

NOTE

NO. HQ/HR/RTI/2025/Misc.

Dated: 19.02.2025

**Sub: AGM/Admn.(CPIO)'s Note No. 2025/HQ/Admn./RTI - 50 -
Shri Rupendra Singh,R/o Uttar Pradesh.**

In reference to above RTI, the required information is furnished as under:-

S. No.	Information Sought For:	Proposed Reply/Remarks
01	I kindly seek information on whether bankers are allowed to apply for deputation post in finance roles such as Deputy Project Manager or Deputy CPM (Finance). Additionally, please provide guidance on how individuals can proceed with the application if APAR is not applicable in their institution. I also request details of the pay scale or equivalent grade for Govt Banker for these deputation roles.	Chapter of HR Manual in this regard is attached for your information.


Manager/HR

GM/HR 

AGM/Admin (PIO)

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Section-III Deputation Policy

1. Recruitment Rules for induction on Deputation basis in DFCCIL.

- a) The Govt./Railway/PSU employee joining DFCCIL on deputation shall be entitled for Basic Pay in the Parent Cadre+deputation duty allowance in terms of the extant instructions issued by DOP&T vide their OM dated 17.06.2010 circulated by Ministry of Railways vide their 28.07.2010 and DPE's OM dated 26.11.2008.
- b) Grant of designations to such Deputationists in DFCCIL shall be determined based on the following criteria: -

A Grade/ Level	B Name of post	C Scale of Pay		D Eligibility criteria for deputation
		CDA	IDA	
N6	Junior Executive	Level 4	Rs. 28000 -80000	Central/State government employees working in analogous grade (Level 4) or PSU employees working in analogous grade in Rs. 28000-80000 (IDA)
N7	Junior Executive	Level 5	Rs. 29000 -91000	Central/State government employees working in analogous grade (Level 5) or PSU employees working in analogous grade in Rs. 29000-91000 (IDA)
E0	Executive	Level 6	Rs. 30000 -120000	Central/State Government employees working in analogous grade (Level 6) in relevant discipline or holding substantive posts in Level 5/Level 4 or PSU employees working in analogous grade or in Rs. 29000-91000 (IDA) with four years' of service in the grade.
E1	Sr. Executive	Level 7	Rs. 40000 -140000	Central/State Government employees working in analogous grade (Level 7) in relevant discipline or holding substantive posts in Level 6 or PSU employees

				working in analogous grade in relevant discipline or in Rs. 30000-120000 (IDA) (E0) with four years' service in that grade.
E2	Junior Manager	Level 8	Rs. 50000 -160000	Central/State Government employees working in analogous grade (Level 8) in relevant discipline or holding substantive posts in Level 7 (Level 8 in Accounts) or PSU employees working in analogous grade in relevant discipline or in Rs. 40000-140000 (IDA) (E1) with four years' service in that grade.
E3	Assistant Manager	Level 10	Rs. 60000 -180000	Group B officers of Central/State Govt. in the relevant discipline or PSU employees working in analogous grade in relevant discipline or in Rs. 50000 - Rs. 160000 (IDA) (E2) with four years' service in that grade.
E4	Manager	Level 11	Rs. 70000 -200000	Group B officers of Central/State Govt. with at least 4 years' of service in Group B (Gazetted) in relevant discipline or PSU employees working in analogous grade in relevant discipline or in Rs. 60000 -Rs. 180000 (IDA) (E3) with four years' service in that grade.
E5	Deputy General Manager	Level 12	Rs. 80000 -220000	Central/State Govt. officers holding Sr. Scale (Level 11) posts or Central/State Govt officers with 10 years' service in Group B and holding cadre posts in Level 10 in their parent cadre or PSU employees working in analogous grade in the relevant discipline or in Rs. 70000-200000 (IDA) (E-4) with four years' service in the grade.
E6	Joint General Manager	Level 13	Rs. 90000 -240000	Central/State Govt. officers working in analogous substantive grade (Level - 13) in the relevant discipline or in Junior Administrative grade (JAG) (Level 12) with 8 - 12 years' service in Group A in relevant discipline or PSU employees working in analogous grade in relevant discipline or in Rs. 80000-220000 (IDA) (E5) with four years' service in that grade.

