



डेडीकेटेड फ्रेट कोरीडोर कॉर्पोरेशन ऑफ़ इंडिया लि.

भारत सरकार (रेल मंत्रालय) का उपक्रम

Dedicated Freight Corridor Corporation of India Limited

A Govt. of India (Ministry of Railways) Enterprise

No. 2020/HQ/Admin/RTI-452

New Delhi: 26.06.2020

Sh. Banty Kumar
Bihar

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

Reference: Your RTI Application dated 16.06.2020 received through DOPT.

Information as obtained from the concerned record holding office is attached.

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;

Ms. R. P. Chhibber
GM/Administration DFCCIL,
5th Floor, Supreme Court Metro Station Building,
Pragati Maidan, New Delhi-110001.

(S.K. Roy)
Dy. G.M./Admn.(PIO)
E-mail: skroy@dfcc.co.in
011-23454707

DA: 06 sheets

No. HQ/HR/2019/RTI

Date: 25.06.2020

Sub: Information sought under Right to Information Act, 2005 – case of Sh Banty Kumar

Ref: DGM/Admin (PIO)'s letter number 2020/HQ/Admin/RTI- 452 dated 16.06.2020 & 24.06.2020

In reference to DGM/PIO letter cited above, the reply pertaining to this section is as under:

Item No	Query	Reply
1.	I did not get response of last RTL I request you to please response on it and also provide letter of Corporate office circular No. HQ/HR/3/ Welfare Fund Rules dated 30.04.2015	Copy of Corporate office circular No. HQ/HR/3/ Welfare Fund Rules dated 30.04.2015 is enclosed

DA/As above

[Signature]
AM/HR 25/6/2020

[Signature]
JGM/HR

DGM/PIO



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डेडीकेटेड फ्रेट कोरीडोर कापरिशन ऑफ़ इंडिया लि.
 Dedicated Freight Corridor Corporation of India Limited
 (भारत सरकार का उपक्रम)

5th Floor, Pragati Maidan Metro Station Building Complex, New Delhi - 110001

S.No. 24/1

No. HQ/HR/3/Welfare Fund Rules


Dated: 30.04.2015

CIRCULAR

Sub: DFCCIL Welfare Fund Rules.

The Board of Directors in their 48th meeting held on 12.02.2015 has approved DFCCIL Welfare Fund Rules.

Accordingly, DFCCIL Welfare Fund Rules is enclosed herewith for information of all concerned.


 (Anil Wason)
 Jt.GM/HR-II

DA: As above

E-mail to:

- 1) Secretary to MD - for kind information of MD.
- 2) Dir.(Infra), Dir.(PP), Dir.(Fin.), Dir.(OP & BD) and CVO - for information.
- 3) All GGMs/GMs/AGMs/DGMs and employees working under them - for information.
- 4) All CPMs/ACPMs and employees working under them - for information.
- 5) Company Secretary

DFCCIL WELFARE FUND RULES**1. Title and Commencements**

These Rules shall be called DFCCIL Welfare Fund Rules.

2. Composition of the 'DFCCIL Welfare Committee':

There shall be a Committee called the "DFCCIL WELFARE COMMITTEE" (hereinafter called 'The Committee') to administer the welfare activities for regular/deputationists employees.

2.1 The Committee shall consist of the following:-

- (a) GM from Administration Department.
- (b) GM from Accounts Department.
- (c) GM from HR Department.
- (d) One of the above officers shall be nominated by MD as Chairman of the Committee.

2.2 Four representatives of employees below General Manager level to be nominated by Managing Director. One of them should be female employee to represent the women employees.**2.3 Any other representative of employees to represent special interests as may be considered necessary by the Managing Director.**

Note:-

- (1) The tenure of the Committee shall normally be two years. However, the Managing Director may at his discretion extend its term or change the nomination during its tenure.

3. Definition of Family:

The definition of "Family" shall be as provided for in DFCCIL Medical Rules.

4. Sources of Fund for Welfare Activities:

- a) The fund will start initially with a corpus of Rs.25 lakhs contributed by DFCCIL out of which Rs.5 lakhs will be held in perpetuity and Rs.20 Lakhs will be towards expenditure on various welfare activities. Thereafter DFCCIL will contribute annually by increasing the assigned amount of Rs.20.00 lakhs by 10% annually till the completion of the Construction Phase.

