

Confidential/Immediate

**No. 28/13/2006-EO (SM.II)
Government of India
Department of Personnel & Training
Office of the Establishment Officer

New Delhi, the 3rd July 2006

OFFICE MEMORANDUM

Subject : Policy & Procedure for appointments in Autonomous Institutions, through the ACC.

In supersession of the earlier OMs No.28/17/2004-EO(SM-II) dated 30.11.2005 and 16.5.2006, the undersigned is directed to convey the directions, of the ACC, laying down the following modified process, for appointments, in the autonomous institutions:-

- (i) All appointments of Chief Executives, carrying the scale of pay of Rs.18400-22400/- and above, in Central autonomous institutions, that are wholly or substantially funded by the Central Government, should come under the purview of the ACC. This would apply to the appointments of officers (and not non-officials and public figures) and would include posts, which combine the functions of the Chief Executive and Chairman.
- (ii) Appointments of Non-official Members of Governing Councils/Board of Directors/ Board of Trustees of an autonomous institution will be kept out of the purview of the ACC and will be vested with the Minister-in-Charge of the Department. This would, however, not apply to the post of Chairman of an institution if it combines the functions and powers of the Chief Executives.
- (iii) Each Ministry/Department will constitute a Search-cum-Selection Committee, with the concurrence of the DOPT, for (a) all appointments to the posts of Chief Executives and (b) for all appointments carrying a pay scale of Rs.18400-22400/- and above.
- (iv) The Search-cum-Selection Committee would mandatorily include at least one outside expert of eminence, from the relevant field. The Committee should also include the Chief Executive of the autonomous institution, unless the selection is for the Chief Executive himself.

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- (v) The norms and criteria, for selection, may be finalized by the autonomous institutions, with the concurrence of the Ministry concerned and should be made widely known, well in advance of the selection.
- (vi) The panel recommended by the Committee will have to be implemented, by the Ministry/Department, in toto. Any deviation in the matter will require the prior approval of the ACC. However, appointments, of Chief Executives of the pay scale of Rs.18400-22400/- and above, would require the prior approval of the ACC.
- (vii) The panel, recommended by the Search-cum-Selection Committee, will be valid for one year. If no selection is made from the panel within a period of one year, then a fresh Committee will be constituted to prepare a fresh panel. Such a Committee may also consider the names of persons recommended in the earlier panel.
- (viii) All appointments, which are covered by specific statutes, are to be carried out, on the basis of the statutory provisions. Wherever the statutes provide for an appointment, to the post, with the approval of the "Central Government", the appointment to the posts of Chief Executives, of the pay scale of Rs.18400-22400/- and above, will be within the purview of the ACC. In cases of statutes, which do not lay down the manner of recruitment, appropriate rules may be framed, under these statutes, for such recruitments, in such a way that they are in harmony with the extant orders of the ACC.
- (ix) These orders would be applicable to all the autonomous institutions of all the Ministries.
- (x) Approval for entrusting additional charge/current charge of the posts of Chief Executive in autonomous institutions carrying the scale of pay of Rs.18400-22400/- or above shall be with the ACC. However, in respect of unanticipated vacancies (the regular appointments to which require ACC approval) the administrative ministry may, with the approval of the Minister in charge, order additional charge arrangements subject to maximum period of six months, with effect from the date of occurrence of the vacancy, and also subject to the condition that the officer to whom the additional charge is assigned is the senior most officer in the next lower grade and is clear from vigilance angle, and also the additional charge is assigned to an officer in the same station as far

as possible in which the post has fallen vacant. In respect of officers other than the Chief Executive, the authority, for entrusting additional/current charge, for a maximum period of one year with effect from the date of occurrence of the vacancy, will vest with the Minister in charge of the Administrative Ministry.

- (xi) Authority for approval of extension in tenure of Chief Executives of autonomous institutions will vest with the ACC. Extension in tenure, of persons other than the Chief Executives, shall be considered by the search-cum-Selection Committee and their recommendations should be implemented by the Ministry/Department. Any deviation will require approval of the ACC.


