridor Corporation of India Limited**  
A Government of India (Ministry of Railways) Enterprise

HQ-HR0COPO(HRP)/13/2020-HR-COORD AND POLICY/877

Dated: 22.07.2022

**Circular No 28/2022**

**Sub: Re-employment & Re-engagement Policy of Retired Govt./PSU employees in DFCCIL**

BoD in its 82nd meeting (Item No 82.3.3) held on 30.06.2022 has accorded approval to various amendments in the Re-employment & Re-engagement Policy of Retired Govt. / PSU employees in DFCCIL.

2. Accordingly, Chapter-VII of HR Manual on Re-employment & Re-engagement Policy of Retired Govt./PSU employees stands modified and the same is circulated herewith for information and compliance by all concerned.

3. This circular shall supersede existing policy guidelines contained in HR Manual and circulars issued earlier on the subject.

4. This issues with the approval of Competent Authority.

**DA:** Chapter -VII of HR Manual on Re-employment & Re-engagement Policy

  
R.S Rawat 22/7/22.  
(AGM/HR)

Email to :-

1. Secy to MD, for kind information of MD
2. Director/Infra, Director/Finance, Director/OP&BD, Director/PP, CVO
3. ED/Infra-I/EDFC, ED/Infra-II/EDFC, ED/Infra/WDFC, ED/AM/WDFC
4. All CGMs/GMs/CGMs/GM CO- for information of all employees

## Chapter-VII

# Re-employment & Re-engagement Policy of Retired Govt./PSU employees in DFCCIL

The Company needs the services of experienced personnel in the technical fields who are not readily and adequately available from other sources like deputation/absorption. The cases of re-employment/re-engagement of retired Govt./PSU employees as Advisors, Consultants and on Re-employment basis in DFCCIL shall be decided as under: -

### I. RE-EMPLOYMENT

#### Engagement on Re-employment basis against the vacancies in Sanctioned Strength

(i) **Eligibility:** -

- (a) Central/State Government officials retired from the level 13/13A and below will be eligible for re-employment in DFCCIL.
- (b) CPSE officials retired from E7 and below will be eligible for re-employment in DFCCIL.
- (c) Re-employment will be made against vacancies in E7 (AGM) & below level posts. The eligibility of Retired Govt./PSU employees for re-employment to the various posts in DFCCIL will be as under:-

| Retired in CDA/IDA Grade as indicated in the PPO (Substantive Grade) | Eligibility for re-employment in DFCCIL (Post) |
|----------------------------------------------------------------------|------------------------------------------------|
| Level-13A/IDA scale in E7                                            | AGM(E7)                                        |
| Level-13/IDA scale in E6                                             | JGM(E6)                                        |
| Level-12/IDA scale in E5                                             | DGM(E5)                                        |
| Level-11/IDA scale in E4                                             | Manager(E4)                                    |
| Level-09/10/IDA scale in E3                                          | Assistant Manager(E3)                          |
| Level-08/IDA scale in E2                                             | Jr. Manager(E2)                                |
| Level-07/IDA scale in E1                                             | Sr. Executive(E1)                              |
| Level-06<br>(retired as Supervisors/ IDA scale in E0)                | Executive(E0)                                  |
| Level-5/6 (retired as Sr. Technician or MCM)/IDA Scale in N7         | Jr. Executive(N7)                              |
| Level-4&5/IDA scale in N6                                            | Jr. Executive(N6)                              |
| Level-2&3/IDA scale in N5                                            | Jr. Executive(N5)                              |
| Level-1/IDA scale in N4                                              | MTS(N4)                                        |

(ii) **Remuneration:** -

- (a) Monthly remuneration @50% of last Basic Pay drawn plus applicable DA will be payable to the re-employed retired employees.

