

### **Terms and conditions of Deputation in NHIDCL**

The terms and conditions of appointment to the post of ----- in National Highways and Infrastructure Development Corporation Limited (NHIDCL) on deputation basis in the Pay Scale in ----- will be governed as per the provisions contained in Government of India, DoP&T OM No.6/08/2009-Estt (Pay.II) dated 17.06.2010 as amended from time to time subject to the following:-

- (i) **Period of Deputation:-** The deputation will be for a period of three years or until further orders whichever is earlier. There will be no claim for permanent absorption. Services could be returned to parent cadre by National Highways and Infrastructure Development Corporation Limited by giving one month notice, if situation so warrants.
- (ii) **Pay, Dearness Allowance and House Rent Allowance:-** Will be regulated under the Central Government orders issued from time to time in respect of Central Government employees as adopted by the National Highways and Infrastructure Development Corporation Limited.
- (iii) **Deputation Allowance:-** Will be eligible to draw deputation allowance, whenever admissible, incase option is exercised to draw grade pay of the parent cadre post. However, Deputation allowance will not be admissible if option is exercised for pay of the post in the National Highways and Infrastructure Development Corporation Limited.
- (iv) **Transfer T.A/Joining Time:-** Will be regulated under the Central Government orders issued from time to time in respect of Central Government employees till similar Regulations are made by the National Highways and Infrastructure Development Corporation Limited. The expenditure on this account will be borne by the National Highways and Infrastructure Development Corporation Limited.
- (v) **TA/DA for Journey on duty:-** Will be governed by regulations made by the National Highways and Infrastructure Development Corporation Limited for the journey undertaken in connection with the official work under the National Highways and Infrastructure Development Corporation Limited whether in India or abroad.
- (vi) **Medical Facilities:-** Will be regulated under the Central Government orders issued from time to time in respect of the Central Government employees till similar regulations are made by the National Highways and Infrastructure Development Corporation Limited. The expenditure on this account will be borne by the National Highways and Infrastructure Development Corporation Limited.

- (vii) **Leave:-** Will continued to be governed by the Central Government CCS(Leave) Rules/1972, as amended from time to time till similar regulations are made by the National Highways and Infrastructure Development Corporation Limited. The entire expenditure in respect of leave salary shall be borne by the National Highways and Infrastructure Development Corporation Limited.
- (viii) **GPF Contribution:-** Monthly subscription towards GPF would be deducted by the National Highways and Infrastructure Development Corporation Limited and the accumulated amount along with interest, as prescribed by the Government from time to time would be forwarded to the concerned PAO in the Parent Organization of the Officer, at regular intervals.
- (ix) **Provident Fund: -** NHIDCL would continue to contribute to the fund to which the officer was subscribing at the time of proceeding to join NHIDCL in accordance with the rules of that fund. In case he was subscribing to CPF or is covered by NPS, the employers' contribution shall be borne by National Highways and Infrastructure Development Corporation Limited.
- (x) **Conduct, Discipline and Appeal Rules:-** Will continue to be governed by the CSS(conduct) Rules, 1964 and CCS(CCA) Rules,1965 till such time similar Regulation are made by the National Highways and Infrastructure Development Corporation Limited.
- (xi) **Leave Travel Concession:-** Will be regulated under CCS( Leave Travel Concession) Rules 1988 and the Central Government orders issued from time to time in respect of Central Government employees till similar Regulations are made by National Highways and Infrastructure Development Corporation Limited. The Expenditure on this account will be borne by the National Highways and Infrastructure Development Corporation Limited.
- (xii) **Leave Salary/Pension Contributions:-** The entire expenditure in respect of pension and leave salary contribution for the period of deputation shall be borne by the National Highways and Infrastructure Development Corporation Limited. The National Highways and Infrastructure Development Corporation Limited will pay leave salary and pension contributions to the parent cadre at the rate in force from time to time in accordance with the orders issued by the President under F.R. 116. The payment of these contributions would be made annually within 15 days from the end of each financial year or at the end of Foreign Service, if the deputation period expires before the end of a financial year. Delayed payment will attract liability of payment of interest in terms of the instructions contained in the Ministry of Home Affairs O.M No.A-35014/11/2013-AD.V dated 15.02.2013, as amended from time to time pending intimation of the rates

of Leave salary and Pension contributions by the concerned Accountant General the National Highways and Infrastructure Development Corporation Limited shall pay Leave Salary and Pension Contributions provisionally at the prescribed rates.

- (xiii) **Group Insurance:-** CGEGIS shall be applicable till similar Regulations are made by the National Highways and Infrastructure Development Corporation Limited .An amount deducted from the monthly salary as per prescribed rates as consolidated subscription towards the Insurance Scheme shall be remitted to the concerned PAO in the parent Organisation of the official by the National Highways and Infrastructure Development Corporation Limited at regular intervals. If at any time, the recovery of subscription falls in arrears, the same shall be recovered with interest admissible under the scheme on the accretions to the saving Fund.
- (xiv) **Performance appraisal during the period of deputation:-** The Competent Authority in the National Highways and Infrastructure Development Corporation Limited shall provide an ACR/APAR form and carryout the performance appraisal as prescribed under relevant rules.
- (xv) **Place of Posting:-** The services are interchangeable between the offices of the National Highways and Infrastructure Development Corporation Limited. For Technical/Project officials the company reserves the right to place the services of the official either in Headquarter as ----- (Technical) or in the field as -----( Projects).
- (xvi) **Residuary Matters:** All matter relating to conditions of service benefits/facilities and perquisites in the National Highways and Infrastructure Development Corporation Limited not covered by above Items shall be governed by the existing rules, regulations, and orders of National Highways and Infrastructure Development Corporation Limited.

(Sanjay Jaju)  
Director (A&F)