

SELO/MESSAGE

TO : Polcent CoBRA / WS
 INFO INFO : Polcent CSJWT BGM / CHTS / SS / 141 / 219
 FROM : DIGCENT (PERS)
 NO. D-I-39/2024-PERS-DA-8(e-3444939) 07/05/2025

U/C (.) DEPUTATION OF CHIEF SECURITY OFFICER, BHEL – BAP RANIPET AND HPVP VISAKHAPATNAM
 (.) ADDL. GENERAL MANAGER (HR) BHEL LETTER NO. AA:HR:CRMM:DEP 26/03/2025 HAS CONVEYED
 APPROVAL OF COMPETENT AUTHORITY FOR DEPUTATION OF FOLLOWING OFFICERS OF CRPF TO BHEL
 IN E3 GRADE (PAY SCALE RS.[80000-220000](#)) IN THE RANK OF CSO FOR INITIAL PERIOD OF 02 (TWO)
 YEARS AND REQUESTED FOR IMDT. RELIEF OF OFFICER DUE TO URGENT REQUIREMENT OF BHEL (.)

SL.NO.	NAME/RANK/IRLA NO. OF OFFICER	UNIT / OFFICE	ADDRESS OF BHEL AUTHY. WHERE THE OFFICER HAS TO REPRT
1	Shri Kothuri Sunil Kumar, AC, IRLA-10067	CSJWT BGM	Shri C Gowri Shankar, GM (Oper., DTG, WE & HR), Heavy Plates & Vessels Plant(HPV), Visakhapatnam, Andhra Pradesh, PIN-530012, Tel. No. 0891-2881813 / 2881810
2	Shri J Durai Murugan, AC, IRLA-11683	219 Bn U/O of transfer to 141 Bn	Shri A. Babu, AGM (HR) Boiler Auxiliaries Plant (BAP), Ranipet, Indira Gandhi Industrial Complex, Ranipet, Vellore District, Tamil Nadu, PIN-632406, Tel No. 04172-284622 /241142/244812

FURTHER, AS PER EXTANT GOVT GUIDELINES, THEY WILL CONTINUE TO DRAW THE SALARY AND PERKS/ALLOWANCES AS PER THEIR ENTITLEMENT IN PARENT DEPARTMENT (.) AS SUCH, THE EQUATED GRADE IN BHEL IS ONLY FOR REGULATION OF ADMINISTRATIVE ASPECTS SUCH AS DELEGATION OF POWERS, ENTITLEMENTS FOR TOUR / TRANSFER, QUARTER ALLOTMENT, MEDICAL FACILITIES ETC (.) THE EQUATED GRADE IN BHEL WILL REMAIN UNCHANGED DURING PERIOD OF 2 YEARS (.) DURING THE PERIOD OF DEPUTATION, THEY WILL BE GOVERNED BY THE STANDARD TERMS AND CONDITIONS OF DEPUTATION AS APPLICABLE TO GOVT EMPLOYEES ON DEPUTATION TO BHEL (COPY ENCLOSED) (.) IN ADDITION TO THE DEPUTATION (DUTY) ALLOWANCE AS PER RULES, ABOVE MENTIONED OFFICERS WILL BE ENTITLED FOR A LUMP SUM AMOUNT TOWARDS SERVANT ALLOWANCE @ Rs 3500/- P.M. IN LIEU OF ORDERLY/OFFICER'S SECURITY AID IN THE FORCE, IF APPLICABLE IN PARENT DEPARTMENT (.) **PARA** (.) COMPETENT AUTHORITY I.E. MHA HAVE ALSO ACCORDED FORMAL APPROVAL TO RELIEVE ABOVE OFFICERS ON DEPUTATION TO BHEL VIDE THEIR E-FILE NO.3736023 DATED [05/05/2025](#) (.) REQUEST DIRECT CONCERNED UNIT / OFFICE TO RELIEVE ABOVE OFFICERS ON DEPUTATION TO BHEL IMDTLY WITH DIRECTION TO REPORT AT THE ADDRESSES MENTIONED AGAINST EACH (.) **FOR INFO ADDRESSEES ONLY** (.) BEFORE RELIEF OF ABOVE OFFICERS, IT MAY PLEASE BE ENSURED THAT NO DISCIPLINARY PROCEEDING IS PENDING OR BEING CONTEMPLATED AGAINST THEM, THEY HAVE NOT BEEN AWARDED MAJOR/MINOR PUNISHMENT AFTER FORWARDING THEIR NOMINATION AND THEIR MEDICAL CATEGORY IS SHAPE-I (.) FURTHER, HANDING OVER CHARGE REPORT (CTC) OF OFFICERS MAY ALSO BE FORWARDED TO ALL CONCERNED ///

