

No. 2021/HQ/Admin/RTI-585

New Delhi: 13.08.2021

Sh. Vinay Sonu  
Bihar

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

Reference: Your online RTI application dated 16.07.2021 (Registration No. DFCCCL/R/E/21/00439) received through DOPT.

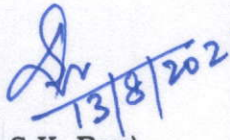
Information, as obtained from the concerned record holding office, is provided herewith as under;

S. No	Point No.	Information sought for	Information provided
1.	1	Refer to the original application dt. 16.07.2021	Kindly refer Recruitment Notice regarding number of application received against Advt. No. 04/2021 uploaded on career section at <a href="https://dfccil.com">https://dfccil.com</a> other links >Career> Employment Notice.
2.	2		As on 01.04.2021, total employees are 1842.
3.	3		No travel pass is provided to the regular employees of DFCCIL.
4.	4		Information sought is attached (02 pages).
5.	5		Copy of the Circular No. 571/2020 dated 17.09.2020 is attached (01 page).
6.	6		No such guidelines/policy is available in DFCCIL.
7.	7		It is understood that TA is meant to be transport allowance copy of the Circular No. 23/2019 dated 09.09.2019 attached. Para 5 may be referred to (05 pages).
8.	8		Copy of the Circular No. 571/2020 dated 17.09.2020 is attached (01 page).
9.	9		3 options are given to the employees at the time of joining in DFCCIL. However, place of posting is being given decided as per the project requirements.
10.	10		A copy regarding Cost to the Company and perks and allowances is attached (04 pages).

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**  
GGM/Administration DFCCIL,  
5th Floor, Supreme Court Metro Station Building,  
Pragati Maidan, New Delhi-110001.

DA: 12 pages

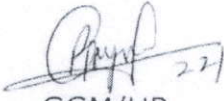
  
13/8/2021

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

**No. 40379/2021/HR-COORD&Policy**

Sub: - Cost to the Company and other Perks  
and Allowances – DFCCIL employees

A Statement regarding Cost to the Company(CTC) along with other perks and allowances provided to the employees of DFCCIL at various grades is attached for information.

 22/3/2021  
GGM/HR  
22.03.2021

## Cost to the Company

CTC at Minimum of pay scale								
Grade	Pay Scale	Pay Scale (Minimum)	DA @ 18.40%	Basket of allowance @ 35% of basic pay	Lease Rent/HRA (in X* cities)	Superannuation Benefits (30% of basic of pay + DA)	Monthly Cost (with minimum of pay scale)	Annual cost (with min of pay scale)
MD	200000-370000	200000	36800	70000	96305	71040	474145	5689740
Dir/CVO	180000-340000	180000	33120	63000	84975	63936	425031	5100372
E9	150000-300000	150000	27600	52500	36000	53280	319380	3832560
E8	120000-280000	120000	22080	42000	28800	42624	255504	3066048
E7	100000-260000	100000	18400	35000	24000	35520	212920	2555040
E6	90000-240000	90000	16560	31500	21600	31968	191628	2299536
E5	80000-220000	80000	14720	28000	19200	28416	170336	2044032
E4	70000-200000	70000	12880	24500	16800	24864	149044	1788528
E3	60000-180000	60000	11040	21000	14400	21312	127752	1533024
E2	50000-160000	50000	9200	17500	12000	17760	106460	1277520
E1	40000-140000	40000	7360	14000	9600	14208	85168	1022016
E0	30000-120000	30000	5520	10500	7200	10656	63876	766512
N7	29000-91000	29000	5336	10150	6960	10300.8	61747	740962
N6	28000-80000	28000	5152	9800	6720	9945.6	59618	715411
N5	25000-68000	25000	4600	8750	6000	8880	53230	638760
N4	22000-63000	22000	4048	7700	5280	7814.4	46842	562109
N3	21000-60000	21000	3864	7350	5040	7459.2	44713	536558
N2	18000-52000	18000	3312	6300	4320	6393.6	38326	459907
N1	16000-45000	16000	2944	5600	3840	5683.2	34067	408806