(b) Other Charges/Allowances

| Re-employed post                                      | Conveyance charges per month (in Rs.) | Mobile charges per month (in Rs.) |
|-------------------------------------------------------|---------------------------------------|-----------------------------------|
| Manager(E-4) and above                                | 4000/2000*                            | Rs.500/-                          |
| Executive (E0) and above up to Assistant Manager (E3) | 2000/1200*                            |                                   |
| MTS Grade-IV(N3) to Jr. Executive (N7)                | 1600/1000*                            |                                   |

\*If posted in cities other than Hyderabad(UA), Delhi (UA), Bangalore(UA), Greater Mumbai(UA), Chennai(UA), Kolkata(UA), Ahmedabad(UA), Surat(UA), Nagpur(UA), Pune(UA), Jaipur(UA), Lucknow(UA) and Kanpur(UA)

## **Note – Requirement for Re-employment**

- 1) Re-employment beyond the age of superannuation should not be done as a matter of routine and should be based on the merits of each individual case. Engagement of retired Govt./PSU employees on re-employment basis may be kept restricted to the minimum, on need basis only and may be made only against sanctioned posts which are lying unfilled. Generally, Non-technical/non-professional employees should not be re-employed.
- 2) Re-employment will be resorted to where specific expertise is not readily available within the company and serving Government officers are not willing to join on deputation.
- 3) Efforts should be made through wide publicity for getting experts on deputation or other means.
- 4) In order to meet the shortage of staff for attending the failures, Retired running staff of Indian Railways may be engaged as Consultant or on Re-employment basis. They will be engaged on need basis on specific requirement for the train operations.
- 5) When a project is in mid-stream and withdrawal of the expert who is retiring will adversely affect completion of the project. This should be resorted to only in exceptional cases. Normally, arrangement should be made by the company in time so that retirement of an individual does not affect the company's business/completion of the project. Care should be taken that only officers having sufficient time before retirement should be posted on new projects so that necessity for re-employment for completion of the projects does not arise.
- 6) With the permission for re-employment, the organization may review requirement of consultants, contract appointments, Advisers, etc.

*(Ministry of Railways letter No.2003/PL/60/51 dated 06.09.2004)*

*(DFCCIL Circular No.HQ/HR-Re-Emp-Engmt.Pol/10 dated 31.07.2014)*

## **II. Re-engagement**

- (i) The services of Advisors/Consultants will not be against Sanctioned strength. They will be purely on need basis where specific expertise is required.
- (ii) Re-engagement of retired officials should be need based for a specific assignment and for a specific duration.
- (iii) The system of engaging Advisors/Consultants on retainer-ship basis i.e. without specifying and specific assignment for a specific duration shall not be permitted and it should be discontinued with immediate effect.
- (iv) The services of Advisors/Consultants should be hired only in the areas where the specific expertise is required. The retired officer engaged as Advisor/Consultants should have active current involvement in the profession or recent experience of railway working during the last three years.
- (v) Re-engaged officials shall not be allowed to take regular work of the companies.
- (vi) Re-engaged officials shall not undertake work which involves entering into financial commitments for exercising powers or matters which are likely to Bind the company.

*(DFCCIL Circular No. HQ/HR-Re-Emp-Engmt.Pol/10dated 31.07.2014)*



**(A) Engagement as Advisors**

**(i) Eligibility: -**

Central/State Government officers of the rank of HAG and above i.e. Principal Executive Director/Advisors, Additional Members/Additional Secretary level officers, Members/Secretary level officers, Chairman, etc.

CPSE officers of the rank of Executive Directors(E9), Directors and Managing Directors/CMD.

**(ii) Remuneration: -**

- (a) Rs.6700/- per diem
- (b) In case their services are utilized for half a day, the remuneration will be 60% per diem rate
- (c) Monthly remuneration shall be restricted up to maximum of 15 days in a month
- (d) Rs.1000/- per day for Transport Charges (on claim basis)

(DFCCIL Circular No.29/2019 dated 01.10.2019)

**(B) Engagement as Consultants**

**(i) Eligibility: -**

- (a) Central/State Government officials of the rank of SAG and below will be eligible for Re-engagement as Consultant in DFCCIL.
- (b) CPSE officials of the rank of E-8 and below will be eligible for Re-engagement as Consultant in DFCCIL.

