

Note

No. 2020/HQ/ADMIN/RTI-595

Dated: 24.08.2020

Reply to RTI No. 595 ( Name : Ravi Kumar)

S. No.	Information Sought For:	Proposed Reply/Remarks
01	In the probation period executive (S&T) get noc for applying to other government jobs.	As per available policy attached (Annexure-1)
02	How many noc are getting during probation period?	
03	What is the process to apply for noc?	The employee can apply through proper channel in the unit in which he is working as per the format attached. (Annexure-2)

*Ravi*  
24/8/2020  
Asstt. Manager/HR

*[Signature]*  
24/8/2020  
AGM/HR

DGM/Admin (PIO)



डेडीकेटेड फ्रेट कोरीडोर कॉर्पोरेशन ऑफ़ इंडिया लि.  
 भारत सरकार (रेल मंत्रालय) का उपक्रम  
**Dedicated Freight Corridor Corporation of India Limited**  
 A Govt. of India (Ministry of Railways) Enterprise

No. HQ/HR/BOND POLICY (201801597)

Dated: 29.05.2019

Circular No.11./2019

**Sub:- Amendment in the existing Bond Policy.**

The Board of Directors (BoD) in its 68<sup>th</sup> Meeting held on 16.04.2019 has approved amendment in the relevant provisions of existing policies on Service Agreement-cum-Bond and Forwarding of Applications, as given under:-

S.No.	Existing Bond Policy (Applicable to Direct Recruits & Immediate/Permanent Absorption)			Approved amendments in Bond Policy (Applicable to Direct recruits)		
	Category	Period	Amount (in Rs.)	Category	Period	Amount (in Rs)
1	DGM & Above	5 yrs	10 lacs	Executive (E0) level to AM (E 3)	3 yrs	04 lacs + GST
2	Manager & AM	5 yrs	8 lacs	Below E0 level (Jr. Executive/ MTS)	3 yrs	02 lacs + GST
3	Below AM	5 yrs	6 lacs			

- a) For all employees inducted through Immediate Absorption basis, Bond amount shall be Rs. 3.0 lakhs + GST.
- b) No bond is required for employees inducted through Permanent Absorption basis.
- c) All employees shall have to serve minimum period of 3 years irrespective of their mode of induction.
- d) If an employee leaves the company during the bond period on completion of 02 years' service, proportionate bond amount to be recovered with the approval of MD only.
- e) In regard to forwarding of applications for outside employment, the same shall be forwarded as per DOPT guidelines.
- f) The bond is transferable.
- g) The revised policy shall be effective from the date of notification of the instructions.
- h) The revised policy shall be applicable to the existing employees also.

contd.../-

(from pre-page)

2.1 The items (e) i.e. forwarding of applications for outside employment as per DoPT guidelines and (f) i.e. bond is transferable, shall be governed as per follows:

i) **Forwarding of applications:** Applications of DFCCIL employee for outside employment shall be forwarded as per DoPT guidelines contained in their OM No. 28011/1/2013-Estt (C) dated 23.12.2013 and further instructions issued from time to time.

ii) **Transfer of bond:** The instructions of DPE contained in their OM No. 15(2)/2003-DPE(GM)/GL-57 dated 29.07.2004 and further instructions issued from time to time regarding transfer of bond in respect of employees of PSUs who leave the services of one undertaking to join another Undertaking/Government will be applicable.

3. Individual cases decided earlier will not be re-opened/reviewed on the basis of above amendment.

4. This issues with the approval of Competent Authority.



(Amit Kumar)  
DGM/HR

Email to:-

1. Secretary to MD- For kind information of MD.
2. Dir. (Infra), Dir. (OP&BL), Dir. (Fin.) & Dir. (PP) and CVO.
3. ED/WDFC, ED/EDFC, All GGMs/GMs/and CGMs.
4. All HR Officials.
5. Company Secretary.
6. IT Cell for display on DFCCIL's Intranet portal.

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**Sub: Forwarding of Application/ Issue of "No Objection Certificate" for external employment.**

✓ Eligibility: Regular employees of DFCCIL  
 ✓ Application will not be forwarded, where an employee is under suspension or facing departmental proceedings or prosecution in a court.  
 ✓ 4 applications will be forwarded in a calendar year.

1.	Purpose of application	Forwarding of Application /issue of No Objection Certificate for external employment		
2.	Emp. Code No.	3.	Name of the employee	
4.	Designation	5.	Place of Posting	
6.	Contact No.(M)	7.	Email ID	
8.	Grade (CDA/ IDA )			
9.	Date of Appointment.	10.	Status	Regular/ Deputation
11.	Whether eligible to apply for the post	Yes or No		
12.	Whether under suspension or facing departmental proceedings/prosecution in a court	Yes or No		
13.	No. of application forwarded /NOC issued during the current Calendar year			
14.	Name and address of the organization where application is to be forwarded			
15.	Post applied for	16.	Last date for submission of application.	

Encl: Copy of Notification/advertisement

Signature of the employee.....  
Date:

Whether the employee is free from D&A angle: Yes/ No

**Remarks of Functional Head /Project Head**

Signature of the controlling officer.....

Name & Designation.....

**FOR USE IN HR, CORPORATE OFFICE**

He/ She is free from D&A and vigilance angle. Submitted for approval please.

JGM/HR

AM/HR

GGM/HR-II

ED/EDFC

MD