Sd/- [07/05/2025](#)
 DIGCENT PERS

**STANDARD TERMS AND CONDITIONS OF DEPUTATION
FOR GOVT/ RAILWAYS OFFICIALS
JOINING BHEL ON DEPUTATION**

1. Period of deputation

- a. The period of deputation will initially be for **2 years** from the date on which he / she hands over charge of the post in the parent department and end on date on which he / she assumes charge of the post in parent department.
- b. Extension of deputation period, maximum up to 5 years, will be as per Govt. of India, Ministry of Personnel, Public Grievances and Pension, DoPT OM No. 6/8/2009- Estt.(Pay II) dated 17th June, 2010.

2 (i) Pay

The Government Officers, who are on deputation to CPSE, will continue to draw the salary as per their entitlement in the parent department. Executives getting CDA scales in parent department will continue to get benefit, perks and allowances applicable to CDA scales and executives who are getting IDA scales will get perks and allowances applicable to IDA scales. Only those who come on permanent absorption basis, will get the CPSE scales, perks and benefits. Accordingly, the Government Officers joining BHEL on deputation will have no option but to draw the salary, perks etc. payable in the parent department only and not as per BHEL scales / perks. This will be ensured by the respective Unit's HR departments in consultation with Finance departments and will be regulated through the LPC of the concerned employee.

These revised Terms and Conditions with respect to pay and perks / allowances will be effective from 01.01.2007.

However, as per DPE OM dated 08.06.2009, Govt./Rly officers already on deputation with the CPSEs as on 26.11.2008 i.e the date of issue of O.M by DPE regarding the revision of scale of pay of the executives and non-unionized supervisors of CPSEs, will continue to avail of the option already available and exercised by them till the end of their deputation tenure. The extension, if any, given after 26.11.2008 will not qualify for this dispensation.

(ii) Deputation (Duty) Allowance

The Govt Officers joining BHEL on deputation will be entitled for Deputation (Duty) Allowance as per the following rates w.e.f. 01.09.2008:-

- a) 5% of basic pay subject to a maximum of **Rs. 2000/- p.m.** for transfer within the same station.
- b) 10% of basic pay subject to a maximum of **Rs. 4000/- p.m.** for transfer outside the station.

3 Dearness Allowance

As DA is linked to Pay, it will be regulated under the rules / orders of the parent department.

4 **Local Allowance: HRA / CCA / Residential accommodation**

(a) HRA / Accommodation

- i. Govt. employees not availing Govt. provided residence / Govt. accommodation are entitled for HRA at prescribed rates for the location of their posting.
- ii. Deputationists who are posted to BHEL Units may be given option either to avail company quarters or HRA as per rate applicable for that location, at the pay scale of their parent department.
- iii. If opted for company quarters, the same may be allotted suitably as per their grade equated in BHEL and local Unit rules, subject to availability.
- iv. At places where company quarters are not available, they may be given option either to avail HRA as per pay scale of parent department, or Leased facility if admissible to the place of posting and relevant grade in BHEL.
- v. If Company quarters / Leased accommodation is provided by the Company, HRR/ License fee will be charged as per the rules of the Company.

(b) CCA

CCA has been dispensed with as per Govt.'s orders on 6th Pay Commission.

- 5 **Leave Salary and Pension Contribution:** The Company will pay leave salary and pension contribution according to the rules in force from time to time.
- 6 **Leave:** Leave will be regulated under the Leave rules of parent organization.
- 7 **Medical Attendance:** All CAPF deputationists are entitled to the facilities of the CGHS and in places where these facilities are not available, they are governed by the Central Civil Services (Medical Attendance) Rules 1944.

