



डेडीकेटेड फ्रेट कोरीडोर

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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-549

New Delhi: 04.08.2020

Sh. Yogesh
Delhi

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

Reference: Your RTI application dated 13.07.2020 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: 04 sheets

NOTE

No.2019/HQ/HR/I(IX)/RTI/PT.2(201901119)

Date: 30.07.2020

Sub: Application of Sh. Yogesh, 510-15A, near Corporation Bank, Deoli, New Delhi.

Reply of RTI No. 549

SN	Information Sought for	Proposed Reply/Remarks
01	What rules and regulations does DFCCIL follow regarding Deputation. Kindly furnish copy of rule.	As per Deputation policy of DFCCIL. (Copy attached.)
02	What are the grounds from premature reversion to parent department from deputation	Process/initiation of administrative action on case to case basis as decided by Competent Authority.
3	How much time of advance notice period is mandatory for premature reversion from Deputation	
4	Who is the competent authority for the approval of premature reversion from Deputation	Depends upon the level from where the office is getting repatriated. E4 & above – MD
5	Can a employee request against the premature reversion from Deputation. If yes, who is the competent authority to revert the order	E3 & below- Concerned Director.


Manager/HR

DGM/Admin (PIO)

Chapter-V

Deputation Policy

Recruitment Rules for induction on Deputation basis in DFCCIL.

- a) The Govt./Railway/PSU employees 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 MoR 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.

Designations in DFCCIL	Eligibility criteria (substantive Pay Band/GP)	Remarks
General Manager	Should be working in SAG/SG i.e. in PB-4/GP 10000 or 8700 with minimum 20 years of Group-A service.	<ul style="list-style-type: none"> ➤ Spl. Pay of Rs. 1000 on completion of 23 years of Group-A service. ➤ Spl. Pay of Rs. 2000 and designation of GGM on completion of 25 years of Group-A service.
Addl. General Manager	Should be working in SG i.e. PB-4/GP 8700 with minimum 13 years of Group-A service.	-
Joint General Manager	Should be working in JAG i.e. PB-3/GP 7600 with minimum 09 years of Group-A service.	-
Dy. General Manager	Officers working in Senior Scale i.e. PB-3/GP6600.	Higher Grade Pay granted under MACP by the parent department shall not qualify for grant of higher designation on deputation.
Manager	Group-B (Gaz.) officers working in PB-3/GP-5400 or PB-2/GP 4800.	
Assistant Manager	Group-C employees holding post in PB-2/GP 4600(GP 4800 in A/cs) on regular basis.	
Sr. Executive	Group-C employees working in PB-2/GP4200	
Executive	Group-C employees working in PB-I/GP2800 or 2400.	

- c) The Field units of DFCCIL shall continue to be headed by only one Chief Project Manager (CPM). Any other SAG(PB-4+GP10000) or SG level officer(PB-4+GP8700 with minimum 20 years of Group-A service) if posted to a Field unit, he/she shall be designated as **Additional Chief Project Manager(ACPM)**, reporting to the respective CPM so as to maintain unified flow of directions/command. The ACPMs shall be

HR Manual of DFCCIL

entitled for perks and benefits as admissible to CPMs. However, such ACPMs shall exercise the powers of Dy. CPMs in terms of SOP, until further orders.

- d) The deputationists shall be designated on fulfilling the above eligibility criteria at the time of their initial induction on deputation as well as subsequently at any time during their deputation tenure in DFCCIL.
- 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 five (05) years from the date of joining on deputation.
- g) Further extension of tenure beyond 05 years, if any, may be processed with the approval of Ministry of Railways.

Modified Assured Career Progression (MACP) Scheme

Treatment of MACP pay in the cases of deputation, absorption, re-employment & re-engagement.