(Satyananda Mishra)

Additional Secretary to the Government of India

To

All Ministries/Departments (Secretaries to the Government of India)

**STANDARD TERMS AND CONDITIONS FOR DEPUTATION OF ALL INDIA
SERVICES OFFICERS UNDER RULE 6(1) OF THE RESPECTIVE CADRE RULES,
OTHER THAN DEPUTATION UNDER CENTRAL STAFFING SCHEME, RULE 6(2)(ii)
AND AS CVOs**

1. Period of Deputation: Fromto.....
(Details as per approval of the competent authority)
2. Pay Fixation:
 - 2.1 On deputation to a post other than a post mentioned in Schedule-II of the IAS (Pay) Rules, 2007 and similar schedules of IPS/IFS (Pay) Rules, 2007, the requirement of declaration of equivalence of deputation post to a post mentioned in Schedule-II shall be deemed to have been dispensed with in terms of provisions contained in Rule 9(4) of IAS (Pay) Rules, 2007 or similar rules in respect of IPS/IFS.
 - 2.2 The member of Service may elect to draw either the pay in the scale of pay of deputation post or his basic pay in the parent cadre plus deputation (duty) allowance thereon plus personal pay, if any. However, in case of member of Service on deputation to CPSEs, this option will not be allowed and his pay will be governed in terms of the orders issued by the Department of Public Enterprises vide O.M. dated 26.11.2008 and clarifications issued thereafter.
 - 2.3 The option once exercised shall be final.
 - 2.4 However, the member of Service may revise the option under the following circumstances which will be effective from the date of occurrence of the same:
 - (a) When he receives proforma promotion or is appointed to non-functional grade or up-gradation of scale in the parent cadre;
 - (b) When he is reverted to a lower grade in the parent cadre;
 - (c) When the scale of pay of the parent post on the basis of which his emoluments are regulated during deputation/foreign service or of the ex-cadre post held by the member of Service in deputation is revised either prospectively or from a retrospective date.
 - (d) Based on the revised/same option of the member of Service, in the event of proforma promotion/appointment to non-functional Grade/revision/up-gradation of scales of pay in the parent cadre, his pay will be re-fixed with reference to the revised entitlement of pay in the parent cadre. However, if the initial option was for the pay scale of the deputation post and no change in option already exercised is

envisaged, the pay already drawn in deputation post will be protected if the pay re-fixed is less.

Note: Revision in the rate of DA, HRA or any other allowance either in the parent or borrowing organisation shall not be an occasion for revision of the earlier option.

2.5 If the pay of a member of Service in his cadre post undergoes downward revision, the pay in the ex-cadre post is also liable to be re-fixed on the basis of the revised pay and in accordance with the revised option or existing option if he does not revise his option.

2.6 When a member of Service on deputation elects to draw pay in the scale of pay attached to the ex-cadre post, his pay may be fixed as under:

(i) Pay fixation on deputation to Central Government under non-Central Staffing Scheme:

- a) If the scale of pay/Grade Pay of the ex-cadre post is higher, the pay may be fixed after adding one increment to the existing pay in the Pay Band of the parent cadre post. The grade pay corresponding to the ex-cadre post would thereafter be granted in addition to this pay in the pay band. However, in cases where the fixation of pay in the ex-cadre post involves change of Pay Band also, if the pay in the pay band after adding the increment is less than the minimum of the pay band corresponding to the grade pay of the ex-cadre post, the pay in the pay band will be fixed at the minimum of the Pay Band.
- b) In case the Grade Pay/scale of cadre post and the ex-cadre post are identical, the member of Service would continue to draw higher existing basic pay.
- c) In case the Grade pay of the ex-cadre post is up to Rs.10000, the Basic Pay, from time to time after pay fixation should not exceed the maximum of the pay band PB4 (Rs.67000) plus the grade pay of the post held on deputation. In case the ex-cadre post is in the HAG or HAG+ pay scale, the Basic Pay, from time to time after pay fixation, should not exceed Rs.79000 or Rs.80000 respectively.

(ii) On deputation to Autonomous/Constitutional/Statutory bodies/Non-statutory bodies/Commissions etc.

- a) When the pay scale of the post in the parent cadre and that attached to ex-cadre post are based on the same index level and the DA pattern is also same, the pay may be fixed as under (i) above.
- b) If the appointment is made to a post whose pay structure and/or DA pattern is dissimilar to that in the parent organisation, pay may be fixed by adding one increment to the pay in the parent cadre post in the scale of his regular parent post (and if he/she was drawing pay at the maximum of the scale, by the increment last drawn) and equating the pay so raised plus dearness allowance (and additional or ad-hoc dearness allowance, interim relief etc. if any) with emoluments comprising of pay plus DA, ADA, Interim relief etc., if any, admissible, in the borrowing organisation and the pay may be fixed at

the stage in the pay scale of the ex-cadre post at which total emoluments admissible in the ex-cadre post as above equal the emoluments drawn in the cadre.

