



# Dedicated Freight Corridor Corporation of India Ltd.

(A Government of India Enterprises)

5<sup>th</sup> Floor, Pragati Maidan, Metro Station Building Complex, New Delhi- 110001

Corporate Identity Number U60232DL2006GOI155068 Web:

[www.dfccil.gov.in](http://www.dfccil.gov.in)

No. 2019/HQ/Admin/RTI-279

New Delhi: 08.04.2019

Sh. Alok Dey  
Jharkhand

Subject: Providing information w.r.t. Original Application received under the RTI Act.2005.

**Reference: Your RTI Application dated 01.04.19 received through DOPT.**

The information received is provided herewith as under;

S.No	Point No.	Information sought for	Information provided
1.	1	Refer the original application dt. 01.04.19	Nothing is available on record <i>as on date.</i>
2.	2	-do-	The candidates joining DFCCIL on Permanent/Immediate Absorption basis on or after 01.04.2013 will have to execute a "Service Agreement-Cum-Bond" to serve DFCCIL for a minimum period of Five (05) Years from the date joining, failing which, such candidates would have to indemnify DFCCIL for an amount minimum of Rs. 10 lakh for GM/AGM/JGM/DGM, Rs. 08 lakh for Manager/AM and Rs. 06 lakh for all below AM. For this purpose the candidates have to sign a Bond in the appropriate format at the time of joining DFCCIL.
3.	3	-do-	Copy of relevant policy enclosed.

Hope the above information is complete and satisfactory. If not, then you can appeal within 30 days of receipt of the letter to the 1st Appellate Authority whose name and address is as under;

Shri Satish Kothari, GGM/Administration DFCCIL,  
5th Floor, Pragati Maidan Metro Station Building, New Delhi-110001.

(S.K.PANDA)

Dy. G.M./Admn.(PIO)

E-mail: [skpanda@dfcc.co.in](mailto:skpanda@dfcc.co.in)

9717636811

DA: 06 sheets.

## Chapter-VIII

### IDA Pay Scale Structure & Allowances

#### Implementation of IDA Pay Scales and Allowances.

The following IDA Pay scales, effective from 01.01.2007, shall be operated below Board level.

Grade	Post*	IDA Pay Scale
E9	Executive Director	62000-80000
E8	GGM/GM	51300-73000
E7	AGM	43200-66000
E6	JGM	36600-62000
E5	DGM	32900-58000
E4	Manager	29100-54500
E3	Asst. Manager	24900-50500
E1	Sr. Executive	16400-40500
E0	Executive	12600-32500

\*Employees with different designations will be allowed IDA scales comparable to the above posts.

2. The employees in IDA pay scales can choose from a basket of Perks & Allowances as at **Annexure-I**, effective from 03.08.2009, subject to the ceiling of 50% of individual's IDA Basic Pay. However, the Basket of Allowance shall be reduced by 1.5% to cater to the monetized value for Indoor and Special disease expenses. The choice has to be given once in a year by 20th April in the format (**Annexure-II**) which will remain unchanged except in the cases of promotion/transfer.
3. A list of items outside the 50% basket being official/gratuitous/trivial/ non-quantifiable/unknown expenditure/items mandated by DPE is at **Annexure-III**.
4. Post 26.11.2008 deputationists shall only be entitled for parent pay plus deputation duty allowance and existing allowances.
5. Pre 26.11.2008 deputationists may exercise option from any date subsequent to their date of joining DFCCIL, for drawing either the IDA pay scale relevant to the post held till the extension of existing deputation tenure or the parent cadre pay with deputation duty allowance. The option may be exercised



## HR Manual of DFCCIL

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6. The guiding principles for pay fixation in IDA pay scales along with some illustrations are at **Annexure-IV**. The format for exercising the option is at **Annexure-V**. The option may be exercised within a period of **one month**, failing which the pay will be fixed w.r.t. parent basic pay plus deputation duty allowance.
7. The deputationists opting for parent pay plus deputation duty allowance and pre 26.11.2008 deputationists during extended period of deputation will continue to draw the existing perks and allowances till further orders.
8. The special pay will be admissible both in CDA and IDA scales to the SAG officers(GGMs/GMs/CPMs) who are eligible for special pay on completion of 25/23 years of service as per the extant policy of the company.
9. The Dearness Allowance, House Rent allowance/Leased Accommodation, Transport Allowance/Car facility, Family Planning allowance will be admissible as per the instructions issued from time to time.
10. Transport allowance will not be admissible if company vehicle has been provided.