**(ii) Remuneration: -**

- (a) Monthly remuneration @ 50% of last Basic Pay drawn plus DA will be payable to the re-engaged retired employees.

**(b) Other Charges/Allowances**

| Retired in CDA/IDA Scales as indicated in PPO<br>(Substantive Grade) | Conveyance charges per month<br>(in Rs.) | Mobile charges per month (in Rs.) |
|----------------------------------------------------------------------|------------------------------------------|-----------------------------------|
| For officers of the rank of SAG(Level-14)/E-8                        | 5000/2500*                               | Rs.500/-                          |
| For officers of the rank from level 13A to 10/ E7-E3                 | 4000/2000*                               |                                   |
| For officials of the rank from level 9 to 6/ E2-E0                   | 2000/1200*                               |                                   |
| For officials of the rank from level 5 to 1/ N7-N4                   | 1600/1000*                               |                                   |

\*If posted in cities other than Hyderabad(UA), Delhi (UA), Bangalore(UA), Greater Mumbai(UA), Chennai(UA), Kolkata(UA), Ahmedabad(UA), Surat(UA), Nagpur(UA), Pune(UA), Jaipur(UA), Lucknow(UA) and Kanpur(UA)

### **III. Other Conditions for re-employment /re-engagement of retired officials:-**

- i. Such retired persons who are clear from vigilance angle should only be engaged on re-employment / re-engagement basis.
- ii. Retired employees from Railway/Other Govt. Dept./PSUs may be re-engaged/ re-employed for a period one year at a time till 65 years of age with the approval of MD. Cases of Re-employment / Re-engagement beyond 65 years will require approval of BoD.
- iii. Allowance payable to the staff against the running duty like Tower Wagon Driver (TWD) /Shunting Duties-Any Re-employed/re-engaged (Consultant) staff posted for running duties (TWD/Shunting) will be paid kilometrage Allowance as per the rates specified vide para 5.1.2. of circular No.403/2020 dated 01.07.2020. The rate will be determined on the basis of eligibility as defined in Para – I(i)(c) above. Allowance will be available only on the dates they perform the running duties.
- iv. The TA/DA/Hotel charges for retired officials posted in corporate office for travel on official duty beyond 60 Km at the TA rates applicable to equivalent level official on the basis of eligibility as defined in Para I(i)(c) above will be payable. For SAG level officers, TA/DA shall be applicable as given to E8 level officers. For Advisors, TA/DA shall be applicable as given to E9 level officers.
- v. No separate vehicle is to be provided to retired employees.
- vi. Retired re-employed officials/consultants posted in field units being deputed to various sites/ on tour to assess the progress of the work shall be eligible for TA/DA/Hotel charges on tour at the rates defined for the equivalent scales in DFCCIL as per extant instructions. There shall be no restriction of 60 kms as envisaged for Consultants/Re-employed retired employees posted in Corporate Office.
- vii. Similarly, retired re-employed officials/consultants posted in field units / corporate office whenever they are posted on roster duties and engaged for night duty or on national holiday, shall be eligible at the rates defined for the equivalent scale in DFCCIL.
- viii. Both Re-employed and Consultants) will be granted two (2) days leave for each completed month of employment in DFCCIL and such leave shall not have any specific nomenclature like CL, earned leave, etc. The accumulated leave cannot be carried forward to the next calendar year.
- ix. Only officials with good conduct and integrity should be considered for re-engagement/re-employment. Details should be checked up from concerned administrative Ministry / Department.
- x. Retired employees should not be sent abroad unless the prior approval of Ministry of Railways has been obtained.
- xi. No other allowance is admissible.