2.7 Pay fixation on deputation from one ex-cadre post to another:

- (a) In cases of appointment from one ex-cadre post to another ex-cadre post where the member of service opts to draw pay in the scale of the ex-cadre post, the pay in the second or subsequent ex-cadre post should be fixed under the normal rules with reference to the pay in the cadre post only. However, in respect of appointments to ex-cadre posts carrying Grade Pay identical to that of the ex-cadre post(s) held on an earlier occasion(s), it may be ensured that the pay drawn in subsequent appointment should not be less than the pay drawn earlier.
- (b) In cases of appointments to a second or subsequent ex-cadre post(s) in a higher pay Scale/grade pay than that of the previous ex-cadre post, the pay may be fixed with reference to the pay drawn in the cadre post and if the pay so fixed happens to be less than the pay drawn in the previous ex-cadre post, the difference may be allowed as personal pay to be absorbed in future increases in pay. This is subject to the condition that on both the occasions, the member of service should have opted to draw pay in the scales of pay/Grade Pay attached to the ex-cadre posts.

2.8 Pay fixation on Proforma Promotion: If during the period of deputation, on account of proforma promotion in the parent cadre, the member of service becomes entitled to a higher Pay Scale/Pay Band & Grade Pay in the parent cadre vis-à-vis that of the ex-cadre post, he will complete his tenure of deputation already approved by the competent authority. The pay shall be regulated as under:

- (a) If the Grade pay of the officer in the parent cadre becomes higher than that of the deputation post after getting proforma promotion, he may be allowed the pay in the pay band + Grade Pay of the post to which he is promoted till the time he completes the normal/extended period of deputation (if he gets proforma promotion in the extended period) already sanctioned, if he so opts.
- (b) If he draws the pay in the pay band + grade pay attached to the deputation post, on reversion to his parent cadre, his pay may be fixed by allowing him notional increments in his regular post in the parent department + the Grade pay attached to it.
- (c) If the grade pay of the IPS/IFS officer in the State cadre becomes higher than that of the deputation post on being granted non-functional financial up-gradation in PB-3, PB-4 or HAG scale in terms of provisions contained in Note 3 below Rule 3 of IPS/IFS (Pay) Rules, 2007, the officer may be allowed, if he opts for, to draw the pay in the pay band + grade pay to which he becomes entitled to in the State cadre.

3. Deputation Allowance: A member of the service while on deputation will be eligible to draw deputation allowance wherever admissible in case he has given option to draw his

grade pay of the cadre post. However, he will not be eligible to draw deputation allowance if he opts for pay of the post of the borrowing organization.

The deputation (duty) allowance admissible shall be at the following rates:

- (a) In case of deputation within the same station, the allowance will be paid at the rate of 5% of basic pay subject to a maximum of Rs.2000/- p.m.; and
- (b) In other cases, Deputation (Duty) Allowance will be payable at the rate of 10% of the officer's basic pay subject to a maximum of Rs.4000/- p.m.
- (c) The deputation (duty) allowance as above shall further be restricted as under:-
Basic Pay, from time to time, plus Deputation (Duty) Allowance shall not exceed the maximum of the pay band PB-4 (Rs.67000) plus the grade pay of the post held on deputation in case the Grade Pay of the post held on deputation is up to Rs.10000. In case the post held on deputation is in the HAG or HAG+ pay scales, the Basic Pay, from time to time, plus Deputation (Duty) Allowance should not exceed Rs.79000 and Rs.80000 respectively.

4. Dearness Allowance: If a member of the service has given option to draw his grade pay of the cadre post, along with deputation allowance, if any, he will be eligible to draw dearness allowance at the Central Government rates. However, in case the member of the service has opted for pay of the post in the borrowing organization, this allowance would be admissible as per the relevant rules of the borrowing organization.

5. House Rent Allowance/Transport Allowance: If a member of the service has opted for drawing his grade pay of the cadre, he would be paid house rent allowance/transport allowance at rates applicable to him in the cadre post under relevant rules. In case the member of service opts for official accommodation he would be required to pay the prescribed license fee for similar class of accommodation the Government. However, if the officer has opted to draw pay in the pay scale of the post of the borrowing organization, HRA/Transport Allowance will regulated as per the relevant rules of that organization.

6. Transfer T.A./Joining Time: A member of service will be entitled to Transfer TA and Joining Time both on joining post on deputation and on reversion under the rules of the borrowing organisation which shall not be inferior to the relevant provisions of the AIS Rules. The expenditure on this account will be borne by the borrowing organization.

7. TA/DA: for journey on duty: A member of the service will be paid Travelling Allowance and Daily Allowance by the borrowing organization under its own rule for the journey undertaken by him in connection with the official work under that organization whether in India or abroad, which shall not be inferior to the relevant provisions of the All India Services Rules.

8. Medical Facilities: The borrowing organization shall afford to a member of Service medical facilities not inferior to those which are admissible to an All India Service Officer of the same status under Central Government rules on the subject.