**The Basket of Perks & Allowances applicable to the employees in IDA pay scales.**

<u>SN</u>	<u>Items</u>	<u>% of individual's Basic Pay</u>
1.	Medical Allowance	10*
2.	Transport Allowance (only for those who have not been provided company Car)	15**
3.	Furnishing Allowance	10
4.	Children Education Allowance	10
5.	Sumptuary Allowance	10
6.	Electricity Charges	05
7.	News paper/Magazine	05
8.	Professional Updation	05
9.	Club Membership	05
10.	Canteen Allowance / Voucher	01
11.	Special personal allowance	04

\* For deputationists in IDA scales opting for parent medical facilities, the basket will be reduced by 8.33%.

\*\* In case company car is provided, the following amount shall be reduced from 50% basket of allowances:

GM & above	Rs.7000 + IDA thereon
AGM upto AM	Rs. 3200+ IDA thereon
Sr. Executive/Executive	Rs. 1600 + IDA thereon

**Note:** The employees opting for Company's Medical facilities shall be entitled for the IDA basket of allowances restricted upto 48.5% to cater to the monetized value for Indoor and Special diseases expenses.

(For Employees in IDA scales)

To,

Accounts Department,  
Corporate Office,  
DFCCIL.

Subject: **Option for Perks & Allowances under the Cafeteria Approach.**

Ref: Corporate office letter No. \_\_\_\_\_.

With reference to the above, I hereby opt for the following Perks and Allowances under Cafeteria Approach:

<u>SN</u>	<u>Item</u>	<u>SN</u>	<u>Item</u>
1		6	
2		7	
3		8	
4		9	
5		10	

I understand that the above option will be valid till the end of the present financial year.

I certify that Company car has been provided / not provided to me.

My salary may accordingly be charged.

Thanking you,

Yours faithfully,

(Signature)

Name: \_\_\_\_\_

Designation: \_\_\_\_\_

Place of Posting: \_\_\_\_\_



**Items to remain outside the purview of 50% Basket:**

SN	Items
1.	Dearness Allowance
2.	House Rent Allowance / Lease Accommodation
3.	TA/DA on official tour
4.	Monthly CTA in lieu of DA
5.	Official communication (Telephone/Broad band charges within the permissible limits)
6.	Expenditure on residential office to the entitled categories.
7.	Official hospitality permissible to GMs & above on submission of bills.
8.	Telephone attendant wages (TADK) to the entitled categories.
9.	Company Car to entitled categories.
10.	Expenses on Indoor Medical treatment and Special diseases as per Medical Policy.
11.	Family Planning allowance as per GOI instructions.
12.	Birthday Gift / Diwali Gift.
13.	Performance Related Pay (PRP)
14.	Leave Travel Concession.
15.	Leave Encashment
16.	Furniture & Fixture upto Rs. three Lacks to Board level executives.

**Guiding principles of pay fixation for deputationist in IDA pay scales.**

- a) The employees opting for IDA scale will be fixed in the grade relevant to the post held irrespective of the CDA Grade Pay.
- b) Deputation duty allowance is not admissible in IDA scale.
- c) The option once exercised shall be treated as final.
- d) Increment in the IDA pay scale will be admissible on completion of a period of 12 months (1st day of the 12th month) from the date of switch over to the IDA pay scale.
- e) The rate of increment in IDA pay scale will be 3% of the Basic Pay to be rounded off to the next multiple of 10.
- f) The DA rates in the CDA pay structure and the IDA pay structure is as under:

Date	% of DA in CDA pay structure	% of DA in IDA pay structure
01.01.2007	6	Nil
01.04.2007	6	0.8
01.07.2007	9	1.3
01.10.2007	9	4.2
01.01.2008	12	5.8
01.04.2008	12	6.3
01.07.2008	16	9.2
01.10.2008	16	12.9
01.01.2009	22	16.6
01.04.2009	22	16.9
01.07.2009	27	18.5
01.10.2009	27	25.3

- g) The IDA pay will be determined by adding one increment in parent CDA pay alongwith difference in DA rates. Some illustrations are as follows: