



Dedicated Freight Corridor Corporation of India Ltd.

(A Government of India Enterprises)

5th Floor, Pragati Maidan, Metro Station Building Complex, New Delhi- 110001
Corporate Identity Number U60232DL2006GOI155068 Web:

www.dfccil.gov.in

No. 2019/HQ/Admin/RTI-398

New Delhi: 24.06.2019

Sh. Ashok Kumar Jain
Rajasthan

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

Reference: Your RTI Application dated 30.05.19 received through DOPT.

Information i. r. o. your above RTI application as received is attached.

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

9717636811

DA: 05 sheets.

NOTE**Sub:** Information sought under Right to Information Act-2005**Ref:** DGM/Admin (PIO) letter no. 2019/HQ/ADMIN/RTI-398 & 402 dated 30.05.2019 of Sh. Ashok Kumar Jain (RTI applicant)

With reference to the above note, as per available record the desired information is as under:-

SN	Point	Reply
1.	I have been given reply from JGM/HR vide letter no. HQ/HR/P.file/918 dt 20.05.19 against my representation forwarded from CGM /Jaipur on 26.03.19 on the issue of pay protection of increment. Pl provide copies of noting pages file from initial level to decision making level on the basis of this letter was issued.	Not Available
2.	In the referred letter circular No.04/2017 dt 18.04.17 was mentioned. In this letter Rule no 4 (C) of chapter III HR manual was amended. I did not found rule 4(C) in Ch. III of HR Manual. Pl provide me copy from where existing rule was quoted in the circular.	Copy of circular 04/2017 dt 18.4.17 enclosed
3.	Copy of minutes of BOD 59 th dt 27.2.17 relevant portion on the basis of which circular 04/2017 dt 18.04.17 issued.	Copy enclosed.

Encl :a/a

Singhania
AM/HR

JGM/HR**DGM/Admin.(PIO)**



डेडीकेटेड फ्रेट कोरीडोर

डेडीकेटेड फ्रेट कोरीडोर कार्पोरेशन ऑफ इंडिया लि.
Dedicated Freight Corridor Corporation of India Limited
(भारत सरकार का उपक्रम)
(A Govt. of India Enterprises)
5th Floor, Pragati Maidan Metro Station Building Complex,
New Delhi -110001

No. HQ/HR/3/Pay. Fix Pol./1 (CDA)

Dated: 18.04.2017

Circular No. 04/2017

Sub: **Fixation of Pay on Immediate/Permanent absorption.**

The Board of Directors (BOD) in their 59th meeting held on 27.02.2017 has approved the amendment in the existing provision of Rule 4(c) of Chapter-III and Rule 8(b) of Chapter-IV of HR Manual on fixation of pay on permanent/immediate absorption basis and counting of residency period of deputationists for promotion after absorption as under:

Existing Rule	Amended Rule
Chapter-III Permanent / Immediate Absorption Policy	
Rule 4 (c) Pay Fixation: The pay of an employee shall be fixed in the IDA pay scale in which absorbed, as given under Col-2 of Para II, from the date of immediate absorption. In case of deputation followed by permanent absorption, pay in the IDA pay scale in which absorbed (Col-2 of Para 1-c) shall be fixed from the date of deputation on notional basis i.e. without arrears and actual from the date of permanent absorption.	Pay Fixation: (i) The pay of an employee shall be fixed in the IDA pay scale in which absorbed, as given under Col-2 of Para II, from the date of immediate absorption. (ii) In case of deputation followed by permanent absorption, pay in the IDA pay scale in which absorbed (Col-2 of Para 1-c) shall be fixed based on the exercise of option of employee either, (a) from the date of deputation on notional basis i.e. without arrears and actual from the date of permanent absorption, or (b) from the date when he/ she is granted the last higher scale in DFCCIL consequent upon his /her NBR/ promotion in the parent cadre on notional basis, without arrears and actual from the date of permanent absorption, or (c) from the date of absorption on actual basis, (iii) The benefit of one notional increment may be granted in fixation of pay to the employee joining on Permanent/Immediate absorption basis in case of movement from lower scale to the higher scale as per general principle of Fundamental Rules of DOP&T/ DPE guidelines. Note: Individual cases of fixation of pay not covered under Rule 4(c) above will be decided as per principle contained in Fundamental Rules of Government of India/Railways and DPE guidelines. In cases where clarification/interpretation is required for its application in DFCCIL, MD would be the Competent Authority to decide the same.

**FOLLOW UP ACTION – 59th BoD MEETING
HELD ON 27.02.2017 AT CORPORATE OFFICE**

59.3.5 Creation of one post of DGM/Rajbhasha (E-5) and upgradation of one post of Executive/Rajbhasha (E1/E0) to AM/Rajbhasha (E-3).

After discussion, it was decided that no additional post will be created over and above the sanctioned strength. Additional requirement, if any, should be filled up through outsourcing.

59.3.7 Forwarding of Applications for Board level posts-Amendment.

The item was deferred.

59.3.8 Recovery of Rent for leased accommodation.

The item was deferred.

59.3.10 Engagement of Telephone Attendant-cum-DAK Khalasi (TADK) by officials of DFCCIL.

The item was withdrawn for review.

59.3.11 Fixation of Pay on Immediate/Permanent absorption.

After discussion, the Board passed the following resolution:

“Resolved that Board be and hereby approve amendment in policy on fixation of pay on permanent/immediate absorption basis and counting of residency period of deputationists for promotion after absorption as contained in Para – 8 above with modification in Para 8(ii) allowing to exercise option for re-fixation of pay within three months from the date of issue of revised rules, as recommended by Nomination and Remuneration Committee”.

In view of the above, amendment in the existing provision of Rule 4(c) of Chapter-III and Rule 8(b) of Chapter-IV of HR Manual on fixation of pay on permanent/immediate absorption basis and counting of residency period of deputationists for promotion after absorption is approved as under:-

Existing	Proposed
Chapter-III	
Permanent /Immediate Absorption Policy	
Rule 4 (c)	Pay Fixation:
Pay Fixation:	(i) The pay of an employee shall be

FILE NO: HQ/CS/Compliance-BM/5/3



**FOLLOW UP ACTION – 59th BoD MEETING
HELD ON 27.02.2017 AT CORPORATE OFFICE**

The pay of an employee shall be fixed in the IDA pay scale in which absorbed, as given under Col-2 of Para11, from the date of immediate absorption. In case of deputation followed by permanent absorption, pay in the IDA pay scale in which absorbed (Col-2 of Para 1-c) shall be fixed from the date of deputation on notional basis i.e. without arrears and actual from the date of permanent absorption.

fixed in the IDA pay scale in which absorbed, as given under Col-2 of Para11, from the date of immediate absorption.

(ii) In case of deputation followed by permanent absorption, pay in the IDA pay scale in which absorbed (Col-2 of Para 1-c) shall be fixed based on the exercise of option of employee either,

(a) from the date of deputation on notional basis i.e. without arrears and actual from the date of permanent absorption, or

(b) from the date when he/ she is granted the last higher scale in DFCCIL consequent upon his /her NBR/ promotion in the parent cadre on notional basis, without arrears and actual from the date of permanent absorption, or

(c) from the date of absorption on actual basis,

(iii) The benefit of one notional increment may be granted in

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FOLLOW UP ACTION – 59th BoD MEETING
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	<p>fixation of pay to the employee joining on Permanent/Immediate absorption basis in case of movement from lower scale to the higher scale as per general principle of Fundamental Rules of DOP&T/ DPE guidelines.</p>
<p>Chapter-IV Promotion Policy Rule 8(b) For the purpose of counting residency period for promotion, the deputation period rendered in DFCCIL followed by permanent absorption, at the initial constitution of the cadres, shall be taken into account.</p>	<p>For the purpose of counting residency period for promotion in the case of employees joining on deputation followed by permanent absorption in DFCCIL, they will be governed by the following:</p> <ol style="list-style-type: none">1. In the cases where the employees are considered for absorption in higher grade, their date of seniority would be the date of absorption. In cases where they are absorbed in the same grade in which they are working on the date of absorption, their date of seniority would be the date of entry to the grade in which absorption is being made but not before the date of joining on deputation.