9. Leave and Pension: During the period of deputation, a member of the service will continue to be governed by the All India Services (Leave) Rules, 1955 and the All India Services (DCRB) Rules, 1958. The member of the service shall not be allowed to join any of the pension schemes of the borrowing organization.
10. Provident Fund: During the period of foreign service, a member of the service will continue to subscribe to the All India Service (Provident Fund) Scheme to which he was subscribing at the time of proceeding on foreign service in accordance with the rules of such fund.
11. Conduct, Discipline and Appeal Rules: A member of the service, shall continue to be governed by the All India Services (Conduct) Rules, 1968 and All India Services (Discipline and Appeal) Rules, 1969.
12. Leave Travel Concession: The organization shall allow Leave Travel Concession to a member of the service as admissible under its own rules provided these are not inferior to those admissible to him under the All India Services (LTC) Rules, 1975. The whole expenditure in this regard shall be met by the borrowing organization. This is, however, subject to the condition that the officer had not already, before proceeding on deputation, availed of the concession during the particular block years period of his deputation.
13. Disability Leave: The borrowing organization will be liable to pay leave emoluments in respect of disability leave, if any, granted to a member of the service on account of any disability incurred in and through foreign service even though such disability manifests itself after termination of foreign service. The relevant AIS rules will be applicable in such cases.
14. Leave Salary/Pension Contributions:
- (i) The entire expenditure in respect of leave taken during and at the end of deputation shall be borne by the borrowing organization. The organisation will pay to the Government of the parent Cadre of the member of Service leave salary and pension contributions at the rates in force from time to time in accordance with the orders issued by the President under F.R. 116. The payment of these contributions must be paid annually within 15 days from the end of each financial year or at the end of foreign service if the deputation 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 Finance's Notification No.F.1(1)-E.III/83 dated 10.08.1983, as amended from time to time. Pending intimation of the rates of leave salary and pension contributions by the concerned Accountant General, the organisation shall pay leave salary and pension contributions provisionally at the prescribed rates.
 - (ii) In case of officers covered under National Pension System (NPS), the borrowing organisation shall make matching contribution to the NPS account of the concerned officer.

15. Group Insurance: If a member of service has not opted out of the Central Government Employees Group Insurance Scheme, 1980 before 31.12.1981, the said Scheme, as appended to the Schedule to AIS (Group Insurance) Rules, 1981, shall be applicable to him/her. In that case, the amount deducted from his/her salary as per prescribed rates of subscription towards the Scheme shall be remitted to the concerned Accountant General by the organisation. If at any time the recovery of subscription fails in arrears, the same shall be recovered with interest admissible under the Scheme on the accretions to the Saving Fund.

16. Residuary Matters: In all matters relating to conditions of service and benefits/facilities and perquisites in the borrowing organisation not covered by the above paras, a member of Service shall be governed by the existing rules, regulations and orders of the borrowing organisation. The above mentioned terms and conditions would be applicable till the member of service remains on deputation with the borrowing organization. On reversion from deputation, he/she will be governed by the relevant rules laid down for the All India Services.

No.13017/28/2022-AIS.I
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training

North Block, New Delhi.

Dated: 15.11.2022.

Office Memorandum

Subject: Inter-Cadre Deputation in respect of All India Service officers – policy regarding.

- Reference:
1. OM No. 13017/16/2003-AIS(I) dated 08.11.2004;
 2. OM No. 13017/8/2002-AIS-I dated 14.08.2013;
 3. OM No. 13017/15/2013-AIS-I dated 21.11.2014
 4. OM No. 13017/09/2016-AIS-I dated 12.04.2016;
 5. OM No. 13017/16/2003-AIS-I dated 05.09.2017;
 6. OM No. 13017/05/2013-AIS-I dated 11.11.2017;
 7. OM No. 13017/16/2003-AIS.I dated 10.04.2018;
 8. U.O. No. 37/2/2018-EO(SM-I) dated 25.05.2018; and
 9. OM No. 13017/16/2003-AIS-I dated 28.06.2018.

The undersigned is directed to say that Rule 6(1) of the IAS (Cadre) Rules, 1954 and analogous provisions in the IPS (Cadre) Rules, 1954 and IFS (Cadre) Rules, 1966 read as follows:

"6(1) A cadre officer may, with the concurrence of the State Governments concerned and the Central Government, be deputed for service under the Central Government or another State Government or under a company, association, or body of individuals, whether incorporated or not, which is wholly or substantially owned or controlled by the Central Government or by another State Government.

Provided that a case of any disagreement, the matter shall be decided by the Central Government and the State Government or State Governments concerned shall give effect to the decision of the Central Government."

