

// Eastern Railway //

No. SSC/G-3/Private Security/RPF/SDAH/ER/25

Dated 01.09.2025.

In-Charge

IT Cell/RPF/Sealdah

Sub:- Publication on Railway website regarding Hybrid proposal involving re-engagement of retired RPF Constable/Head Constable against vacant posts of Constable and hiring of the EXM/Home Guards/MSF on contractual basis.

Ref:- (i) Railway Board letter No. 2025/Sec(E)Re-02-Part(I) dated 12.08.2025.

(ii) IG-cum-PCSC/ER's letter No. SC.61/MISC/Private Security/2025 dated 13.07.2025.

In connection with the above, it is to inform that Railway Board has decided to re-engagement of retired RPF personnel for railway security on contractual basis over Sealdah division extended for the period of 09 months i.e. upto 31.05.2026 against 230 vacant Post of Constable/Head Constable of RPF in pay level 3 & 4 may be filled by re-engagement of retired RPF/RPSF personnel by inviting volunteers who retired in same grade/category upto 3 level higher than the Post against which re-engagement is being considered subject to the conditions that the volunteers retired from the same pay level and found suitable will be given preference over those retired from higher pay level.

In respect of hiring on contractual basis, it has also been decided that Ex- Service man/home guard/MSF may be hired on the basis of competitive bidding against vacant post of RPF Constable/Head Constable. Details of Rly Board's instructions regarding eligibility criteria is attached herewith.

Closing date of submission of willingness of the candidate against the above advertisement will be on or before 07.09.2025 through e-mail id. dqmsdaher2020@gmail.com.

It is therefore, advised to give adequate publicity to such re-engagement on Railway Website as per norms.

Encl:-


(ASC/SDAH)
For Sr. Divl Security Commissioner, RPF
Eastern Railway/Sealdah

Eastern Railway

Kolkata. dt.13.07.2025

Sub:- Hybrid Proposal involving re-engagement of retired RPF Constable/Head Constable against vacant posts of Constable and hiring of the EXM/Home Guards/MSF on contractual basis.

Ref:- Rly. Bd's letter No.2025/Sec (E)/RE-02-Part (1) dt.13.08.2025

Enclosed please find herewith Railway Board's letter under reference which is self-explanatory.

In this connection, Railway Board has been decided that the vacant posts of Constable/Head Constable in pay level 3 & 4 may be filled by re-engagement of retired RPF/RPSF personnel by inviting volunteers who retired in the same cadre/category 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.

In respect of hiring on contractual basis, it has also been decided that Ex-Serviceman/Home Gard/MSF may be hired on the basis of competitive bidding against vacant posts of RPF Constables/Head Constables.

The currency of the instant scheme of re-engagement & hiring is also extended for further period of 09 months i.e upto 31.05.2026.

The above modification will be effective from the date of issue of these instructions. This issues with the approval of Board and concurrence of Associate Finance of Ministry of Railways (Railway Board).

It is requested to send the proposal by 20.08.2025 positively for further course of action.

This issues with the approval of the competent authority.

Da.As above in 02 pages.

Staff Officer to FCSC/RPF
Eastern Railway/Kolkata

13.07.2025

**भारत सरकार (GOVERNMENT OF INDIA)
रेल मंत्रालय (MINISTRY OF RAILWAYS)
रेल बोर्ड (RAILWAY BOARD)**

2025/Sec(E)/RE-02- Part(1)

New Delhi .08.2025

**General Manager (P),
ER, NR, NFR, NWR and WR.**

**Principal Chief Security Commissioner,
ER, NR, NFR, NWR and WR.**

Sub: Hybrid Proposal involving re-engagement of retired RPF Constables/ Head Constables against vacant posts of Constables/ Head Constables and hiring of the ExM/Home Guards/ MSF on contractual basis.

Ref: RB's letter No. 2025/Sec(E)/RE-02-Part (1) dated 28.05.2025.

In terms of Board's letter cited under reference, ER, NR NFR, NWR and WR were authorized to re-engage retired RPF Constable/Head constables in Pay Level 3 & 4 against vacant posts of Constable/ Head Constable and to hire Ex-serviceman/ Home Guards/ MSF on quotation basis for a period of three months.

2. It has now been decided that the vacant posts of Constable/Head Constable in pay level 3 & 4 may be filled by re-engagement of retired RPF/RPSF personnel by inviting volunteers who retired in the same cadre/category 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.

3. In respect of hiring on contractual basis, it has also been decided that Ex-serviceman/ Home Guards/MSF may be hired on the basis of competitive bidding against vacant posts, of RPF Constables/ Head Constables.

4. The currency of the instant scheme of re-engagement & hiring is also extended for further period of 09 months i.e. upto 31.05.2026. It may, however, be ensured that the total number of candidates under re-engagement and hiring scheme over any Division shall not exceed the number of existing vacancies.

