



ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ನಿಗಮದ ಗುರುತಿನ ಸಂಖ್ಯೆ (ಸಿ.ಐ.ಎನ್.) : ಯು40109ಕೆಎ1999ಎಸ್‌ಜಿಸಿ025521

ಕಂಪನಿಯ ಅಧಿಕೃತ ಕಛೇರಿ : ನಿಗಮ ಕಾರ್ಯಾಲಯ, ಕಾವೇರಿ ಭವನ, ಕೆ.ಜಿ.ರಸ್ತೆ, ಬೆಂಗಳೂರು-560 009.

ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿನಿ/ಬ57/26541/2011-12

ದಿನಾಂಕ : 22 MAY 2020

ಸುತ್ತೋಲೆ

ವಿಷಯ: ಕೆ.ಆರ್.ಇ.ಡಿ.ಎಲ್ (ಕ್ರೆಡೆಲ್)ಗೆ ಸಹಾಯಕ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್‌ಗಳ ನಿಯೋಜನೆ ಬಗ್ಗೆ

ಉಲ್ಲೇಖ: ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ ಕವಿಪ್ರನಿನಿ/ಎಸ್‌ಎ3/1598/2006-07
ದಿನಾಂಕ 05.04.2014

ಕೆ.ಆರ್.ಇ.ಡಿ.ಎಲ್ (ಕ್ರೆಡೆಲ್)ನಲ್ಲಿ 2(ಇಬ್ಬರು) ಸಹಾಯಕ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್‌ಗಳ ಸೇವೆಯ ಅವಶ್ಯಕತೆಯಿದ್ದು, ಚಾಲ್ತಿಯಲ್ಲಿರುವ ಉಲ್ಲೇಖದ ನಿಯೋಜನೆಯ ಷರತ್ತು ಹಾಗೂ ನಿಬಂಧನೆಗಳಿಗೆ ಒಳಪಟ್ಟು ನಿಯೋಜನೆ ಆದಾರದ ಮೇಲೆ ಕಾರ್ಯನಿರ್ವಹಿಸಲು ಆಸಕ್ತಿ ಹೊಂದಿರುವ ಅಧಿಕಾರಿಗಳು ಈ ಸುತ್ತೋಲೆಯ ದಿನಾಂಕದಿಂದ ಏಳು ದಿನಗಳ ಒಳಗಾಗಿ ತಮ್ಮ ಇಚ್ಛಿತ ಪತ್ರವನ್ನು ಸಮುಚಿತ ಮಾರ್ಗದ ಮುಖೇನ ಕವಿಪ್ರನಿನಿ ನಿಗಮ ಕಾರ್ಯಾಲಯಕ್ಕೆ ಸಲ್ಲಿಸಲು ಕೋರಲಾಗಿದೆ.

ನಿರ್ದೇಶಕರು (ಆಡಳಿತ ಮತ್ತು ಮಾ.ಸಂ)
ಕವಿಪ್ರನಿನಿ

ಪ್ರತಿ ಮಾಹಿತಿಗಾಗಿ ಹಾಗೂ ಸೂಕ್ತ ಕ್ರಮಕ್ಕಾಗಿ www.kptcl.com-->eprasaranaವೆಬ್ ಸೈಟ್‌ನಲ್ಲಿ ಪ್ರಕಟಿಸಲಾಗಿದೆ.

ಎಲ್ಲಾ ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳು/ಪಿಸಿಕೆಎಲ್
ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್ (ವಿದ್ಯುತ್), ಕವಿಪ್ರನಿನಿ/ ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳು
ಎಲ್ಲಾ ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್ (ವಿದ್ಯುತ್), ಕವಿಪ್ರನಿನಿ/ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳು
ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್ (ವಿದ್ಯುತ್) ಕವಿಪ್ರನಿನಿ/ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳು

— ಕರ್ನಾಟಕ —

KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

No.KPTCL/SA3/1598/2006-07



Corporate Office,
Kaveri Bhavan,
Bangalore-560009.

