

**No. 391-105/2013-STG-III**  
**Government of India**  
**Ministry of Communications & IT**  
**Department of Telecommunications**

*419, Sanchar Bhawan, 20 Ashoka Road  
New Delhi -1, Dated 22<sup>nd</sup> January, 2016*

To,

CMD,  
Telecommunications Consultants India Limited  
TCIL Bhavan, Greater Kailash -1,  
New Delhi -110 048

**Subject: Permanent absorption in TCIL - Case of Shri Rajiv Gupta (Staff No. 8005),  
an officer of SAG of ITS Group 'A'.**

Sir,

I am directed to refer to DoT OM of even no. dated 07.07.2015 and subsequent corrigendum dated 14.01.2016 on the above mentioned subject and to convey the approval of the President for permanent absorption of **Shri Rajiv Gupta (Staff No. 8005)**, an ex-officer of SAG of ITS Group 'A' in TCIL on the terms and conditions envisaged in DoP&PW's OM No. 4(12)85/P& PW dated 31/03/87 as amended from time to time; with effect from the date and on the terms and conditions as indicated hereafter.

2. **Date of effect:** The permanent absorption shall take effect from the forenoon of 04.06.2015 (**Date of assumption of charge**). The officer will not be allowed to revert back to his permanent post in the Department of Telecommunications under any circumstances.

3. **Pension / Gratuity:**

(i) He will draw pension and retirement gratuity for the service rendered under the Government. He will also be eligible to commute upto 40% of his pension.

(ii) **Calculation of retirement benefits** - The retirement gratuity and pension will be calculated in accordance with the Central Civil Services (Pension) Rules, 1972.

**Note:-**

The benefits of the scheme of voluntary retirement issued vide Department of Personnel and Administrative Reforms O.M. No. 25013/7/77-Estt. (A), dated the 26<sup>th</sup> August, 1977, as embodied in Rule 48-A of the CCS (pension) rules, 1972, is not admissible in this case.

(iii) **Date of payment of retirement benefits:** The amount of retirement gratuity and lump sum amount in lieu of pension wherever opted will be payable

immediately after the date of his permanent absorption. The amount of monthly pension wherever applicable will also be payable from the date following the date of cessation of service under the Central Government.

(iv) **Limitation as to the total amount of gratuity:** The total gratuity admissible in respect of the service rendered under the Government of India and that under the TCIL shall not exceed the amount that would have been admissible, had he continued in Government Service and retired on the same pay which he drew on retirement from TCIL.

4. **Family Pension admissible from one source only -**

(i) On his permanent absorption in TCIL, the family of afore-said officer will be eligible for family pension as admissible under the Central Government only if there is no family pension scheme in the TCIL or only if he is not eligible to join the family pension scheme available in the TCIL or only if he is specifically exempted by the Central Provident Fund Commissioner on the basis of a formal application submitted by him through the TCIL from the coverage of the family pension scheme of the TCIL. In all other situations, he will be compulsorily covered by the family pension scheme of the TCIL.

(ii) The liability of the Central Government in regard to the amount of family pension will be frozen as on the date of permanent absorption in the TCIL and will be calculated with reference to the pay drawn and the rules in force on the date of permanent absorption. The eligibility of family members to receive family pension will be regulated in accordance with the Central Government Rules/Orders in force at the relevant time.

(iii) Family pension will be admissible only from one source i.e. either from the Central Government or from the TCIL and not from both.

**Note:**

The family will not be eligible for any benefit under the family pension scheme of the Central Government if he is not permanent and also does not have a qualifying service of not less than ten years, on the date of absorption.

5. **Fixation of pay on absorption:** He will be free to negotiate his emoluments with TCIL. On his absorption he will be at par with other employees of the TCIL and will be governed by the rules of the TCIL in all aspects.

6. **Leave:** He will be entitled to encashment of Earned Leave to his credit at the time of acceptance of his resignation from Government service subject to a maximum of 300 days. Half Pay Leave will stand forfeited.

7. **Benefits after Permanent Absorption:** For the period of service rendered by him in the TCIL from the date of his permanent absorption, he will be entitled to all the benefits admissible to the corresponding employees of the TCIL and continue to be governed by its Rules in all respects.

8. **Provident Fund:** The amount of subscription together with interest thereon standing to the credit of afore-said officer in the General Provident Fund Account will be transferred to his new Provident Fund Account under the TCIL with its consent. In case the TCIL does not have Provident Fund Scheme or the PF Scheme of TCIL does not provide for acceptance of balance from other Provident Funds, the GPF balance shall be paid to him in cash. Once such a transfer of Provident Fund balance had taken place, he will be subject to the Provident Fund Rules of the TCIL and not of the Provident Fund Rules of the Government of India.

Yours faithfully,

  
(R C Ahuja)

Under Secretary to the Govt. of India  
Tele No. 23036226

Copy to:-

1. PS to MOC&IT/Secretary (T)/Member (S), TC - through email
2. Officer concerned.
3. Under Secretary (Pension)/ AO (PFP)/ AO (Finance)
4. AAO, STG-I/CS to Adv (HRD).
5. Spare / Order Bundle.
- ✓ 6. Official Language Section for hindi translation of this letter.

  
22.01.16

(Chandan Kumar)  
SO (STG-III)  
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