E7	Additional General Manager	Level 13 A	Rs. 100000 -260000	Central/State Govt. officers working in analogous grade (Level -13 A) in the relevant discipline or in Selection Grade (Level-13) with minimum 12 years' in Group A in the relevant discipline or in Rs. 90000-240000 (IDA) (E6) with four years' service in the grade.
E8	General Manager	Level 14	Rs.120000 -280000	Central/State Govt. officers working in analogous grade (Level 14) in the relevant discipline or in SG (Level 13) with 17 years' service in Group A in the relevant discipline or PSU employees working in analogous grade in the relevant discipline or in Rs. 100000-Rs. 260000 (IDA) (E7) with four years' service in that grade.

(Circular No. 570/2020 dated 17.09.2020)

- c) The eligibility criteria indicated in Column 'D' above, i.e. standards prescribed for selection on deputation will be applicable for consideration of candidates on deputation only and same will not confer any right for selection on permanent absorption basis.
- d) The Field units of DFCCIL shall continue to be headed by only one Chief General Manager/General Manager (Coordination). Any other SAG(Level-14) or SG level officer(Level-13 with minimum 17 years' of Group-A service) if posted to a Field unit, he/she shall be designated as General Manager reporting to the respective CGM/GM (Coordination) so as to maintain unified flow of directions/command. The GMs of field units shall be entitled for perks and benefits as admissible to CGM/GM (Coord). However, such GMs shall exercise the powers of E7 level in terms of SoP, until further orders.
- e) While the designations will be granted to Deputationists on fulfilling the above criteria, the benefit of proforma promotion in their parent cadre will be allowed under NBR as per extant rules.
- f) The deputation tenure of Govt./Railway/PSU employees in DFCCIL shall be for a period of three (03) years from the date of joining on deputation which is further extendable upto 5 years.
- g) Further extension of tenure beyond 05 years, if any, may be processed with the approval of Ministry of Railways.

2. Re-designation (Upgradation) Policy for Deputationists

- a) Existing employees on deputation who have fulfilled the criteria of 17 years of service in Group 'A' will be considered for E8 grade as per the above eligibility criteria.

b) Re-designation within cluster:

Within the cluster E5-E7, E2-E4, E0-E1 & N5-N7, since the posts are on floating basis, Re-designation to deputationists may be granted on actual basis (not notional) if they are eligible/attain eligibility of higher post as per the revised deputation policy (Circular No 570/2020 dated 17.09.2020) and they may be posted against appropriate higher-level post (within the cluster).

On upgradation to higher position (within cluster), the financial benefits (perks & allowances) and higher designation will be given from the date of shouldering higher responsibility for which the officer will submit a joining report in terms of the order issued by HR.

c) Inter-cluster Re-designation:

i. If there is no vacancy, inter-cluster re-designation will be given on notional basis to such deputationists who are eligible/attain eligibility as per revised deputation policy (Circular No 570/2020 dated 17.09.2020). In notional re-designation, only financial benefit (perks and allowances) of higher level will be granted and designation/powers will remain the same. Financial benefits (perks & allowances) will be allowed from the date of issue of the order by HR.

ii. Whenever vacancy arises in higher grade, the officer on deputation who has been granted re-designation of higher grade / eligible for higher grade, will be considered for higher level post by the Committee of appropriate level and will be posted against higher grade post on regular basis, if found fit

d) Past cases decided otherwise need not be opened.

e) Permanent absorption will be done as per DFCCIL policy notified vide Circular 05/2021 dated 17.03.21, (Para 1.2 equivalence table indicating the eligibility criteria for absorption) already approved by the BoD in its meeting held on 24.02.21. The above re-designation will not confer any right for selection on permanent absorption.

(Circular No. 36/2022 dated 07.10.2022).