Sub: Terms and Conditions of deputation of KPTCL employees to Government departments and other organisations-reg

- Read:**
1. Order No.KPTCL/SA3/1598/2006-07 dated 28.04.2007
 2. O.M.No.KPTCL/SA3/1598/2006-07 dated 07.04.2010
 3. Order No.KPTCL/B16/B14/4977/2005-06 dated 05.07.2007
 4. Order No.KEPGT/KCO-123/P7/2011-12 dated 12.10.2012
 5. Order No.KEPGT/KCO-123/P7/2011-12/Cys-07 dated 27.05.2013

Preamble:

As per terms and conditions of deputation of KPTCL employees to Government departments and other organizations issued vide Order dated 28.04.2007 the foreign employer shall pay to KPTCL a contribution towards pension and gratuity of the employee as determined by the KPTCL & ESCOMS Pension & Gratuity Trust from time to time. The current rates of contribution applicable w.e.f. 01.04.2011 onwards and until further orders as per Order dated 27.05.2013 is as follows;

- a) Pension Contribution - 30.00% of Basic Pay, Dearness Pay + Dearness Allowance
- b) Gratuity Contribution - 6.01% of Basic Pay, Dearness Pay

Consequent to introduction of the New Defined Contributory Pension Scheme (NDCPS)-2006 for employees appointed on or after 01.04.2006 foreign employers are required to recover an amount equivalent to 10% of Basic Pay (inclusive of Dearness pay) plus Dearness Allowance from the salary of such employees and remit the same to the KPTCL along with a matching contribution by the foreign employer for the period of deputation. It is noted that in some cases the foreign employers have sought clarity regarding dearness pay, NDCPS, the correct amount to be remitted and other issues, Hence the following order is issued.

Order No.KPTCL/SA3/1598/2006-07

Dated: - 5 APR 2014

The terms and conditions of deputation of KPTCL employees to Govt. departments and other organizations contained in Annexure to Order No.KPTCL/SA3/1598/2006-07 dated 28.04.2007 are hereby revised as per Annexure to this Order.

The contribution dues shall be reconciled in accordance with this order for the entire period of service of the deputed employee under the foreign employer.

Director(Admn.& HR)

Copies:

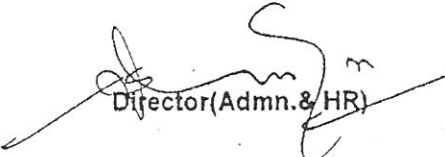
1. All Managing Directors, ESCOMS / PCKL.
2. All Financial Advisers / Chief Engineers, Electy. KPTCL / ESCOMS.
3. PS to MD/D(T)/D(F)/D(A&HR)/D(RA)&CS/ADGP(V&E)/CCF/KPTCL., B'lore.
www.kptcl.com/eprasarana for information of:
- 1 All Controllers / Superintending Engineers KPTCL / ESCOMS.