Based on the principles governing MACP scheme & instructions issued thereon by DOP&T/ MoR, the manner in which MACP pay will be taken into account for grant of status/designation and pay fixation is mentioned below for the information and guidance of all concerned:

- a) Grant of status/designation on Deputation, Absorption and Re-employment:
 - i. Only the substantive grade pay (not MACP grade pay) shall be taken into account for determining the criteria for grant of status/designation, when they join either on deputation or on permanent absorption or on re-employment basis.
 - ii. The eligibility criteria for grant of designation on Deputation, on Permanent Absorption and on Re-employment basis as already circulated by HR shall be based on the substantive/regular Pay Band+ Grade Pay of the employees.
(Please refer to HR's letter no. HQ/HR/3/Deput.Pol./15 (Pt.) dated 07.02.2011/25.02.2011, No. HQ/HR/3/Rectt.Absorp.Pol./12 dated 30.06.2010, No. HQ/HR/3/Re-Emp.-Engmt.Pol./10 dated 04.06.2010)
- b) Pay fixation on Deputation, Absorption, Re-employment & Re-engagement:
 - i. Govt./Railway employees on deputation can opt either to draw higher pay under MACP without deputation allowance **OR** substantive grade pay with deputation allowance.
 - ii. On permanent absorption of a Govt./Railway employee, his pay will be fixed in the relevant IDA scale of his post as per HR's circular no. HQ/HR/3/Rectt.-

HR Manual of DFCCIL

Absorp.Pol./12 dated 25.07.2011 incorporated in our Absorption Policy. For the purpose of converting his *last pay drawn/admissible* against the parent post held on regular basis, the higher GP granted under MACP will also be taken into account.

Fixation of pay of retired persons on re-employment will be made as per the instructions issued by DOP&T from time to time. Retired persons re-engaged as '**Consultants**' shall be allowed the consolidated monthly amount as fixed vide HR's letter No. HQ/HR/3/Re-Emp.-Engmt. Pol./10 dated 22.07.2010. However, in both the cases higher GP granted under MACP shall **not** be taken into account.

Safeguard Policy to prevent Conflict of Interest with regard to participation of IR PSUs in bids for JICA funded WDFC.

a) Objective

DFCCIL is required to invite the bids for construction of DFC project. The Western DFC project is funded by Japan International Corporation Agency (JICA).

The procurement of works/services under external funding is required to be undertaken as per the guidelines and extant norms of the funding agencies. The JICA norms allow for participation of the IR PSUs in bids for works /services to be procured under JICA funding subject to adoption of a safeguard policy to fulfill the following requirements

"Organizations fully or jointly owned subsidiaries of the Indian Railways, are eligible for bidding under the project (Western Dedicated Freight Corridor Phase I). However, conflict of Interest would deemed to occur if officials from such organization are deputed/posted/exchanged (During procurement as well as implementation, stage if awarded the contract), with DFCCIL or other institutions involved with procurement/implementation activities under the said project".

b) Scope

This safeguard policy shall apply to officials posted on DFCCIL below BOD level and is to be enforced within DFCCIL with regard to the following:

- 1) Posting/deputation/selection of officials for western DFC project
- 2) Assigning of duties/ activities related to Western DFC to DFCCIL officials.

c) Period

This safeguard policy shall be applicable during the period of procurement for WDFC under JICA funding. The period of procurement will start from invitation of application for pre-qualification and continue up to finalization/award of contract. This will also include preparation/ approvals of bid documents.

HR Manual of DFCCIL

Beyond the award of contract, the safeguard policy would be applicable only in those cases where an IR PSU is part of the consortium of the successful bidder. In such case, the policy shall be applicable up to the completion/ commissioning of works and release of final payments.

d) Policy

1. Officials in Grades E0 to E5 are not involved in the decision making process and so do not come within the purview of this policy.

2. For officials in Grades E6 to E9 the following would be applicable:

A. Appointments on DFCCIL

(i) Permanent absorption of officers from IR/ IR PSUs/ Open Market:

In so far as an official severs his link with his previous employer before joining DFCCIL, the aspect of Conflict of Interest will not be applicable.

(ii) Deputation/ Exchange / Posting of IR officials

IR officials who have earlier worked with IR PSUs should have completed a 'cooling off' period of at least 3 years before being posted on DFCCIL for an assignment on WDFC project during the period of applicability of this policy.

B. Assignment of Duties/ Activities

While assigning duty list of officials, history of their postings with IR PSUs will be considered before assigning any duties/responsibilities for WDFC during the period of applicability of the policy. Only those officials will be assigned duties pertaining to WDFC who have completed a minimum of 3 years after their previous posting with an IR PSU.