3. Modified Assured Career Progression (MACP) Scheme

1. Consequent upon the implementation of 7th CPC, DFCCIL vide Circular No.25/2018 dated 09.02.2018 have revised various allowances including Deputation (Duty) Allowance. Vide Sub-Para (i) and (ii) below Note of Para 3 under the Head "Deputation Allowance", it has been stipulated that in case where Basic Pay in the parent cadre has been upgraded on account of NFU, MACP, NFSG, etc. the upgraded Basic Pay under such upgradations shall not be taken into account for the purpose of deputation allowance. In case of proforma promotion under NBR, if:-
 - (i) The Pay Matrix is higher than the ex-cadre post, the basic pay under

such proforma promotion shall not be taken into account for the purpose of deputation (duty) allowance; and

- (ii) The Pay Matrix is equal to or below than the ex-cadre post, the basic pay under such proforma promotion shall not be taken into account for the purpose of deputation (duty) allowance.

2. The above matter has further been clarified by DOP&T vide OM No.2/11.2017- Estt (pay-II) dated 15.03.2021 (copy attached). The policy has been bifurcated into two parts as under:-

- (a) Below Level-13A (AGM in DFCCIL); and
- (b) Level-14 (GM in DFCCIL).

3.1 Level-13A (AGM in DFCCIL) and Below:-

- (i) In cases where the basic pay in parent cadre has been upgraded on account of NFU, MACP, NFSG, etc. If the officer has opted for such upgraded pay of the parent cadre, in that event, the upgraded basic pay under such upgradations shall not be considered for the purpose of Deputation (Duty) Allowance.

In such cases, the Deputation (Duty) Allowance will be calculated taking the basic pay of the parent cadre which the officer was getting before such upgradation and the amount of the same would be further regulated every year on the basis of the pay arrived at by giving annual increments on the presumptive pay

- (ii) In the case of Proforma promotion under Next Below Rule (NBR)

If such a Proforma Promotion is in a Level of the Pay Matrix which is higher than that of the ex-cadre post, and the officer has opted for the upgraded pay of the proforma promotion, the basic pay under such proforma promotion shall not be taken into account for the purpose of Deputation (Duty) Allowance.

The amount of Deputation (Duty) Allowance would be calculated on the basis of the pre-upgraded presumptive pay that the officer was drawing prior to Proforma Promotion and the amount of the same would be further regulated every year on the basis of the pay arrived at by giving annual increments on the presumptive pay.

If such a Proforma Promotion under NBR is in a Level of the pay matrix which is equal to or below that of the ex-cadre post, Deputation (Duty) Allowance shall be admissible on the basic pay of the parent cadre post, under the proforma promotion, if opted by the deputationist.

3.2 Upgradation to Level-14 (GM in DFCCIL)

- i) In cases where the basic pay in parent cadre has been upgraded on account of NFU, MACP, NFSG, etc. The deputationist shall be given the option to draw the upgraded basic pay under such upgradations without

Deputation (Duty) Allowance or the pay which he was drawing before such upgradation with Deputation (Duty) Allowance, whichever is more beneficial as per the option of the officer.

- ii) In the case of Proforma Promotion under Next Below Rule (NBR)- The deputationist shall be given the option to draw the upgraded basic pay under such proforma Promotion without Deputation (Duty) Allowance or the pay which he was drawing before grant of Proforma Promotion with Deputation (Duty) Allowance, whichever is more beneficial as per the option of the officer.

The amount of Deputation (Duty) Allowance would be calculated on the basis of pre-upgraded presumptive pay that the officer was drawing prior to the grant of Proforma Promotion and the amount of the same would be further regulated every year on the basis of the pay arrived at by giving annual increments on the presumptive pay.

3.3 Guidelines for induction of TADKs attached to officers joining DFCCIL on deputation:

Any induction of TADKs (attached to officers joining DFCCIL on deputation) will be done as per following guidelines:

- a) Railway officers joining on deputation to DFCCIL having facility of TADK in Railways will have the option to either bring his/her TADK from the Railways on terms and conditions mentioned below or to avail the admissible TADK allowance.
- b) All railway officers who want to bring their TADK from the Railways have to give their request in writing on joining DFCCIL along with details of TADK and the requisite declarations, as mentioned above.
(letter no. HQ/HR/3/TADK/21 dated 14.02.2012)
- c) The TADKs proposed to be brought by the officer should be either a screened person or should have been granted temporary status as a Railway employee so that he/she becomes entitled to seek deputation to DFCCIL.
- d) Screened/temporary status TADKs joining on deputation terms with the officers will be allowed deputation duty allowance besides their parent pay. No other allowances, perks and benefits apart from their parent entitlement will be admissible to them in DFCCIL. However, the TADKs joining DFCCIL on deputation terms may opt for medical facility of the company (outdoor in the form of medical allowance in the salary + Indoor treatment) as per DFCCIL's Medical Rules.
(letter no. HQ/HR/3/TADK/21 dated 28.05.2013).
- e) The officers joining DFCCIL has to make a request by enclosing the details of the TADK proposed to be attached with him. Approval of the competent authority in DFCCIL will be obtained before forwarding his request to the concerned Railways.