- 5 APR 2014

Annexure to Order No.KPTCL/SA3/1598/2006-07 dated

Clause	Terms & Conditions of deputation to Govt. departments and other organisations
1	Period: The initial period of deputation to foreign employer shall be for a minimum of one year and shall end on the 15 th May of the year. The maximum period of continuous deputation to a foreign employer shall be five years. All deputation orders shall be issued by the Corporate Office only.
2	Commencement & End: The service on deputation commences from the date the employee hands over charge after the order of deputation. The service on deputation ends on the date the employee is relieved from the service of the foreign employer after the order of repatriation.
3	Pay & allowances: The employee on deputation shall be paid by the foreign employer pay, (inclusive of dearness pay), Special pay, DA, HRA & CCA as applicable in KPTCL from time to time plus a deputation allowance of Rs.200/- per month during the period of deputation.
4	Joining Time: The employee shall be entitled to joining time to and from the foreign service as applicable to employees on transfer in the interest of the Corporation.
5	Other allowances: All other allowances and perks shall be paid by the foreign employer to the employee on deputation as applicable to the deputation post.
6	Travelling allowance: TA shall be paid by the foreign employer as applicable to its employees from time to time.
7	Medical benefits: Medical benefits shall be paid by the foreign employer as applicable to its employees from time to time.
8	Leave & Pension: The employee on deputation shall be governed by the leave and pension regulations as applicable to KPTCL employees from time to time.
9	Acceptance of T&C: Acceptance of duty report of the employee by the foreign employer shall be deemed as acceptance of the terms and conditions of deputation enclosed to the order of deputation.
10	Extension of deputation: The foreign employer shall not continue the employee on deputation beyond the prescribed date without further extension orders from KPTCL.
11	Contributions:
11(A)	<p>The foreign employer shall pay to the KPTCL a contribution towards pension and gratuity of the employee at the rates determined by the KPTCL & ESCOMs Pension & Gratuity Trusts from time to time for the period of deputation of the <u>employee covered under the pension regulations of KEBESR-1996.</u></p> <p>The foreign employer shall also pay to KPTCL an amount equivalent of 11% of Basic Pay(including Dearness Pay) towards Leave Contribution for the period of deputation.</p>
11(B)	<p>The foreign employer shall recover an amount equivalent to 10% of Basic Pay(including Dearness Pay) plus Dearness Allowance from the salary of such employees and remit the same to the KPTCL along with a matching contribution by the foreign employer for the period of deputation of the <u>employee covered under the NDCPS-2006.</u></p> <p>The foreign employer shall also pay to KPTCL an amount equivalent of 11% of Basic Pay(including Dearness Pay) towards Leave Contribution for the period of deputation.</p>

11(C)	The foreign employer is responsible for the payment of the prescribed contribution towards pension, gratuity and leave for the entire period of service of the deputed employee under the foreign employer, excluding the period of leave taken during such service.
11(D)	All contributions as applicable to the deputed employee every month shall be remitted to the Corporation on or before the 15 th of the following calendar month. In case of delay, the foreign employer shall pay a penalty of 2 paise per every Rs.100/- per day of delay beyond the due date.
11(E)	The release of annual increment of the employee shall be subject to clearance of dues by the foreign employer. If the contribution falls into arrears intimation shall be sent to the foreign employer that the services of the employee shall be deemed to have been repatriated on the expiry of three months from the date of the intimation if the dues along with interest are not remitted to KPTCL.
12	Leave Salary: The foreign employer shall pay leave salary and allowances as applicable during the period the employee avails leave. The KPTCL shall reimburse the amount equal to the basic pay (inclusive of dearness pay) of the employee to the foreign employer for the period of leave.
13	Disability Leave Salary: The foreign employer shall be liable to pay disability leave salary to an employee if the disability occurs under the service of the foreign employer or manifests after the termination of service under the foreign employer.
14	Leave Salary Advance: Leave salary advance is payable by the foreign employer if the employee requests for the advance in case the employee proceeds on leave for a period not less than 30 days.
15	Leave Travel Concession: The Leave Travel concessions as per eligibility of the employee shall be borne by the foreign employer as admissible in KPTCL.
16	Leave Encashment: The Leave surrender and encashment as per eligibility of the employee shall be paid by the foreign employer. The KPTCL shall reimburse an amount equal to basic pay (inclusive of dearness pay) for the period to the foreign employer.
17	Loans & Advances: The foreign employer shall pay all short term loans and advances such as festival advance, and advance for purchase of conveyances as admissible in KPTCL if required by the employee.
18	Free/Subsidized power: The foreign employer is liable to pay the difference in billing between the regular tariff and the subsidized tariff for power supply to eligible employees. The foreign employer may however extend benefit of free/subsidized power supply, water supply or any other facilities/amenities available to its own employees at its discretion.
19	Disciplinary regulations: The employee while on deputation shall be bound by the disciplinary regulations of KPTCL. The foreign employer shall also comply with the procedure in respect of lent employees under the disciplinary regulations.
20	Bonus /Ex-Gratia: The foreign employer shall pay Bonus or Ex-gratia to the employee as applicable in KPTCL or at the rate applicable under the foreign employer, whichever is higher.


 Director (Admn. & HR)