



डेडीकेटेड फ्रेट कोरीडोर

डेडीकेटेड फ्रेट कोरीडोर कार्पोरेशन ऑफ इण्डिया लि.

भारत सरकार (रेल मंत्रालय) का उपक्रम

Dedicated Freight Corridor Corporation of India Ltd.

A Govt. of India (Ministry of Railways) Enterprise

No.-JP/AD/RTI/2022/3

Dated: 16.01.2025

JGM/Admn. (CPIO)

DFCCIL, 5th Floor, Supreme Court

Metro Station Building,

New Delhi-110001

Sub: - Information through RTI Act, 2005 (RTI No. 34).

Ref: - C.O. Email dated 14.01.2025.

Vide letter under reference above, reply of RTI No. 34 is as under: -

SN	Information Sought	Reply
(1)	मुझ प्रार्थी विनोद कुमार मीणा EMP ID 105003 से सम्बन्धित निम्न सूचना उपलब्ध कराए।	
(A)	EMP ID 105003 का अप्रैल मई माह का नाइट ड्यूटी एलाउंस किस नियम के तहत भुगतान नहीं किया। नियम की प्रमाणित प्रतिलिपि उपलब्ध कराए।	कर्मचारी को अप्रैल माह का रात्रिकालीन भत्ता 4881 रूपए का भुगतान 04.07.2024 को किया जा चुका है एवं मई माह में कर्मचारी ने कोई भी रात्रिकालीन ड्यूटी नहीं की है।
(B)	मुझ प्रार्थी EMP ID 105003 का मैगजीन एलाउंस माह दिसंबर 2023 से 14.05.2024 तक भुगतान किस नियम के तहत नहीं किया गया नियम की प्रमाणित प्रतिलिपि उपलब्ध कराए।	मैगजीन अलाउंस का भुगतान कर्मचारी द्वारा ESS पोर्टल पर की गयी घोषणा के आधार पर वित्त विभाग (CO, New Delhi) द्वारा किया जाता है।
(2)	मुझ प्रार्थी के हाउस रेंट एलाउंस से संबंधित निम्नलिखित सूचना उपलब्ध कराए।	
(A)	प्रतिनियुक्ति पर आए हुआ कर्मचारी 6 महीने से पहले मूल विभाग में चला जाता है। ऐसी स्थिति में HRA किस नियम से देय है प्रमाणित प्रतिलिपि उपलब्ध कराए।	मानव संसाधन मेनुअल के भाग 6 के पैरा 6 के अनुसार कर्मचारी को डी.एफ.सी.सी.आई.एल. में पदस्थापन शहर के अनुसार HRA का भुगतान किया जाता है। (मानव संसाधन मेनुअल के भाग 6 की प्रति संलग्न है।)
(B)	6 महीने के अंदर मेरा स्थानांतरण मूल विभाग में होने पर मुझे HRA भुगतान किस नियम के तहत किया गया नियम की हिंदी की प्रमाणित प्रतिलिपि उपलब्ध कराए।	मानव संसाधन मेनुअल के भाग 6 के पैरा 6 के अनुसार कर्मचारी को डी.एफ.सी.सी.आई.एल. में पदस्थापन शहर के अनुसार HRA का भुगतान किया जाता है। (मानव संसाधन मेनुअल के भाग 6 की प्रति संलग्न है।)
(C)	मुझ प्रार्थी को DFCCIL में कोई आवास उपलब्ध नहीं कराया। एवं मेरा परिवार लास्ट स्टेशन पर निवासरत था। मुझ प्रार्थी को लास्ट स्टेशन का HRA किस नियम के तहत भुगतान नहीं किया नियम की प्रमाणित प्रतिलिपि उपलब्ध कराए।	मानव संसाधन मेनुअल के भाग 6 के पैरा 6 के अनुसार कर्मचारी को डी.एफ.सी.सी.आई.एल. में पदस्थापन शहर के अनुसार HRA का भुगतान किया जाता है। श्री विनोद कुमार मीणा न्यू फुलेरा डीएफसी स्टेशन पर पदस्थापित रहे जो कि Z श्रेणी में आता है। अतः HRA का भुगतान पात्रता अनुसार कर दिया गया है। (मानव संसाधन मेनुअल के भाग 6 की प्रति संलग्न है।)

This has approval of CGM/JP.

