

No. 2021/HQ/Admin/RTI-580

श्री हरीकुंवर यादव
उत्तर प्रदेश

विषय: सूचना का अधिकार अधिनियम 2005 के अंतर्गत सूचना उपलब्ध कराना।
संदर्भ: आपका आरटीआई आवेदन दिनांक 15.07.2021 जो इस कार्यालय में DOPT portal के द्वारा प्राप्त हुआ।

उपरोक्त आवेदन के सन्दर्भ में, संबंधित कार्यालय से प्राप्त सूचना निम्नलिखित है:

क्रमांक	क्रम संख्या	मांगी गई सूचना	उपलब्ध सूचना
1	1	आरटीआई आवेदन	आपके द्वारा मांगी गई जानकारी RTI Act-2005 के para 2(f) के अंतर्गत नहीं आती है।
2	2-4	दिनांक- 15.07.2021 के द्वारा	आपके द्वारा मांगी गई जानकारी DFCCIL के HR Manual के Chapter-III में निहित है, जिसकी प्रति संलग्न है।
3	5	मांगी गई सूचना	प्रार्थी ने साक्षात्कार में कुल 100 अंको में से 49 अंक प्राप्त किये।
4	6		आपके द्वारा मांगी गई जानकारी RTI Act-2005 के para 2(f) के अंतर्गत नहीं आती है।
5	7,8 & 9		आपके द्वारा मांगी गई जानकारी RTI Act-2005 के para 8(1)(j) के अंतर्गत प्रदान नहीं की जा सकती है।

आशा है उपरोक्त जानकारी पूर्ण एवं संतोषजनक है। यदि नहीं, तो आप अपीलीय प्राधिकारी को सूचना की प्राप्ति के 30 दिनों के भीतर अपील कर सकते हैं, जिनका नाम और पता इस प्रकार है:

सुश्री आर० पी० छिबबर
समूह महाप्रबंधक / प्रशासन, DFCCIL,
5 वीं मंजिल, सुप्रीम कोर्ट मेट्रो स्टेशन बिल्डिंग,
प्रगति मैदान, नई दिल्ली -110001

संलग्न: 03 पृष्ठ

Sham
02/08/2021

(एस. के. राय)

उप. महाप्रबंधक / प्रशा. (ज. सू. अ.)

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दूरभाष - 011-23454707

Chapter-III

Permanent/Immediate Absorption Policy

The following policy for induction of employees on permanent and on immediate absorption basis shall be followed in the company:

1) Eligibility conditions:

- a) Absorption of employees working in Railways, other Govt. departments, Central PSUs and those already on deputation with DFCCIL shall be considered.
- b) The Permanent Absorption (i.e. deputation followed by absorption) as well as Immediate Absorption (i.e. direct absorption) shall be made in IDA pay scale structure, as per extant policy of Company.
- c. The eligibility criteria for both permanent and immediate absorption to various levels shall be as under:

Posts	IDA Scales/ Comparable CDA Scales	Eligibility Criteria for Permanent/ Immediate Absorption	
		CDA Pay Band + Grade Pay in Parent Cadre	IDA Scales of other PSUs
(1)	(2)	(3)	(4)
GM	E8(51300-73000)/ PB-4/GP10000(SAG)	Officers working in PB -4(37400-67000) + GP 10,000.	Working in E8
AGM	E7(43200-66000)/ PB-4/GP8900	Officers working in PB -4(37400-67000) + GP 8700.	Working in E7 or E6
JGM	E6(36600-62000)/ PB-4/GP 8700(SG)	Officers working in PB -3(15600-39100) + GP 7600.	Working in E5
Dy.GM	E5(32900-58000)/ PB-3/GP 7600(JAG)	Officers working in PB -3(15600-39100) + GP 6600.	Working in E4
Manager	E4(29100- 54500)/ PB-3/GP 6600 (SS)	Officers working in PB-3/2 + GP 5400 or 4800.	Working in E3
Asstt. Mgr.	E3 (24900-50500)/ PB-3/2 + GP 5400	Employees working in PB -2 + GP4600 (PB2+GP 4800 in A/cs deptt. of IR)	Working in E2
Sr. Exe.	E1(16400-40500)/ PB-2/GP 4600	Employees working in PB-2 + GP4200	Working in E1 or E0
Exe.	E0(12600- 32500) / PB-2/GP 4200	Employees working in PB-1 + GP2800 or 2400.	Working in immediate one grade below E0

