

ARTIFICIAL LIMBS MANUFACTURING CORPORATION OF INDIA
(A GOVERNMENT OF INDIA UNDERTAKING)
G.T. ROAD, KANPUR – 208016

TERMS AND CONDITIONS CONCERNING DEPUTATION OF ALIMCO
PERSONNEL TO OTHER ORGANISATIONS

1. TENURE:

The period of deputation should normally be for two years extendable by mutual agreement between ALIMCO and the borrowing organization to five years. During the period of deputation, there will be no recall of the deputationist without a notice of at least three months by either party.

2. LIEN:

The entire period of deputation will count in full as effective service with ALIMCO for the purposes such as seniority, promotion, increment of pay and gratuity as per the rules of ALIMCO.

3. PAY:

The deputationist on transfer may elect to draw either the pay in the scale of the post of the borrowing authority, as may be fixed in the normal rules, or the pay he was in receipt, in the parent department plus 20% thereof limited to a maximum of Rs.250/- as deputation allowance (10% of pay limited to a maximum of Rs.100/- if the deputation does not involve a change of station).

4. ALLOWANCE:

The deputationist will be entitled to all the allowances that would normally accrue to an employee of the borrowing organization if he elects the first alternative. However, in case, the deputationist opts for the second alternative, he would be eligible for allowances as admissible under the rules of the Corporation pertaining to the station of his deputation.

5. P.F. CONTRIBUTIONS:

The ALIMCO Employees are covered by Contributory Provident Fund Scheme. The employer's Provident Fund contribution would be payable by the borrowing organization according to ALIMCO CPF Rules.

6. **LEAVES:**

With the exception of Earned Leave, the deputationist will be governed by the rules applicable to the borrowing organisation.

7. **EARNED LEAVE:**

For the purposes of Earned Leave, the ALIMCO Leave Rules will apply.

8. **MEDICAL ATTENDANCE AND TREATMENT:**

Irrespective of the option exercised by the deputationist, medical facilities will be provided to the deputationist by the borrowing organisation according to the rules of the borrowing organisation.

9. **TRAVELLING ALLOWANCE:**

The T.A. both on transfer to the borrowing organisation and on reversion there from to ALIMCO (parent organisation), will be paid by the borrowing organisation, but regulated by the TA Rules of ALIMCO.

10. **PAY AND JOINING TIME:**

Both on transfer to the borrowing organisation and on reversion there from, pay and joining time will be regulated under the ALIMCO rules. The actual amount will, however, be paid by the borrowing organization.

11. **LEAVE SALARY:**

The borrowing organisation will be liable to pay leave salary contribution in respect of deputationists.

12. **COMMENCEMENT AND ENDING OF DEPUTATION:**

The deputation of an employee will commence from the date the employee takes over charge at the borrowing institution and will expire on the day he takes over charge of his post at ALIMCO on reversion.

13. MISCELLANEOUS CHARGES:

- i) The borrowing organisation will be liable to pay leave salary in respect of disability incurred during the period of deputation even though such disability manifests itself after the termination of his deputation.
- ii) The whole expenditure in respect of any compensatory allowance for the period of leave in or at the end of deputation shall be borne by the borrowing organization.
- iii) Leave Travel Concession: The deputationist will be entitled to LTC from the borrowing organisation on the scale he is entitled to under ALIMCO LTC Rules and the cost of such concessions shall be borne by the borrowing organisation.
- iv) DATA: For the purposes of traveling, during the period of deputation, the deputationist will be governed by the rules of the borrowing organisation.
- v) Gratuity: The borrowing organisation would be liable to make good the element of gratuity on the basis of last salary (as per ALIMCO Rules) drawn.