*(DFCCIL Circular No.HQ/HR-Re-Emp-Engmt.Pol/10 dated 10.11.2014)*

*(DFCCIL Circular No.29/2019 dated 01.10.2019)*

*(Ministry of Railways letter No.2003/PL/60/51 dated 06.09.2004)*



**IV. Procedure for engagement of retired Govt./State PSU/CPSEs officials as Consultants or on Re-employment basis: -**

**Issue of advertisement and selection process-** Notification for re-employment / re-engagement shall be advertised on the website of the DFCCIL for conducting walk-in-interview by Corporate Office – HR, duly specifying the eligibility criteria.

(i) The selection process will be through walk-in-interview/calling of application as defined in the notification.

(ii) **The Selection Committee** will be constituted as under: -

➤ **For Advisor (s):** Committee of Director level will be constituted consisting of 2 Directors with the approval of MD.

➤ **For Consultants/Re-employed:** Committee of GGMs/GMs/CGMs level will be constituted consisting of three (3) members with the approval of MD.

*(DFCCIL Circular No. HQ/HR-Re-Emp-Engmt.Pol/10(Pt.II) dated 14.08.2014 and 17.08.2015)*

*(Niti Aayog Letter No. A-120013/02/2015-Admn.1/Rectt. Cell dated 23.12.2015)*

(iii) Selection Criteria for retired officials for Re-engagement/Re-employment will be as under:-

| Marks out of 40                               |     |             |       |
|-----------------------------------------------|-----|-------------|-------|
| Domain Knowledge                              | Age | Personality | Total |
| 30                                            | 5   | 5           | 40    |
| Qualifying marks will be 60% out of 40 marks. |     |             |       |

**V. Vigilance Clearance**

Instructions issued by DPE/ DoP&T / Ministry of Railways/ CVC from time to time, shall apply.

**VI. Medical Examination**

Retired officials from Central/State Govt./CPSEs before being engaged as Consultants/Re-employed will require to undergo medical examination.

**VII. Police Verification**

(i) After issuing orders for re-employment/re-engagement of retired employees, Verification form will be sent to concerned SPs for Police Verification and a copy of the same will also be sent to Vigilance Department of DFCCIL for information and coordination.

(ii) In case, any adverse report in the Police Verification, the services of retired employee will be terminated immediately without any notice and remunerations paid to retired employee will be refunded/deposited to DFCCIL by him.

*(DFCCIL Circular No.HQ/HR-Re-Emp-Engmt. Pol/10(Pt.II) dated 21.11.2014)*

*(Niti Aayog letter No.A-121013/02/2015-Admin.1/Rectt. Cell dated 23.12.2015)*

## **VIII. Conflict of Interest**

- (i) Retired officials from Central/State Govt./CPSEs for engagement as Advisors/Consultants or Re-employed is expected to display, utmost honesty, secrecy of office and sincerity while discharging his/her duties. In case the services of Advisors/Consultants/Re-employed are not found satisfactory or found in conflict with the interests of the Government, his/her services will be liable for discontinuation without assigning any reason.
- (ii) Retired official from Central/State Govt./CPSEs for engagement as Advisors/Consultants/Re-employed appointed on full time basis would not be permitted to take up any other assignment during their tenure with DFCCIL.

*(Niti Aayog letter No.A-12103/02/2015-Admin.1/Rectt.Cell dated 23.12.2015)*

## **IX. Uniform**

- (i) Retired re-engaged/re-employed operating officials in field units involved in train operations in the station premises/yard must wear uniform during duty period and may be allowed reimbursement of the cost of uniform @Rs.833/- per month.
- (ii) Type/Colour of Uniform shall be as per regular employee uniform and as per extant instructions issued from time to time.
- (iii) Other departmental staff working on re-engaged/re-employment basis in field units may be given safety jacket to be put on to identify as official engaged with DFCCIL.
- (iv) The issue of deciding which retired re-engaged/re-employed is performing train operations in the station premises/yard be left to the discretion of the concerned CGMs/GMs(Co-ord)/GMs of the Field Units.