- a) Higher grade pay granted under MACP by the parent department shall not be taken into account for the above eligibility criteria.
- b) The maximum age of the applicant for absorption to the posts of AGM & below shall be 55(Fifty Five) years and that for the post of GM 57(Fifty Seven) years. The age will be reckoned as on the date of application in case of deputationists seeking permanent absorption. In case of immediate absorption, the age will be reckoned as prescribed in the advertisement.

1) Selection Method (Permanent Absorption)

- a) The deputationists shall be eligible for permanent absorption at any time during their deputation tenure in DFCCIL subject to fulfillment of the eligibility conditions under para-1 above and may exercise the option in the enclosed format.
- b) The suitability of the deputationists for permanent absorption will be assessed by a selection committee through interview & assessment of APARs with the following weightage:

APARs	Experience Profile	Additional professional qualifications	Personality, Aptitude, General Awareness, Comm. skill	Qualifying %
25	40	20	15	60%

Note: As per DOP&T's instructions, reservation rule is not applicable in Deputation & Absorption.

- c) For the post of DGM and below, a selection committee consisting of three GGM/GMs, one each from HR, concerned department & sister departments shall be nominated by MD and the recommendations shall be approved by the appointing authority, as per SOP.
- d) For the post of JGM and above the selection committee shall consist of three Directors, to be nominated by MD and the recommendations shall be approved by the appointing authority, as per SOP.

1) Selection Method (Immediate Absorption)

- a) Advertisement seeking applications for immediate absorption will be displayed in company's website and/or published in Employment News & other newspapers.
- b) Normally, applications through proper channel would be considered. In cases where NOC/forwarded application/APARs is not received from the employer before the interview, the candidate would be provisionally interviewed based on self certified copies of APARs from the candidates and can be provisionally selected, subject to receipt of letter of acceptance of resignation from the competent authority in parent organization before joining DFCCIL.
- c) Qualification/experience, if required, will be prescribed in consultation with the concerned department.
- d) Selection of the applicants for immediate absorption shall be based on interview of the short listed candidates by a selection committee. The nomination, composition of the committee & approval of recommendations shall be as mentioned in Para-2-(c) & (d) above.
- e) The selection committee shall assess the candidates for immediate absorption through interview & assessment of APARs with the following weightage:

APARs	Experience Profile	Additional professional qualifications	Personality, Aptitude, General Awareness, Comm. skill	Qualifying %
25	40	20	15	60%

Note: As per DOP&T's instructions, reservation rule is not applicable in Deputation & Absorption.

1) Other conditions:

- a) In terms of the DOP&T and DPE's instructions, in the case of deputation followed by absorption, the absorption in DFCCIL shall be effective from the date following the date of acceptance of resignation by the parent organization and in the case of immediate absorption, the date of joining shall be the date of absorption.
- b) Further, as per DOP&T/DPE's instructions, the absorbee shall sever all connections with the parent organization from the date of absorption in DFCCIL and he/she will not be allowed to revert to parent cadre. Such an absorbee will be governed by the rules/policies/instructions, etc. of DFCCIL in all respect.
- 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 Para1(c), 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 Para1-c) shall be fixed from the date of deputation on notional basis i.e. without arrears and actual from the date of permanent absorption.
- d) In case where there is a drop in pay on such fixation, the difference will be protected as personal pay to be absorbed in future increases in pay subject to the condition that such pay plus personal pay should not exceed the maximum of the pay scale of the post in which absorbed.

2) Interpretations:

MD would be the competent authority to decide/clarify the provisions, issue necessary administrative instructions and procedural order, etc for implementation of Absorption Policy. This policy may be reviewed periodically.