V.K. G
16/1/2025
Project Manager/Works
DFCCIL Jaipur

Annexure-I

Items to remain outside the purview of 35% Basket:

S. No.	Items
1.	Dearness Allowance
2.	House Rent Allowance / Lease Accommodation
3.	Monthly CTA in lieu of DA
4.	Official communication (Telephone/Broad band charges within the permissible limits)
5.	Expenditure on residential office to the entitled categories.
6.	Mobile/Landline
7.	Telephone attendant wages (TADK) to the entitled categories.
8.	Company Car to entitled categories.
9.	Expenses on Indoor Medical treatment and Special diseases as per Medical Policy.
10.	Brief case
11.	Birthday Gift / Diwali Gift.
12.	Performance Related Pay (PRP)
13.	Leave Travel Concession.
14.	Leave Encashment
15.	Uniform Allowance
16.	Hard & Soft Furnishing
17.	Entertainment Allowance



5. **Dearness Allowance:** 100% DA neutralization will be adopted for all the employees who are on IDA pattern of scales of pay w.e.f. 01.01.2017. The periodicity of adjustment will be once in three months as per the existing practice for these categories.
6. **House Rent Allowance (HRA):** The House Rent Allowance payable to the employees of the Company will be at the following rates from the date of issue of Presidential Directive i.e. 05.07.2018:

Classification of Cities	Rate of HRA
X – class (Population of 50 lakh and above)	27% of Basic Pay
Y – class (Population of 5 lakh to 50 lakh)	18% of Basic Pay
Z – class (Population below 5 lakh)	9% of Basic Pay
Note: The rates of HRA shall be revised to 30%, 20% and 10% when IDA crosses 50%.	

7. **Superannuation Benefits :** The existing provisions regarding superannuation benefits have been retained as per which CPSEs can contribute upto 30% of Basic Pay plus DA towards Provident Fund (PF), Gratuity, Post-superannuation Medical Benefits (PRMS) and Pension of their employees.
8. **Gratuity:** The ceiling of gratuity is raised from Rs. 10 lakhs to Rs. 20 lakhs with effect from 01.01.2017 and the funding for the entire amount of Gratuity would be met from within the ceiling of 30% of Basic Pay plus DA. Besides, the ceiling of gratuity shall increase by 25% whenever IDA rises by 50%.
9. **Club Membership:** Board level executives will be allowed Corporate Club Membership (upto maximum of two clubs), co-terminus with their tenure.
(Circular No. 41/2018 dated 14.08.2018)

10. General:

All the employees who were on the rolls of the company in IDA pay scale as on 01.01.2017 but subsequently ceased to be in service on account of superannuation, resignation, termination of employment, death, repatriation etc. would be eligible for the benefits of the revised scales and allowances of pay upto the period they were in employment with the Company.

11. Guidelines for Pay Fixation:

For the employees working on deputation and permanently absorbed in DFCCIL, pay will be fixed in terms of the Office Memorandum issued by DPE on the subject "Finalization of Terms & Conditions including Pay Fixation in respect of Board level executives of CPSEs, revised procedure thereof" as applicable at below Board level executives, issued from time to time.

Latest order has been issued by DPE vide O.M No. W-02/0035/2019-DPE (WC)-GL XIX/19 dated 17th Sept. 2019.



Board level employees as on 01.01.2017. The aggregate amount would be rounded off upto next Rs. 10/- and pay fixed in the revised scale.