## **X. Tenure and Extension of the tenure of Retired Officials**

- (i) Tenure of Advisors shall be initially for a period of 6 months.
- (ii) Tenure for Re-employed and Consultants shall initially be a period of one year.
- (iii) Extension of tenure, if any, will be considered based on the need of the said specific assignment.
- (iv) Cases for extension, if required, may be processed at least 6 months in advance along with detailed justification including working report of the retired employee. It will be the responsibility of the Unit Head to ensure that the proposals with complete documents are submitted in one go to avoid any further correspondence.

*(DFCCIL Circular No.HQ/HR-Re-Emp-Engmt.Pol/10(Pt.II)L dated 14.08.2014)*

- (v) In case no sanction for extension is issued, the official will stand relieved on the last date of the sanctioned term. No post-facto sanction for extension of the tenure will be processed.

*(DFCCIL Circular no.HQ/HR-Re-Emp-Engmt.Pol/10(Pt.II)L dated 05.05.2016).*

- (vi) In the case of extension also, the vigilance clearance shall be sought from the Vigilance Deptt. of DFCCIL for the period of further extension of engagement in DFCCIL and an undertaking should be taken from the retired employees about being cleared from any vigilance case after engagement.

*(DFCCIL Circular No.HQ/HR-Re-Emp-Engmt.Pol/10 dated 06.05.2015).*

#### **XI. Termination Notice**

DFCCIL can cancel the appointment at any time without providing any reason for it. However, in the normal course it will provide one month's notice to Consultants/Re-employed. The Consultant/Re-employed can also seek for termination of the Contract upon giving one month's notice to DFCCIL.

#### **XII. Other Miscellaneous matters**

The Nomination and Remuneration Committee (NRC) may be informed from time to time of persons engaged as Advisors, Consultant and on Re-employment basis in DFCCIL.

*(DFCCIL Circular No.29/2019 dated 01.10.2019).*

#### **XIII. Interpretation**

- (a) MD would be the competent authority to decide, clarify, amend or modify the provisions and issue necessary administrative instructions and procedural order, etc. for implementation of Policy on engagement of retired Govt./PSU officials as Advisors, Consultant and on Re-employment basis in DFCCIL.
- (b) Instructions issued by DoP&T/DPE/ Ministry of Railways/CVC, in future, in this regard shall be applied in DFCCIL. However, for enhancement of remuneration etc., matter will be placed before the BoD.
- (c) Instructions will be applicable to the retired officials re-employed or re-engaged as Consultants/Advisors from the date of issue of instructions. Past cases shall not be re-opened and separate contract shall be signed for the balance period.

  
22/7/22

HQ-HR0RECT(REMP)/14/2023-HR - RECT-Part(1)/28119

Dated: 29.01.2026

Circular No 07/2026

Sub: Modification in Re-employment and Re-engagement policy of Retired Govt./PSU employees in DFCCIL

Ref: Circular No 28/2022 dated 22.07.2022

Policy Circular No. 28/2022 (*referred above*) provides that retired Indian Railways employees from Level-06 and Level-07 are eligible for engagement as Executive/Sr. Executive in DFCCIL.

2. It has been observed that pursuant to 50% upgradation policy of Senior Section Engineer posts (SSE) in Indian Railways, a number of SSEs are now retiring from Level-08 and Level-09, although the substantive post continues to be SSE, i.e Level- 07.

3. The matter has been examined, and the Competent Authority has approved the following modification in the policy –

*Retired Indian Railways employees who held the post of SSE and other similar categories and retired from Level-08 or Level-09 solely on account of post upgradation shall be treated as equivalent to substantive Level-07 for the purpose of re-employment in DFCCIL and shall be eligible for engagement against Sr. Executive/E-1 level posts.*

4. This modification, issued with the approval of the Competent Authority, shall form part of Policy Circular No. 28/2022 and shall come into force with immediate effect.



(Kamna Thakur)  
Jt. General Manager/HR

Email to :-

1. Secy to MD, for kind information of MD
2. Director/Infra, Director/Finance, Director/OP&BD, Director/PP, CVO
3. All EDs
4. All CGMs/GMs/CGMs/GM CO- for information of all employees