5. The above modification will be effective from the date of issue of these instructions.

6. This issues with ~~the~~ approval of Board and concurrence of Associate Finance of Ministry of ~~Railways~~ (Railway Board).

Digitally signed by
SARIKA MOHAN

(Sarika Mohan)
Dd Establishment
13:22:15
Railway Board

2025/Sec(E)/RE-02- Part(1)

New Delhi .08.2025

Copy to:

1. The Principal Financial Advisor, ER, NR, NFR, NWR and WR.
2. The Principal Director of Audit, ER, NR, NFR, NWR and WR.
3. The Dy. Comptroller and Auditor General of India (Rlys) Room No.224, Rail Bhawan, New Delhi.

Digitally signed by
Avninder Singh Bhasin

Date: 12-08-2025
For Member Finance/Railway Board.

2025/Sec(E)/RE-02- Part(1)

New Delhi .08.2025

Copy to:

Sr.PPS to DG/RPF & M(F), PS to EDF(X) and PS to EDF(E) .

भारत सरकार (GOVERNMENT OF INDIA)
रेल मंत्रालय (MINISTRY OF RAILWAYS)
रेल बोर्ड (RAILWAY BOARD)

2025/Sec(E)/RE-02-Part(1) (e-office:3496928)

New Delhi .05.2025

The General Managers,
NR, NWR, WR, ER and NER.

Sub: Hybrid proposal involving re-engagement of retired RPF Constables/Head Constables against vacant posts of Constables/ Head Constables in pay level -3 & 4 and hiring of the Ex-serviceman/ Home Guards/MSF on contractual basis.

Keeping in view the current scenario of the ongoing conflict on Western borders, some Railway divisions sharing close proximity to international borders are finding themselves in vulnerable positions. It has been decided by the Board that Railways may re-engage retired RPF Constables/Head Constables against vacant post of Constables/Head Constable in Pay Level 3 & 4, with following conditions:

- i. Retired RPF Constables/Head Constables may be considered for re-engagement against the vacant posts of Constables/Head Constables 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.
- ii. Powers to re-engage retired employees will be with General Managers only.
- iii. Railway should give adequate publicity to such re-engagement, including by putting it on Railway websites.
- iv. While re-engaging such staff, medical fitness of the appropriate category should be obtained from the designated authorities as per existing practices.
- v. 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).
- vi. Suitability/competency of the staff should be adjudged by a committee at an appropriate level before such re-engagement duly taking into account safety and other operational requirement. The level of the said committee shall be decided by the General Manager. Re-engaged employees should also be free from DAR/Vigilance cases.
- vii. For the purpose of re-engagement, last 5 APARs of the retired employees seeking re-engagement should be taken into consideration and only those having at least "Good" grading in all 5 years should be considered.
- viii. Maximum age limit for which re-engagement shall be 65 years.
- ix. Remunerations, allowances and leave of re-engaged retired RPF 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, Government of India which are 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.
 - c. 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.
 - d. 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 may not be allowed.
 - x. The integrity aspect should also be checked while permitting such re-engagement.
 - xi. Re-engaged retired staff may be restricted to 03 months only.
 - xii. Re-engaged RPF Constables/Head Constables shall be discharged immediately on joining of selected candidates against vacant post of Constables/Head Constable in Pay Level 3 & 4.
2. Board has also decided to delegate powers to DRMs of Jammu Division, Firozpur Division, Ambala Division, Jodhpur Division, Bikaner Division, Ahmedabad Division, Lumding Division, Rangia Division, Alipurduar Division, Katihar Division, Malda Division & Sealdah Division to hire Ex-serviceman/Home Guards/MSF for a period of 03 months **against vacant posts of RPF Constables/ Head Constables in pay level -3 & 4 on quotation basis, irrespective of the value, as a special case.**
3. Total number of candidates under re-engagement and hiring scheme over any Division shall not exceed the number of existing vacancies.
4. This issues with the approval of Board and concurrence of Associate Finance of Ministry of Railways (Railway Board).

Digitally signed by
SARIKA MOHAN
Date: 27-05-2025
17:54:39
DIG Establishment
Railway Board

2025/Sec(E)/RE-02-Part(1) (e-office:3496928)

New Delhi .05.2025

Copy to:

1. The Principal Financial Advisor, ER, NR, NFR, NWR and WR.
2. The Principal Director of Audit, ER, NR, NFR, NWR and WR.
3. The Dy. Comptroller and Auditor General of India (Rlys) Room No.224, Rail Bhawan, New Delhi.

Digitally signed by
Avninder Singh Bhasin
Date: 28-05-2025
11:45:02
For Member Finance/Railway Board.

Copy to:

Sr.PPS to DG/RPF & M(F), PS to EDF(X) and PS to EDF(E) .