## CTC at Mean of pay scale

Grade	Pay Scale	Pay Scale (Mean)	DA @ 18.40%	Basket of allowance @ 35% of basic pay	Lease Rent/HRA (in X* cities)	Superannuation Benefits (30% of basic of pay + DA) = 30%	Monthly Cost (with mean of pay scale)	Annual cost (with mean of pay scale)
MD	200000-370000	285000	52440	99750	96305	101232	634727	7616724
Dir/CVO	180000-340000	260000	47840	91000	84975	92352	576167	6914004
E9	150000-300000	225000	41400	78750	54000	79920	479070	5748840
E8	120000-280000	200000	36800	70000	48000	71040	425840	5110080
E7	100000-260000	180000	33120	63000	43200	63936	383256	4599072
E6	90000-240000	165000	30360	57750	39600	58608	351318	4215816
E5	80000-220000	150000	27600	52500	36000	53280	319380	3832560
E4	70000-200000	135000	24840	47250	32400	47952	287442	3449304
E3	60000-180000	120000	22080	42000	28800	42624	255504	3066048
E2	50000-160000	105000	19320	36750	25200	37296	223566	2682792
E1	40000-140000	90000	16560	31500	21600	31968	191628	2299536
E0	30000-120000	75000	13800	26250	18000	26640	159690	1916280

10379/2021/HR-COORD&POLICY

N7	29000-91000	60000	11040	21000	14400	21312	127752	1533024
N6	28000-80000	54000	9936	18900	12960	19180.8	114977	1379722
N5	25000-68000	46500	8556	16275	11160	16516.8	99008	1188094
N4	22000-63000	42500	7820	14875	10200	15096	90491	1085892
N3	21000-60000	40500	7452	14175	9720	14385.6	86233	1034791
N2	18000-52000	35000	6440	12250	8400	12432	74522	894264
N1	16000-45000	30500	5612	10675	7320	10833.6	64941	779287

CTC at Maximum of pay scale

Grade	Pay Scale	Pay Scale (Maximum)	DA @ 18.40%	Basket of allowance @ 35% of basic pay	Lease Rent/ HRA (in X* cities)	Superannuation Benefits (30% of basic of pay + DA) = 30%	Monthly Cost (with maximum of pay scale)	Annual cost (with maximum of pay scale)
MD	200000-370000	370000	68080	129500	96305	131424	795309	9543708
Dir/CVO	180000-340000	340000	62560	119000	84975	120768	727303	8727636
E9	150000-300000	300000	55200	105000	72000	106560	638760	7665120
E8	120000-280000	280000	51520	98000	67200	99456	596176	7154112
E7	100000-260000	260000	47840	91000	62400	92352	553592	6643104
E6	90000-240000	240000	44160	84000	57600	85248	511008	6132096
E5	80000-220000	220000	40480	77000	52800	78144	468424	5621088
E4	70000-200000	200000	36800	70000	48000	71040	425840	5110080
E3	60000-180000	180000	33120	63000	43200	63936	383256	4599072
E2	50000-160000	160000	29440	56000	38400	56832	340672	4088064
E1	40000-140000	140000	25760	49000	33600	49728	298088	3577056
E0	30000-120000	120000	22080	42000	28800	42624	255504	3066048
N7	29000-91000	91000	16744	31850	21840	32323	193757	2325086
N6	28000-80000	80000	14720	28000	19200	28416	170336	2044032
N5	25000-68000	68000	12512	23800	16320	24154	144786	1737427
N4	22000-63000	63000	11592	22050	15120	22378	134140	1609675
N3	21000-60000	60000	11040	21000	14400	21312	127752	1533024
N2	18000-52000	52000	9568	18200	12480	18470	110718	1328621
N1	16000-45000	45000	8280	15750	10800	15984	95814	1149768

Note - (i) Pay scale has been taken at minimum of the scale, mean of the scale and maximum of the scale. Accordingly, monthly cost and annual cost have been calculated at these levels.

(ii) Additional perks and allowances (other than basket) are over and above the cost indicated in table above.

Other perks and allowances

1. Hard and soft furnishing (E0 and above)
2. Entertainment expenses (E3 and above)
3. Birthday gift
4. Reimbursement of expenses towards purchase of instruments (Mobile/ Landline) (once in two years)
5. Briefcase reimbursement (once in two years)
6. Call charges/telephone charges (E1 and above)
7. Uniform allowance
8. On tour (domestic and foreign) – TA/DA/Lodging
9. Reimbursement of membership/subscription fee: For National/International Institutions (E3 and above)
10. Caretaker for Office work at Residence (E5 and above)
11. Consolidate Travelling Allowance (Corporate Office)
12. Night Duty Allowance (NDA) (Rostered staff up to E1 level)
13. National Holiday Allowance (NHA) (Rostered staff up to E1 level)
14. Special Allowance (employees on deputation)
15. Leave Travel concession
16. Composite Transfer Grant

Besides above allowances, employees are also provided with following facilities-

1. Group Insurance Scheme
2. Medical facility (Indoor and Outdoor)



डिडीकेटिड फ्रेट कोरीडोर

डिडीकेटिड फ्रेट कोरीडोर कार्पोरेशन ऑफ इंडिया लि.