2.2 Methodology for pay fixation: To arrive at the revised Basic Pay as on 01.01.2017 fitment methodology shall be as under:

A		B		C		D (Revised BP as on 01.01.2017)
Basic Pay + Stagnation increment (s) as on 31.12.2016 (personal pay/special pay not to be included)	+	Industrial Dearness Allowance (IDA) @ 119.5% as applicable on 01.01.2017 (under the IDA pattern computation methodology linked to All India Cumulative Price Index (AICPI) 2001=100 series)	+	15% of (A+B)	+	Aggregate amount rounded off to the next Rs. 10/-

2.3 In case revised basic pay as on 01.01.2017 arrived so is less than the minimum of the revised pay scale, pay will be fixed at the minimum of the revised pay scale.

2.4 In case of employees, who have been granted increment as on 01.01.2017 in pre-revised scale, they will be eligible for increment on 01.01.2017 in revised pay scale.

2.5 In the case of employees who have taken absorption in DFCCIL on or after 01.01.2016 after availing 7th CPC scales of pay, the following procedure will be adopted for fixation of pay in revised pay as per 3rd PRC:

- (i) Employees who have taken absorption between 01.01.2016 and 31.12.2016 and availed 7th CPC scales of pay, their basic pay in IDA as on 31.12.2016 will be taken and applicable IDA on the date (119.5%) will be added to the basic pay for fixing the pay in the revised scale as per 3rd PRC w.e.f. 01.01.2017.
- (ii) The pay of the employees absorbed w.e.f. 01.01.2017 onwards will be re-fixed in reference to their Cadre pay of 7th CPC.
- (iii) In respect of employees in Vigilance Department who have opted for IDA pay scale, their cases will also be dealt as per (i) and (ii) above.

3. **Increment:** A uniform rate of 3% of Basic Pay will be applicable for both annual increment as well as Promotion Increment and rounded off to the next multiple of Rs. 10/-.

4. **Stagnation Increment:** In case of reaching the end point of pay scale, an Executive (all employees of DFCCIL) will be allowed to draw stagnation increment, one after every two years upto a maximum of three such increments and rounded off to the next multiple of Rs. 10/-, provided executives gets a performance rating of "Good" or above.



Chapter-VI

IDA Pay Scale Structure & Pay Fixation

1. Implementation of IDA Pay Scales and Allowances:

A) The following shall be the Pay scales for Board level and Below Board level Executives governed by IDA pay scales w.e.f. 01.01.2017:

Grade	Post*	IDA Pay Scale (Rs.)
(Sch. 'A')	CMD/MD	200000-370000
(Sch. 'A')	Director	180000-340000
E9	Executive Director	150000-300000
E8	GGM/GM	120000-280000
E7	AGM	100000-260000
E6	JGM	90000-240000
E5	DGM	80000-220000
E4	Manager	70000-200000
E3	Asst. Manager	60000-180000
E2	Junior Manager	50000-160000
E1	Sr. Executive	40000-140000
E0	Executive	30000-120000

(Circular No. 41/2018 dated 14.08.2018)

B) IDA Pay Scale Structure for below Executive (E0) level is as under: -

S. No.	Categories	Grade	IDA Pay Scale (Rs.)
1	Jr. Executive-Grade I	N7	29000-91000
2	Jr. Executive-Grade II	N6	28000-80000
3	Jr. Executive-Grade III	N5	25000-68000
4	Multi-Tasking Staff (MTS)- Grade I	N4	22000-63000
5	Multi-Tasking Staff (MTS)- Grade II	N3	21000-60000
6	Multi-Tasking Staff (MTS)- Grade III	N2	18000-52000
7	Multi-Tasking Staff (MTS)- Grade IV	N1	16000-45000

(Circular No. 58/2018 dated 30.11.2018)

2. Allowances payable to IDA employees as per basket:

Fitment Benefit:

2.1 A uniform fitment benefit @ 15% on existing basic pay (IDA) drawn by the employee as on 31.12.2016 + DA @ 119.5% as applicable on 01.01.2017 would be provided to all Board level officers and below