- b) The fund shall be financed from the following sources:

(i) Subscription from the employees at the following rates:

1) DGM & Above	Rs.200/-
2) Executive and above	Rs.100/-
3) Below Executive level	Rs.25/-

(ii) The membership will be compulsory for all the regular employees and deputationists only.**(iii) Voluntary contribution from the employees or other individuals, organizations, etc**

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- (iv) Miscellaneous receipts such as from interest on investments, charity shows, fetes, etc
- (v) After completion of Construction Phase, DFCCIL shall make an annual contribution which will be in matching measure to the contribution made by the employees in the previous year and shall credit to the Fund on the 1st April of each financial year.

5. Allocation of Fund

The Committee shall decide allocation for various activities within the broad heads of budget allotted by Management in the beginning of each financial year. The Committee shall also decide any reallocation during the year, if need arises.

6. Accounts of the Fund

The Accounts of the Fund shall be maintained separately in appropriate form by a nominated Officer of the Accounts department, who will be the Accounts Officer to the fund. Disbursements from the fund shall be made on the authority of the signature of the Chairman and Secretary of the Committee. Periodical statement of accounts shall be prepared by the Chairman and the Secretary and put up to the Managing Director with the approval of the Committee.

7. Bankers

An account shall be opened in a nationalized bank in the name of the Fund. All cheques for disbursement shall be signed jointly by two persons from amongst the Chairman, Secretary and the nominated Accounts Officer.

8. Audit

The accounts of the Fund shall be audited annually by an Auditor nominated by the Committee.

9. Welfare Activities:

- (a) General welfare activity including recreation and amusement shall be restricted to regular employees/deputationists and their family members like:
 - (i) Sports activities like participation in events by employees or their family members, Annual Sports Day, etc;
 - (ii) Annual picnic to be organized by Field Units and Corporate office for the employees and their family; and
 - (iii) Cultural activities of employees including educational-cum-recreation tours of the employees or of their children.
- (b) Provision of education to employees children:
 - (i) Awarding scholarships for Professional like Technical, Medical, Computer, Accountancy & Management education of children of regular employees/deputationists provided no other assistance is availed by the employees from the company or any other source;
- (c) Relief from distress to employees:
 - (i) Financial assistance to below Executive level employees suffering from TB, Leprosy, Cancer, mental diseases or any other terminal disease, when on leave without pay;
 - (ii) Supply of artificial limbs when necessary to deserving regular staff/deputationists or their family members.

- (iv) Miscellaneous receipts such as from interest on investments, charity shows, fetes, etc
- (v) After completion of Construction Phase, DFCCI shall make an annual contribution which will be in matching measure to the contribution made by the employees in the previous year and shall credit to the Fund on the 1st April of each financial year.

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(d) **Annual Voluntary Medical Check-ups and camps:**

For the employees/spouses who are 35 years and upto 45 years in case of male and 40 years for female employees/spouse at the hospitals/clinics approved by 'The Committee' or in the office/colony premises, as the case may be, with a view to detect dreaded diseases, if any, at the early stage;

- (i) Annual Voluntary Medical Checkup consisting of basic tests and investigations
- (ii) Camps for Cancer Detection/Eye Screening etc.
- (iii) Homeopathy and Allopathic Doctors for all employees in corporate office who will provide free consultancy to the employees.

(e) **Marriage Gift:**

To have the sense of belongingness with the employee on the happy occasion of self and/or children's marriage;

- (i) @ Rs. 5000/- on self-marriage
- (ii) @ Rs. 2500/- on son/daughter's marriage

(f) **Resort Facilities:**

The Welfare committee will work out the details for finalizing the family holiday resorts by contacting the holiday resort providers. The final terms and conditions will be laid down for approval of MD and will be applicable to the regular employees/deputationists and their family.

- (g) Any other object which in the opinion of the Committee deserves assistance with approval of M.D.

10. The recommendations of the Committee will require approval of Director Incharge of HR.

11. **Interpretation/Relaxation/Deletion/ Modification**

In case of any doubt or dispute regarding interpretation of these rules, the decision of Managing Director shall be final. He will also have the power to frame the rules from time to time and relax/delete/modify/revise, etc of any of the items of the provisions of these rules found necessary to be recorded in writing. The Committee may suggest new rules from time to time. The Managing Director, DFCCIL is competent to approve the same. Any substantial/significant change in the Rules will be informed to the Board.

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