Dedicated Freight Corridor Corporation of India Limited

(भारत सरकार का उपक्रम)

(A Govt. of India Enterprises)

HQ-HRCCOPO(HRP)/15/2020-HR-COORD AND POLICY /948

Dated: 17.09.2020

CIRCULAR NO 571/2020

**Sub: Rates of Night Duty Allowance (NDA) and National Holiday Allowance (NHA) for rostered staff (up to E1 level) in DFCCIL**

BoD in its 73<sup>rd</sup> meeting (Item 73.3.6) held on 26.08.2020, has approved the rates of NDA and NHA for rostered staff (up to E1 level) in DFCCIL based on the rates of Indian Railway.

**1. Rates of Night Duty Allowance (NDA )**

Hourly rate of NDA shall be calculated based on  $\{(Basic\ pay + Dearness\ Allowance)/200\}$  for work put in by eligible rostered staff during the period from 2200 hours to 0600 hours. For calculation of rate of NDA, weightage of 10 minutes for every hour of duty performed between hours of 22.00 and 06.00 will be applicable. The rate would be separately worked out for each employee.

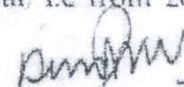
**2. Rates of National Holiday Allowance( NHA)**

Admissibility of NHA for various groups of rostered staff for work during National Holidays will be as indicated below -

Level in DFCCIL	Rate of allowance (per day) - INR
N1-N4	Rs 384
N5-N7	Rs 477
E0-E1	Rs 630

Note: The rates of this allowance will further increase by 25% each time DA rises by 50%.

The above rates will be applicable from the date of BoD's approval, i.e from 26<sup>th</sup> August, 2020.

  
(S.K Panda)

Joint General Manager/HR

Copy to -

1. Secy. to MD, for kind information of MD
2. Director/OP&BD, Director/Finance, Director/PP, CVO
3. ED/EDFC, ED/WDFC
4. GGMs/GMs/CGMs/GM-Coordination- for information of employees working under them

  
10/04/2021.

**Circular No. 23 /2019**

**Sub:** Revision of perks and allowances other than basket, lodging charges, daily allowances and lease accommodation ceiling limit as per 3rd PRC in respect of Board level and below board level executives of DFCCIL.

Competent Authority has reviewed the following perks / allowances/ reimbursements being granted to the employees ( regular/ deputationists) and have approved the revision of the same as shown here under:-

**1. Hard and Soft furnishing:**

Category	Recommended by NRC
CMD/MD Director	Rs. 250000/-
ED (E9)	Rs. 225000/-
GGM/GM	Rs. 200000/-
AGM (E7)	Rs. 150000/-
JGM (E6)	Rs. 125000/-
DGM (E5)	Rs. 100000/-
E4 – E0	Rs.75000/-

- i) Employees will be eligible to purchase any household items like; A/C, Inverter, Multi-functional printer, Heat convector, Furniture, Television, Carpet, Mattresses, Curtain, Refrigerator etc.
- ii) Regular employees are entitled to two times in their whole tenure including the period of deputation with a minimum gap of 5 years between the two purchases.
- iii) Five years period for next purchase is to be counted from the date of first purchase of any of the furnishing items by the employee including the period of deputation/extended period of deputation.
- iv) Deputationists will be entitled to the furnishing reimbursement once in their tenure:
- v) Where an officer on deputation takes permanent absorption, he will be eligible for the next purchase only after a gap of 5 years.
- vi) The depreciated cost for the above items will be 60% for the first year, 40% for the second year, 20% for the third year, 10% for the fourth year and nil for the fifth year. If an officer is leaving the organization, he/she will be allowed to purchase the items at the depreciated value indicated above. The existing cases, if any, will also be dealt at mentioned rates.
- vii) At the time of leaving the organization the employees will be allowed to buy back the items at the depreciated value indicated in item (vi) above without GST.
- viii) The official (GM and above) who have already availed the furnishing allowance as per the existing rate may avail the difference between the existing and the revised rates.
- ix) The existing pending cases will be dealt as per the above policy.

