

**DRAFT TERMS AND CONDITIONS OF DEPUTATION TO RLDA FOR THE STAFF/ OFFICERS OF DEPT. OTHER THAN RAILWAYS**

**(i) Nature of deputation:**

The service in the Rail Land Development Authority (RLDA) will be deemed to be 'Deputation on Transfer/ Foreign Service'.

**(ii) Period of deputation:**

The initial period of deputation shall be for three years extendable further by two more years or as per Central Govt. Instructions issued from time to time.

**(iii) Pay & Allowances:**

During the period of deputation, the employee will have the option either to get his pay fixed in the deputation post as per the normal rules or to draw pay of the post held by him in his parent department plus a deputation (duty) allowance in accordance DOPT OM No 06/08/2009 Estt. (Part II) dated 17/06/2010 with and, subject to the conditions, as modified from time to time and such other general or special orders issued by the Ministry of Finance/DOPT.

**(iv) Dearness Allowance:**

The employee shall be entitled to dearness allowance at the rates prevailing in RLDA or in the lending organization depending on whether he has opted to draw pay in the pay scale/grade pay of the ex-cadre post or the parent grade plus deputation allowance.

**(v) Residential Accommodation:**

The deputationists will have the option of liberal lease facility of RLDA or will get HRA as per Central Govt. Rules. However, RLDA has no objection on deputationists retaining the Govt. Accommodation provided by their parent office, if permissible.

**(vi) Leave:**

The employee on deputation /Foreign Service will continue to be governed by the leave rules of parent organization. If however an employee proceeds from vacation department to non-vacation department, or vice-versa, he shall be governed by Leave rules of RLDA.

**(vii) Children's Educational Allowance/Reimbursement of Tuition Fee:**

These allowances/reimbursement shall be paid in accordance with the Rules of his parent office limited to extent paid as per Central Govt. Rules.

**(viii) Joining Time and Transfer Benefits:**

The employee shall be entitled to Transfer Benefits i.e. Composite Transfer Grant, Reimbursement of charges for Transportation of personal effects & conveyance charges as per Central Govt. Rules. Joining time on deputation/Foreign Service to RLDA and on reversion/ repatriation to the parent Organization will be governed by the rules of Central Govt./ RLDA.

**(ix) TA for journey on duty during the period of foreign service:**

The employee shall be governed by the rules of the RLDA.

**(x) Leave Travel Concession (LTC):**

The non-railway employees, who are eligible for LTC in their parent department/ organization, will be eligible for LTC in RLDA in proportionate basis of the tenure and LTC Block year for example, if the deputationist has already availed one LTC and the remaining tenure of the deputationist in RLDA is 6 months and remaining block is more than 6 month, he may avail LTC from his/ her parent department/ organization.

**(xi) Medical facilities:**

The employee will have option to avail either the medical facilities of his parent department or of RLDA, as per the rules of RLDA.

**(xii) Leave Salary Contributions:**

In case of reverse deputation i.e. from Public Sector Units, Autonomous bodies, local bodies etc., the leave salary contribution @ 11 % of the pay per month will be remitted to the parent department of employee by RLDA. In other cases (i.e. for Central / State Govt. to RLDA), leave salary is exempted as per Central Govt. rules.

**(xiii) Contributory Provident Fund:**

The employee shall continue to subscribe to the Contributory Provident Fund of his parent department in accordance with the rules of the Fund and the RLDA will deduct such contribution from his salary and arrange credit of the same to his Fund account in his parent department on a month-to-month basis. The RLDA shall contribute 10% of the basic Pay and DA of the employee as CPF Contribution of the employer on a month to month basis and will arrange to get credited the same to his CPF Account with parent department.

**(xiv) New Pension Scheme:**

In case of employees covered under New Pension Scheme(NPS), the RLDA shall make Govt. contribution to the NPS account of the employee as per Central Government rules.

**(xv) Facility of conveyance:**

The employee shall be paid transport allowance/facility as is applicable to equivalent posts/ grade pay in RLDA.

**(xvi) Residual Matters:**

On all matters which are not mentioned explicitly in (i) to (xv) above, the employee will be governed by the rules/regulations/orders of Central Govt. as amended from time to time.

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