Accordingly, wherever BHEL Units are having hospitals / dispensaries, CAPF personnel and their dependents may be provided medical facilities to the extent available at BHEL Hospitals/ dispensaries. In case, treatment facilities are not available in BHEL Hospital/ Dispensaries, CAPF personnel/ dependents may be referred to Govt. hospitals / CGHS Empaneled Hospitals. In case, no Govt./ CGHS Empaneled Hospitals is available at the place of posting, CAPF personnel may be permitted reimbursement of medical expenditure as per extent permissible under Central Civil Services (Medical Attendance) Rules.

- 8 **LTC :** LTC may be regulated as per the LTC rules of the parent organization.

For Railway employees, LTC Privilege Passes as per entitlement in Railways will continue.

- 9 **Provident Fund :** During the period of deputation, the official will continue to be governed by the PF Scheme in parent department.
- 10 **Disability Pension & Gratuity :** The Company will be responsible for the payment of compensation in respect of any disability even though such disability manifests itself within reasonable time after the termination of deputation.

- 11 **Group Insurance** : Deputationist will be covered under any such schemes of the parent department. The contribution payable by the deputationist, if any, will be recovered from his/her salary and remitted to the parent department along with the contribution of the employer as applicable.
- 12 **Joining Time and Joining Time Pay** : Pay during joining time, both on transfer to Company Service and reversion therefrom will be regulated under the rules of the Parent Department / Central Government and paid by the Company, as the period of joining time is regulated under the same rules.
- 13 **Leave salary advance** : Deputationist will be entitled to advance in lieu of leave salary as admissible under the rules of the Parent Department / Central Government.
- 14 **Children Education Allowance and reimbursement of tuition fees** : Deputationist will be entitled to Children's Education Allowance and reimbursement of tuition fee as admissible under the rules of the Parent Department / Central Government.
- 15 **Transfer T.A / Reversion From** : Traveling Allowance on transfer to Company and on reversion therefrom will be regulated under the rules of the Company. Family for this purpose will include dependent members as defined by the parent organization from time to time under their T.A rules.
- 16 **TA & DA during deputation(on official tour)** : TA/DA on official tour will be regulated as per the rules of the Company for the applicable level on which he/she is taken in BHEL.
- 17 **Transport Allowance / Conveyance reimbursement** : Transport Allowance / Conveyance reimbursement will be regulated in line with the limit of allowance on transport / conveyance payable in parent department. However, official car will NOT be provided to deputationists in BHEL even if they get the same in parent department. Entitlement for official car will be based on their equated grades in BHEL.
- 18 **General**
 - a) Deputationist should not be transferred to another post or entrusted with any additional charge or promoted to an ex-cadre / higher post by the Company without obtaining prior approval of the Competent Authority of the lending department.
 - b) Proforma Promotion: If the Grade pay of the Officer in the parent cadre becomes higher than that of the deputation post after getting proforma promotion, he / she may be allowed the pay in the pay band + grade pay/ level in pay matrix of the post to which he / she is promoted, if he/she so opts. In such cases, extensions in deputation after the deputationist has received the proforma promotion may be considered as per the instructions contained in paras 8.1 to 8.3.2 of DoPT OM No. 6/8/2009-Estt.(Pay II) dated 17th June, 2010 as amended from time to time.
- 19 **Over payment** : Over payment, if any, made by the Company will be recovered from the Official even after the expiry of the term of deputation.
- 20 **Project Allowance** : Any Project Allowance admissible in a project area in the borrowing organisation may be drawn in addition to deputation (duty) allowance (DoPT OM No. 6/8/2009-Estt.(Pay II) dated 17th June, 2010)

- 21 Such allowances as are not admissible to regular employees of corresponding status in BHEL shall not be admissible to the official on deputation, even if they were admissible in the parent organization. (para 7.6 (a) of DOP&T OM No. 6/8/2009-Estt. (Pay II) dated 17th June, 2010)
- 22 Various perks falling within 31% of basic pay as perks in BHEL under "Cafeteria" will not be admissible to the deputationists unless otherwise specifically clarified.
- 23 **Land line / Mobile Phone :** Landline / Mobile Phone will be applicable as per BHEL rates i.e. with ceilings depending upon grade and requirement.
- 24 **Holiday Home :** The facility of Holiday Home for self and family can be availed by the deputationists as per the rules of the Company.