2. The Department of Personnel and Training (DoPT) has from time to time issued various instructions/guidelines to be followed by the concerned Cadre Controlling Authorities while processing requests for inter-cadre deputation under Rule 6(1) of Cadre Rules. Therefore, an effort has been made to consolidate and update the said guidelines at one place for better understanding and guidance, as follows.

3. The Competent Authority in supersession of this Department's OMs cited above has now decided that inter-cadre deputation may be availed of by AIS officers with the following conditions:

- a. Inter-cadre deputation will be available to the officers only after completion of nine years of service in his or her cadre and before reaching pay at Level 14 of the Pay Matrix in his or her home cadre.
- b. 1st July of the batch year is to be considered as the starting date of calculating length of service for the purpose of counting 9 years of eligibility of the AIS officers seeking inter-cadre deputation. Further, 1st July of the year of allotment in case of promotee IAS officers is to be considered for computing nine years of eligibility for seeking inter cadre deputation.
- c. Inter-cadre deputations have normally been processed only in cases where individual officers have sought a deputation in view of the personal difficulties. A request for inter cadre deputation will be entertained only if it is forwarded by the State Government concerned with their consent/No Objection alongwith the request of the officer.
- d. All cases of inter-cadre deputation of All India Services officers will initially be restricted to three years, extendable by two more years, after review.
- e. The total allowable period of inter-cadre deputation in the entire career of the officer shall be five years. No extension of inter-cadre deputation beyond five years shall be allowed.
- f. The officers who are already on deputation and get Supertime scale while on deputation, may be allowed to complete their full term.
- g. A request for extension (upto a maximum period of five years) will be entertained only if it is forwarded by the State Government concerned with cogent reasons and at least three months prior to the expiry of the period of deputation. In case no specific approval of the central Government for extension is received within the period for which deputation was originally valid, the officer shall have to be relieved positively and immediately on completion of the original tenure.
- h. In cases where an officer has completed the approved period of inter-cadre deputation it would be made clear to the officer and to the State Government concerned that adverse notice will be taken at the time of empanelment and promotion of the officer if the officer continued on inter cadre deputation beyond the approved period of deputation.
- i. The inter-cadre deputation is valid only for the period for which it is allowed by the Central Government and any extension is neither automatic nor should it be presumed merely on the ground that the State Government concerned or officer or both had made a request to

Central Government for extension. As such, the officer shall be entitled to draw salary etc. in the State to which he/she has been deputed only for the period for which he/she has been allowed deputation by the Government of India. He/she shall not be entitled to draw salary, etc. after expiry of the period of deputation. An officer on such deputation shall relinquish charge and get himself/herself relieved on the last day of his/her deputation if no orders extending his/her deputation by the concerned Cadre Controlling Authority i.e. Department of Personnel and Training in the case of the Indian Administrative Service, the Ministry of Home Affairs in the case of the Indian Police Service and the Ministry of Environment and Forests in the case of the Indian Forests Service, are received in the State Government.

- j. An officer who does not handover charge at the end of the approved period of deputation will be immediately liable to disciplinary action and break-in-service for the period beyond the approved date. All orders of deputation will carry endorsement to this effect and further an endorsement to the Accountant General to stop payment of salary to the officer beyond the approved period of deputation.
- k. The copy of all deputation orders must be marked to /served on the officer concerned alongwith State Governments and others concerned.
- l. In the event the officer overstays for any reason whatsoever, he/she is liable for disciplinary action and other adverse Civil/Service consequences which would include the period of over stay not being counted for service for the purpose of pension and that any increment due during the period of overstay being deferred with cumulative effect, till that date on which the officer rejoins in his parent cadre.
- m. The State Governments are advised to relieve the officer promptly on the last date of completion of the inter cadre deputation tenure without fail unless the competent authority extends the period of deputation in writing prior to its date of expiry.
- n. Grant of leave to officer on completion of their tenures of Inter cadre deputation - On reversion from inter cadre deputation, the officers concerned might be allowed leave not exceeding two months by the concerned cadre where the officer was on deputation and that the officer concerned should apply for further leave to his/her parent cadre. Further, such leave is debitable from the leave account of the Officer.
- o. Cooling off Period:
 - i. If officers from outside cadres go on deputation to North East cadres, the conditionalities of cooling off would be waived off,

provided he completes a term of deputation of at least five years.

- ii. Thus, an officer from any other cadre would be allowed to go on deputation to the North East directly after a full period of Central deputation without cooling off.
- iii. Conversely, an officer from any other cadre would be given a full term of Central deputation directly after a full term of deputation in the North East for at least five years, without cooling off, on the basis of the officer's own request and subject to cadre clearance.
- iv. In all other cases, 'cooling off' requirement shall be governed by the provisions contained in 'Consolidated Deputation Guidelines for All India Services' issued vide DoPT O.M. No. 14017/33/2005-AIS(II)(Pt.) dated 28.11.2007.