*[Signature]*

## 2. Reimbursement limit on entertainment Expenses:

Grade	Proposed limit for DFCCIL
Jr. Manager/Asstt. Manger/Manager ( E2, E3 and E4)	Rs. 1500/- per occasion subject to a maximum of Rs. 20,000/- p.a.
DGM/JGM ( E5 and E6)	Rs.4000/- per occasion subject to a maximum of Rs. 50,000/- p.a.
AGM (E7)	Rs.7500/- per occasion subject to a maximum of Rs. 90,000/- p.a.
GM /GM (Co-ord.)( E8)	Rs.10,000/- per occasion subject to a maximum of Rs. 1,20,000/-p.a.
ED/GGM/CGM	Rs.12,500/- per occasion subject to a maximum of Rs. 1,50,000/-p.a.

This will be reimbursed on submission of the bills, subject to ceiling.

## 3. The following existing allowances are to dispensed with w.e.f 01.09.2019;

- News Paper Allowance-CDA Employees
- Sumptuary-CDA employees
- Annual grants for technical journal / Magazine-CDA
- Club membership (Reimbursement of membership fee for club/societies/Library)
- Children education allowance

## 4. Professional updation-education allowance (part of basket in IDA): This allowance is payable @ 15% of the revised pay in 7th CPC for CDA employee's w.e.f 01.09.2019.

## 5. Transport Allowance(part of basket in IDA): In case of deputationists (CDA scale) the revised rates of Transport Allowance notified by Govt. of India (Ministry of Finance)will be payable at the following rates w.e.f. 1/9/2019:-

Level	Employees posted in X & Y cities as per Ministry of Finance(O.MNo.21/5/2017-E.II(B) dt.7-7-2017)	Employees posted in all other places
9 and above	Rs.7200 + DA thereon	Rs.3600 + DA thereon
3 to 8	Rs.3600 + DA thereon	Rs.1800 + DA thereon
1 and 2	Rs. 1350 + DA thereon	Rs. 900 + DA thereon

The other conditions for grant of Transport Allowance will be as per Ministry of Finance, Government of India letter No. 21/5/2017-E.II (B) dt.7-7-2017.

## 6. Medical Allowance (Outdoor Treatment): The Medical Allowance for CDA employees (deputationist) is revised from 4% of BP to 7% of basic pay and dispensed with electricity allowance w.e.f 01.09.2019.





The allowance is admissible on reimbursement basis i.e. on submission of bills/ certification on monthly basis.

**7. Revised Basket of allowances under Cafeteria Approach for IDA employees:** The limit of outdoor medical allowance in the basket of allowances for IDA employees of DFCCIL increased from 4% to 7%. This allowance will be admissible on reimbursement basis.

**8. Lodging Charges (Hotel):** The revised rates are as under:

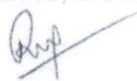
S.No	Level	Ceiling for Lodging Charges		
		X	Y	Z
i.	MD	Ashoka Hotel Suite	90% of the rate of Ashoka Hotel Suite	80% of the rate of Ashoka Hotel Suite
ii.	Director			
iii.	ED	10000	9000	7500
iv.	GGM/GM	10000	9000	7500
v.	AGM/JGM	7500	6000	5000
vi.	DGM	6000	5000	4000
vii.	Jr. Mgr to Mgr	3000	2500	2000
viii.	Sr.Exe./Exe.	2200	2000	1000
ix.	Skilled Staff (N5 to N7)	1500	1300	800
x.	TADK (N1 to N4)	1000	800	500

**9. Daily Allowance on Tour :** The revised rates of Daily Allowance on Tour are as under:

Category	Rate per day	in Rs
CMD/MD	2800/- or actual supported by Bill	
DIRECTORS	2300/- or actual supported by Bill	
ED	1500/-	
GGM/GM	1350/-	
AGM/JGM/DGM	1200/-	
Mgr.	1050/-	
AM/Jr Manager/Sr.Exe	900/-	
Executive	800/-	
Non-Executives(N5-N7)		
Skilled Staff	500/-	

**10. Lease Accommodation**

**Third Party lease: Base Lease Rates as on 01.07.2019, are as under:-**



<b>DFCCIL Monthly rental ceiling for Third Party</b>			
in Rs.			
Level	X	Y	Z
MD	74263	NA	NA
Director	69010	NA	NA
ED	62381	43815	25356
GGM	57183	40208	23340
GM	50711	35646	20688
AGM	42118	29599	17187
JGM	34585	24401	14110
DGM	34373	24189	14004
Manager	33737	23764	13792
AM	28114	19839	11458
Jr.Mgr	26629	18778	10821
Sr.Exe	22809	16126	9336
Exe.	15065	10609	6153

