

No. 2020/HQ/Admin/RTI-49

New Delhi: 05.02.2020

Sh. Sourbh
Haryana

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

Reference: Your RTI Application dated 21.01.2020 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. 21.01.2020	There are no guidelines available on the subject.
2.	2	-do-	There are no guidelines available on the subject in DFCCIL at present.
3.	3	-do-	Salary slips of all employees are being provided every month to all employees on their ESS portal.
4.	4	-do-	There are no guidelines available on the subject in DFCCIL at present.
5.	5	-do-	Circular issued pertaining to the subject is enclosed.
6.	6	-do-	TA, DA, HRA, Basic salary and Perks/benefits are admissible to employee according to their grade subject to fulfilling of condition.
7.	7	-do-	It depends upon the type of Jurisdiction.



(S.K.PANDA)

Dy. G.M/Admn.(PIO)

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DA: 03 sheets

(59) (19)



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

No. HQ/HR/3/Pay.Fix.Pol/1-IDA

Dated 29.01.2014.

CIRCULAR

Sub: - Introduction of new IDA Pay Scales below E0.

The Board of Directors (BoD) through circulation vide Note No. HQ/CS/BoD Agenda/Circulation/64/01 dated 06.01.2014 has approved the following IDA pay scale structure for below Executive (E0) level as under: -

A. Pay Structure:

Level	Categories	Grade	IDA Pay Scale
Skilled Staff	Jr Executive-Grade I	N7	12000-30000
	Jr Executive-Grade II	N6	11000-27500
	Jr Executive-Grade III	N5	10000-25000
Multi Tasking Staff	Multi Tasking Staff (MTS) -Grade I	N4	9000-22500
	Multi Tasking Staff (MTS) -Grade II	N3	8000-20000
	Multi Tasking Staff (MTS) -Grade III	N2	7000-14000
	Multi Tasking Staff (MTS) -Grade IV	N1	6000-12000

B. Open Market Recruitment:

Open market recruitment in the levels of Skilled Staff and Multi-Tasking Staff (MTS) shall be made in N5, N3 and N1 grades respectively as indicated below:

Level	Categories	Level	Age, Educational Qualification and Experience
Skilled Staff	Jr Executive-Grade III	N5 (10000-25000)	To be prescribed as per requirements from time to time
Multi Tasking Staff	Multi Tasking Staff (MTS) - Grade II	N3 (8000-20000)	
	Multi Tasking Staff (MTS) - Grade IV	N1 (6000-12000)	

C. Deputation and Absorption:

The eligibility criteria for deputation and absorption on permanent/immediate basis of employees working in Railways, other Government departments, and those already on deputation with DFCCIL shall be as per extant policy of the Company as per the following eligibility criteria:

Level	Categories	Grade	IDA Pay Scale	Eligibility Criteria for Permanent/ Immediate Absorption
				CDA Pay Structure in Parent Cadre
Skilled Staff	Jr Executive-Grade I	N7	12000-30000	Employees working in PB 1, GP Rs.2400 with work experience of more than 5 years in the grade
	Jr Executive-Grade II	N6	11000-27500	Employees working in PB 1, GP Rs.2400 with work experience of upto 5 years in the grade
	Jr Executive-Grade III	N5	10000-25000	Employees working in PB 1, GP Rs.1900
Multi Tasking Staff	Multi Tasking Staff (MTS) -Grade I	N4	9000-22500	Employees working in PB 1, GP Rs.1800 with work experience of more than 5 years in the grade
	Multi Tasking Staff (MTS) -Grade II	N3	8000-20000	Employees working in PB 1, GP Rs.1800 with work experience of upto 5 years in the grade
	Multi Tasking Staff (MTS) -Grade III	N2	7000-14000	
	Multi Tasking Staff (MTS) -Grade IV	N1	6000-12000	

Note 1: The CDA scale employees in Pay Band-1, Grade Pay Rs.2400 will now be considered eligible for absorption in N7 scale of Jr. Executive Grade I. For E0 grade of the Executives, CDA scale employees only in Pay Band-1, Grade Pay Rs.2800 will now remain eligible for the purpose of absorption.

Note 2: For other CPSE employees, the eligibility criteria will be prescribed as per requirements from time to time.

Note 3: Higher grade pay granted under MACP by the parent department shall not be taken into account for determining the above eligibility criteria.

D. Till the detailed guidelines are issued, the general conditions of deputation and absorption as per the Deputation and Permanent/Immediate Absorption Policy of Executives of E0 and above posts as provided in HR Manual will be followed.

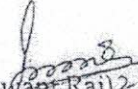
E. Sourcing of Manpower in the Initial Phase:

As getting experienced manpower both in skilled and unskilled category from Railway system may not fructify as most of the railways are already facing shortage in supervisor and below grades particularly in safety categories and it will take some time before manpower is stabilized with building up of cadre in the newly proposed 7 scales (N1 to N7) and regular staff become available for promotion in higher grades, it has been decided as under:

- In the initial phase manpower shall be inducted through any of the modes mentioned above, namely, direct recruitment, deputation, absorption, etc. at all the levels from N1 to N7 depending upon the requirement and availability of staff with requisite skills and experience. The eligibility criteria for different levels shall be defined.

- The applicants from other PSU's shall also be permitted.
- The selection shall be made by a three member selection committee at the level of AGM/JGM, one each from HR, concerned department and a sister department, as nominated by MD.
- The above principles shall be followed in the case of induction of staff for Durgawati-Karwandiya Section, the first section expected for commissioning in 2014.

E. MD/DFCCIL has been authorized to induct the manpower based on the above guidelines with minor modifications, if any, and interpretation of above provisions in case the same is required.


(Jaswant Rai) 27/1/17
Group General Manager/HR

E-mail to:

1. Secretary to MD - for kind information of MD.
2. Director (OP&BD), Director (Infra), Director (PP), Director (Finance)
3. All GGMs/GMs/CPMs, Dy.CVO, AGM/CC, JGM/IT & CS - for information and to bring it to the notice of employees working under their control.
4. Notice Board, Portal.