4. The Ministry of Home Affairs and the Ministry of Environment, Forests & Climate Change are requested to consider all the requests for Inter-Cadre Deputation keeping in view the aforesaid consolidated guidelines. All such requests shall continue to be processed and submitted for the consideration of the Appointments Committee of the Cabinet after obtaining approval of the Minister-in-charge.



(Udai Bhan Singh)

Under Secretary to the Government of India

Tel. No. 23094142

Copy to:

1. The Secretary,
Ministry of Home Affairs,
North Block, New Delhi
2. The Secretary,
Ministry of Environment, Forests & Climate Change,
Parvayaran Bhawan, New Delhi.
3. Director General of Forests and Special Secretary,
Ministry of Environment, Forests & Climate Change,
Parvayaran Bhawan, New Delhi.

Copy also forwarded for information and necessary action:-

1. Establishment Officer & Additional Secretary,
Department of Personnel and Training,
North Block, New Delhi
2. Director,
Prime Minister's Office,
South Block, New Delhi.

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**GUIDELINES FOR DEPUTATION OF MEMBERS OF ALL INDIA SERVICES UNDER
RULE 6(2)(ii) OF THE RESPECTIVE CADRE RULES**

The guidelines and standard terms & conditions for All India Services with respect to Rule 6(2)(ii) of IAS (Cadre) Rules, 1954 and the analogous provisions in the Cadre Rules of Indian Police Service and Indian Forest Service are consolidated as follows:-

1. The general principle of public interest shall be the overriding factor in deciding deputations under this rule.
2. Deputations to the international agencies shall be regulated in terms of Consolidated Instructions on Foreign Assignments issued from time to time.
3. Deputations under rule 6(2)(ii) shall not be allowed to those private bodies:
 - a) which are or have relations with organisations of a political, religious or sectarian nature.
 - b) against which any FIR has been lodged or charge sheet filed or case pending for a violation of any law of the land, including private bodies which have in the past been convicted in a court of law for violation of any law of the land. The borrowing private body shall have to give a mandatory certificate in this regard.
4. Factors such as general reputation of the private body and the nature of its business shall also be examined in each case. The competent authority shall also see whether there is any enrichment of the experience of the officer by such deputation.
5. FCRA clearance shall be required for deputation to an organisation receiving foreign donations.
6. All deputations under Rule 6(2)(ii) shall be considered only with the consent of the officer concerned and the approval of the cadre controlling authority. The Cadre Controlling Authority would mean the State Government concerned if the officer is in his cadre. If the officer is with the Government of India, then it would mean the Ministry of Home Affairs in the case of IPS officers, M/o EF&CC in the case of IFoS officers. This approval is a precondition for the cases being placed in the Committee detailed in Para 8 below. In the case of IAS officers serving in the Government of India, since the Committee at Para 8 below also includes Secretary (P) the proposals would directly be placed before the Committee.
7. A Committee under the Chairmanship of Cabinet Secretary, comprising of Secretary(P), Finance Secretary may be set up to screen, on a case to basis, applications/requests seeking deputation under Rule 6(2)(ii). For officers below the Joint Secretary level to Government of India, the recommendations of the Committee shall be

approved by the MOS(PP). For officers of the level of JS and above, the recommendations of the Committee would be routed through MOS(PP) to PM for approval.

8. No deputation under Rule 6(2)(ii) can be considered, under any circumstances, as a mandatory posting.

9. A member of Service shall be eligible for deputation under Rule 6(2)(ii) only after he/she has served for at least 9 years in his/her Cadre.

10. A member of Service shall be eligible for deputation under Rule 6(2)(ii) only if he/she is clear from vigilance angle.

11. For deputation under Rule 6(2)(ii) the officer should not have dealt with the borrowing organisation in the last five years.

12. An officer shall not be allowed to proceed on deputation to organisation in which he/she or any of his/her blood relations is connected with the setting up/management of the organisation.

13. Mode of selection for the post may be based on advertisement, nomination or direct offer. For international organisations, these form part of the Consolidated Instructions.

14. An officer of service may be allowed deputation for initial period of maximum of 5 years under Rule 6(2)(ii) and a maximum of 7 years of deputation can be allowed in the First 30 years of service. There shall be a minimum cooling off of three years between two stretches of deputation under Rule 6(2)(ii) in the first 30 years of service. Beyond 30 years of service, there shall be no limit to the period of deputation.

