

**STANDARD TERMS & CONDITIONS OF DEPUTATION FOR BELOW BOARD LEVEL POSITIONS**

1. Pay & allowances (a) or (b) as applicable:-

- a) **From Government Service/Departments-** Employees of Government department /PSEs or other organizations following CDA/dissimilar pay scales will continue to draw pay allowances and other benefits including variable pay/performance related pay as per their entitlement in parent department. In addition the employees on deputation will be eligible for deputation allowance as notified from time to time.
- b) **From PSEs following IDA pay scales-** Employees of PSUs and other organizations following IDA pattern pay scales will draw pay as per their entitlement in parent department pay scales plus deputation allowance as notified from time to time. They will however be entitled to opt for allowances and other benefits including variable pay/ performance related pay as applicable to REC.

2. Pay Fixation on deputation to REC will be done as per REC pay Fixation Rules.

3. The contribution on account of leave salary and pension etc. will be paid by the Corporation at the rates as intimated by the Lending Department and accepted by the Corporation, as per rules. In case of deputationists governed by the Contributory Provident Fund rules, the employer contribution to CP fund in lieu of Pension Contribution will be remitted by the Corporation, as per rates intimated by the lending department and accepted by the Corporation as per rules. While remitting the leave salary contribution, the amount of leave salary, if any, to be paid to the parent department of the deputationist, will be adjusted and net amount remitted.

4. Contribution towards the provident fund to which he/she contributes may be recovered from him/her and remitted to the Accounts Officer of the lending department by demand draft every month.

5. For journeys in connection with his/her duties in the Corporation, the traveling allowance rules of the Corporation will apply to him/her.

6. He/she will be entitled to medical benefit.

7. He/she will be entitled to TA and joining time both at joining the post on deputation and on reversion there from to the parent department under the rules of the Corporation. The expenditure on this account will be borne by the Corporation.

8. He/she will remain subject to the Leave Rules of his/her parent department. REC shall pay to his/her department towards leave contribution according to the rates applicable.

9. As and when a situation arises for premature reversal to the Parent organization of the deputationists, his/her services could be so returned after giving one month's notice to the lending organization and the employee concerned.

10. Over payment if any made by the Corporation will be recovered from him/her even after expiry of the term of Foreign Service.

11. He/she will be liable to be posted in any of the offices of Rural Electrification Corporation in any part of the country

12. Any other rule/provision as amended from time to time.

**13. The current assignment on deputation in REC is purely temporary in nature without any prospect of permanent absorption in REC.**

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