**Note:**

- 6.5%, 4 % and 1.5% of the employees' basic pay will be added to the base lease rate to arrive at the maximum lease entitlement of the employee. The amount so arrived is to be rounded off to the extent of next 10 in case of Rs.5 and above, and to previous 10 if it is less than Rs.5.
- Rent recovery will be @ 7.5%, 5% and 2.5% of the Basic pay for X, Y and Z class cities respectively.
- Lease rates shall be revised to the extent of an increase of @ 3% annually on 1st July.
- In addition to the above, base lease rate shall be enhanced to the extent of 25% for main areas of Delhi (A, B and C categories of colonies as per Delhi Govt. notification).
- Tax on housing perquisites value will be borne by DFCCIL@ average tax rates as per Income tax rules.
- The concept of self-lease has been withdrawn. The employees who are owners (fully/partial) of the property will be eligible to draw HRA only. All other properties will be treated as 3rd party lease.
- All the employees having Lease/Self Lease already in operation may continue the same as per current lease rates as well as rate of recovery till the expiry of the current Lease.

**11.Reimbursement of expenses towards purchase of Instruments (Mobile / Landline) :**

Category	Rate( once in 2 years)		in Rs.
	Mobile	Landline/code-less phone	
ED	30000	5700	
GGM/GM	27000	5700	
AGM	21000	2990	
JGM	18000	2990	
DGM	15000	2990	

*[Signature]*

Mgr (E4)	12000	0
Jr. Mgr/Asst. Mgr	10000	0
Sr.Exe./Exe.	8000	0
Skilled Staff (N7 to N5)	6000	0
MTS (N4 to N1)	6000	0

**DEPRECIATION:** Depreciation (SLM) @ 47.5% pa, 5% being scrap to be paid by the concerned employee to DFCCIL. This is inclusive of GST. This will be applicable on the purchase of mobile instruments under revised rate w.e.f 01.01.19.

**12. Brief case:**

Category	Revised rate ( once in 2 years )	in Rs.
ED (E-9)		9500
GGMs (E8)		9000
GMs (E-8)		8000
AGM (E-7)		7000
JGMs (E-6)		6000
DGMs (E-5)		5000
Mgr (E4)		4000
AM /Jr.Mgr E-3) & (E-2)		3000
Sr. Executive (E-1)		2000
Executive (E-0)		2000
Below Executives (N1 to N7) (E-0)		1500

  
(R.K.Goyal)

Group General Manager/HR-II

**Copy to:**

1. MD
2. Dir./OP&BD, Dir./Infra, Dir./PP, Dir./Fin. & CVO
3. EDs/GGMs/GMs/AGMs
4. All CGMs – for information of all employees working under them.
5. Company Secretary.
6. Notice Board.
7. AM/IT- for placing on intranet.

**NOTE**

Sub: Reply to RTI no. 585 of Vinay Sonu

In reference to point no. 4 of above mentioned RTI, details have been obtained from concerned Units. Following are the location of staff quarter's in UP and Bihar:

**Uttar Pradesh**

- i. Village ChamrawaliRamgarh
- ii. New Bulandshahar
- iii. New Mohiuddinpur
- iv. New Sakoti
- v. New Mansurpur
- vi. New Tapri
- vii. New Khurja
- viii. New Daud Khan
- ix. New Hathras
- x. New Tundla
- xi. New Makhanpur
- xii. New Bhadan
- xiii. New Ekdil
- xiv. New Achelda
- xv. New Kanchausi
- xvi. New Bhaupur
- xvii. Mughalsarai
- xviii. New Ahraura road
- xix. New Dagmagpur
- xx. New Mirjapur
- xxi. New Unchdih
- xxii. New karchana
- xxiii. Suberdarganj. Allahabad
- xxiv. New Manauri
- xxv. New Sujatpur
- xxvi. New Rasulabad
- xxvii. New Malwan
- xxviii. New Kanpur
- xxix. New Bhimsen
- xxx. Pt. DeenDayalUpadhyay Nagar

Bihar

- i. Sasaram
- ii. New Paharpur
- iii. New Kastha
- iv. New Rafiganj

✓ Nitin  
03/08/2021  
(Nitin Malhotra)  
AM/Civil

~~GGM/Civil/A&C~~

02  
03/8/21

DGM/Admin/PIO