15. The limit of 5 years in one stretch and 7 years in the entire career shall not be extended under any circumstances. The officer shall be deemed to have resigned from service in case he/she fails to join the Government within one month of completion of his/her approved tenure with the concerned organisation.

16. In the first 30 years of service, an officer shall have to undergo a cooling off period of 3 years at the end of completion of deputation under Rule 6(2)(ii). If an officer is on deputation under Rule 6(2)(ii) at the time of completing 30 years of service, he shall have to undergo a cooling off period of one year. Beyond 30 years of service, there shall be no requirement of cooling off, for officers completing a period of deputation under Rule 6(2)(ii).

17. While serving in a multilateral/bilateral organisation or international financial organisations, the officer shall be eligible to draw pay and allowances as per the scheme of the borrowing organisation. In the other organisations, the officer may opt for his existing pay or the pay of the post, whichever is more beneficial to him.

18. While on deputation, the service conditions of the officer shall continue to be regulated under the relevant All India Service Rules. Other terms and conditions may be in accordance with standard terms devised from time to time (**ANNEXURE-V**).
19. The provisions of paying to the Government 1/3rd of the amount of fee earned by the officer during short-term assignments with international organisations may also be removed. This distinction between international organizations and other national organizations under Rule 6(2)(ii) may be modified in this respect also.
20. The terms and conditions of deputation shall be finalized by the concerned State Government, if the officer is in the cadre. If the officer is in the Government of India, the Ministry concerned i.e. Ministry of Home Affairs in case of IPS, M/o EF&CC in the case of IFOS and DoPT in the case of IAS shall finalize the same. However, this may be done in accordance with the standard terms and conditions prescribed by the DOPT.
21. Notwithstanding anything above, the Government shall have the absolute right to refuse permission or recall an officer from a period of deputation under Rule 6(2)(ii).
22. An officer on deputation under Rule 6(2)(ii) would run the disqualification of not being considered for empanelment under the Central Staffing Scheme during the currency of their deputations, and also, till they earn ACRs on return to their Cadre.
23. Deputation under Rule 6(2)(ii) or inter-cadre deputation or deputation under the Consolidated Instructions on Foreign Assignment shall not be allowed until an officer has completed 9 years of service in his/her Cadre.
24. The total period of deputation under Rule 6(2)(ii), inter-cadre deputation and deputation under Consolidated Instructions on Foreign Assignments in the first 30 years of service shall not exceed 10 years.
25. In the first 30 years of service, there shall be a cooling off of three years after a period of deputation under Rule 6(2)(ii), inter-cadre deputation and deputation under Consolidated Instructions on Foreign Assignments.
26. In the first 30 years of service, absence from the cadre shall not exceed 7 years at a stretch as a result of deputation under Rule 6(2)(ii), inter-cadre deputation and deputation under Consolidated Instructions on Foreign Assignments.
27. The above paras 23-26 shall not apply to the Cadres for which certain special dispensations have been made.

STANDARD TERMS AND CONDITIONS FOR DEPUTATION OF MEMBERS OF ALL INDIA SERVICES UNDER RULE 6(2)(ii) OF THE RESPECTIVE CADRE RULES

1. Period of Deputation: Fromto.....
(Details as per approval of the competent authority)
2. Pay: While serving in Constitutional/statutory/multilateral/bilateral organisation or international financial organisations, the officer shall be eligible to draw pay and allowances as per the scheme of the borrowing organisation. In other organisations, the officer may opt for his/her grade pay or the pay of the post, whichever is more beneficial to him/her. This grade pay should be pay of the post which he held immediately before proceeding to the deputation post and he was promoted to the post in his/her Cadre in accordance with the rule and Government of India decisions in this regard. The member of Service may opt the pay scale of the post in the borrowing organisation instead of his/her grade pay. He/she will be given further option in case there is any change is the substantive notional pay in his/her parent cadre.
3. Deputation Allowance: A member of Service while on deputation will be eligible to draw deputation allowance wherever admissible in case he/she has given option to draw his/her grade pay of the cadre. However, he/she will not be eligible to draw deputation allowance of he/she opts for pay of the post of the borrowing organisation.
4. Dearness Allowance: If a member of Service has given option to draw his/her grade pay of the cadre post, along with deputation allowance, if any, he/she will be eligible to draw dearness allowance at the Central Government rates. However, in case the member of Service has opted for pay of the post in the borrowing organisation, this allowance would be admissible as per the existing rules of the borrowing organisation.
5. City Compensatory Allowance: If a member of Service has opted for his/her grade pay of the Cadre post, the City Compensatory allowance will be applicable as per the Central Government rules, otherwise this will be regulated in accordance with the existing provisions of the borrowing organisation.
6. House Rent Allowance: If a member of Service has opted for drawing his/her grade pay of the Cadre post, he/she will be required to pay 10% of the pay plus DA/DP and CCA or the prescribed license fee for similar class of accommodation in the Government, whichever is lower. However, if the officer has opted to draw pay scale of the post of the borrowing organisation, this will be regulated as per existing rules of the organisation.