- f) While forwarding the request it would be made clear to the Railways that the services of the TADK should be sent to DFCCIL only when he/she is either screened or acquired temporary status in the Railways
- g) Deputation of TADK to DFCCIL would be considered only when he has been relieved by the concerned CPO/other authorized personnel officer only, irrespective of the department where the employee is presently working in Railways.
- h) Following declarations have to be submitted by the officer, TADK and the concerned Railway before inducting a TADK on deputation to DFCCIL:
 - i) The officer with whom the TADK is attached has to declare that as and when the Officer is repatriated, TADK would also be repatriated.
 - ii) TADK has to declare that he/she will have no claim whatsoever to remain in DFCCIL, if the Officer with whom he is attached does not want to retain him or the officer is repatriated, whichever event happens earlier.
 - iii) The concerned Railway should give their consent to take back the TADK in the event of repatriation of the Officer and DFCCIL will have no liability in this regard.

All railway officers who want to bring their TADK from the Railways have to give their request in writing on joining to DFCCIL along with details of TADK and the requisite declarations, as mentioned above.

3.4 Scheme of reimbursement of journey expenditure to the extent of curtailed privilege passes during the deputation tenure of Railway employees in DFCCIL

1. As per Railway Servants (Pass) Rules' 1986, the normal entitlements of the privilege pass to the railway servants on deputation to DFCCIL is admissible upto two years for SAG & above level officers and upto three years for below SAG level officers and staff. Thereafter, only the number of passes admissible to a retired railway servant of his/her category is allowed.
2. Board of Directors (BoD)/DFCCIL, vide their 34th meeting held on 07.08.2012 approved the scheme of reimbursement of journey expenditure to the extent of curtailed privilege passes in favour of the railway employees during their deputation tenure in DFCCIL (3rd year and onwards for SAG levels and 4th year and onwards for below SAG levels), as per their entitlements under Railway Servants (Pass) Rules. Following procedure is to be adopted to implement this decision:-
 - a) Number of journeys eligible for reimbursement will be limited to number of curtailed passes by rail only by entitled class on production of proof of travel and expenditure.
 - b) The reimbursement facility will be admissible only after the due number of passes have been drawn from the lien Railways for which

the official will make a onetime declaration yearly and get the same certified by the Railway/Railway Board where his/her pass account is being maintained;

- c) The reimbursement will be limited to the actual number of persons undertaking the journey but not exceeding the entitled numbers as per Railway Pass Rules:
 - d) Cost of journey of attendant will not be reimbursed,
 - e) One to & fro journey and the one-way journey will tantamount to utilization of one set and half set pass respectively as per Railway pass Rules, and
 - f) Travel entitlement and rules governing such journeys will be the same as provided for in Railway Servants (Pass) Rules subject to the conditions mentioned from (a) to (e) above
3. In order to avail the benefits of this scheme, Railway officers and staff on deputation will be required to furnish the information regarding their entitlement, dependents etc. in the proforma enclosed as Annexure-I.
 4. Parallel pass account of the Railway Deputationists (for curtailed passes) will be maintained by HR/Corporate Office for those posted in Corporate Office and by the CGMs for those railway employees posted in their units.
 5. In the Corporate Office the request for reimbursement of journey fare with original railway tickets/proof of travel should be submitted to HR in the proforma enclosed as Annexure-II for processing & its onward transmission to Finance department for reimbursement. In the field Unit the reimbursement will be made with the sanction of respective CGM.
 6. The above scheme will be effective from 07.06.2012 i.e. from the date of approval of the scheme by the BoD/DFCCIL.

(HR Circular No HQ/HR/10/Passes/1 dated 26.09.2012)