7. Transfer T.A./Joining Time: A member of service will be entitled to TA and Joining time both on joining the post on deputation and on reversion under the rules of the borrowing organisation which shall not be inferior to the relevant provisions of the AIS rules. The expenditure on this account will be borne by the borrowing organisation.
8. TA/DA for journey on duty: A member of Service will be paid Travelling Allowance and Daily Allowance by the borrowing organisation under its own rule for the journey undertaken by him in connection with the official work under that organisation whether in India or abroad, which shall not be inferior to the relevant provisions of the AIS Rules.
9. Medical Facilities: The borrowing organisation shall afford to a member of Service medical facilities not inferior to those which are admissible to an AIS officer of the same status under Central Government rules on the subject.
10. Leave and Pension: During the period of deputation, a member of Service will continue to be governed by the All India service (Leave) rules, 1955 and the All India Service (Death-Cum-Retirement-Benefits) Rules, 1958.
11. Provident Fund: During the period of foreign service, a member of the Service will continue to subscribe to AIS (Provident Fund) Scheme to which he/she was subscribing at the time of proceeding on foreign service in accordance with the rules of such fund.
12. Conduct, Discipline and Appeal Rules: A member of Service shall continue to be governed by the AIS (Conduct) Rules, 1968 and AIS (Discipline and Appeal) Rules, 1969.
13. Leave Travel Concession: The organisation shall allow Leave Travel Concession to a member of Service as admissible under its own rules, provided these are not inferior to those admissible to him/her under the AIS (LTC) Rules, 1975. The whole expenditure in this regard shall be met by the borrowing organisation. This is, however, subject to the condition that the officer had not already, before proceeding on deputation, availed of the concession during the particular block year's period of his/her deputation.
14. Disability Leave: The borrowing organisation will be liable to pay leave emoluments in respect of disability leave, if any, granted to a member of service on account of any disability incurred in and through foreign service even though such disability manifests itself after termination of foreign service. The relevant AIS rules will be applicable in such cases.
15. Leave Salary/Pension Contributions:
Participation in the pension scheme - The officers deputed, except to UN bodies as per the relevant rules, which may have their own regular pension schemes, shall not be permitted to join the pension schemes of the organisation under any circumstances. On joining the same, the service rendered by the officer during the deputation period shall not be counted as qualifying for pensionary benefits.

The entire expenditure in respect of pension and leave salary contributions for the period of deputation shall be borne by the borrowing organisation, failing which by the member of Service. However, those allowed joining the pension schemes of the organisations mentioned above, shall not be required to make pension contributions.

The organisation will pay to the Government of the parent Cadre of the member of Service leave salary and pension contributions at the rates in force from time to time in accordance with the orders issued by the President under F.R. 116. The payment of these contributions must be paid annually within 15 days from the end of each financial year or at the end of foreign service if the deputation 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 Finance's Notification No.F.1(1)-E.III/83 dated 10.08.1983, as amended from time to time. Pending intimation of the rates of leave salary and pension contributions by the concerned Accountant General, the organisation shall pay leave salary and pension contributions provisionally at the prescribed rates.

16. Group Insurance: If a member of service has not opted out of the Central Government Employees Group Insurance Scheme, 1980 before 31.12.1981, the said Scheme, as appended to the Schedule to AIS (Group Insurance) Rules, 1981, shall be applicable to him/her. In that case, the amount deducted from his/her salary as per prescribed rates of subscription towards the Scheme shall be remitted to the concerned Accountant General by the organisation. If at any time the recovery of subscription fails in arrears, the same shall be recovered with interest admissible under the Scheme on the accretions to the Saving Fund.

17. Performance appraisal/ACRs during the period of deputation: The competent Authority in the organisation accepting the officer shall provide an ACR/Performance appraisal written in such form as prescribed under rules. The report shall be placed in the PAR dossier and treated as mandatory input for empanelment and promotion.

18. Residuary Matters: In all matters relating to conditions of service and benefits/facilities and perquisites in the borrowing organisation not covered by the above paras, a member of Service shall be governed by the existing rules, regulations and orders of the borrowing organisation.

The above mentioned Terms and Conditions would be applicable till the member of Service remains on deputation with the borrowing organisation. On reversion from deputation, he/she will be governed by the relevant rules laid down for All India Service Officers.
