



Circular no. 07/2019

Sub: (i) Extending the benefit of Joining period to the Departmental labour (ii) Extending the benefit of Transfer Grant/Packing Allowance and Joining Period to the Direct Payment System (DPS) and No Work No Pay System (NWNP) workers on their transfer within and outside Region/Zone.

Labour union have raised demand time and again for extension of joining period to the departmental labour and grant of transfer grant as well as joining period to the Direct Payment System/No Work No Pay labour system workers. The matter has been examined and the proposal has been approved by the Board of Directors, FCI in its 392nd meeting held on 28.05.2019.

Accordingly, it has been decided to extend the benefits of Joining Period to the departmental labour and Transfer Grant/Packing Allowance alongwith Joining Period to the Direct Payment System (DPS) and No Work No Pay System (NWNP) workers on their transfer within region, outside region and zone at the instance of FCI Management.

The labour system wise benefits allowed are given below:

(A) Departmental Labour

The Departmental workers are entitled to Transfer Grant/Packing Allowance on their transfer within the Region and outside the Region as per the Circular no. 12/2011 dated 11.08.2011.

It has now been decided to give Joining Time corresponding to the distance between the old and new Hqrs to the Departmental labour on their transfer as mentioned in the table given as under:

Distance between the old headquarters and the new headquarters	Joining time admissible
Upto 300 kms	3 days
From 300 kms to 600 kms	6 days
From 600 kms 900 kms	9 days
900 kms and above	12 days

***Joining period includes the journey period**

In case the transfer is done on own request, joining period as per practice will continue to be restricted to actual journey period for any distance. Un-availed leave of Joining period will be credited to the Leave account as non-encashable leave as per the practice which is in vogue of Class IV employees.

(B) Direct Payment System (DPS) Labour

The Transfer Grant/Packing Allowance and Joining period have been allowed to the Direct Payment System (DPS) labour on their transfer as detailed below:

(1) Transfer Grant/Packing Allowance

(i) Rs 2433/- per worker for transfer within the Region.

(ii) 80% of Daily Minimum Guarantee Wage for 30 days (excluding VDA or any other benefit) for transfer outside Region.

(2) Joining Period

Distance between the old headquarters and the new headquarters	Joining time admissible
Upto 300 kms	3 days
From 300 kms to 600 kms	6 days
From 600 kms 900 kms	9 days
900 kms and above	12 days

***Joining period includes the journey period**

The DPS workers are not entitled for earned leave, therefore leave admissible for the joining period will be treated as special leave and entitled Minimum Daily wages will be paid to transferee for the said leave. Un-availed leave will be credited in leave account and can be availed by the worker later on.

(C) No work No Pay System (NWNP) Labour

Transfer Grant/Packing Allowance and Joining Period have been allowed to the No Work No Pay System (NWNP) labour on their transfer as detailed below:

(1) Transfer Grant/Packing Allowance

(i) Rs 2433/- per worker for transfer within the Region.

(ii) 80% of Daily Minimum Guarantee Wage for 30 days (excluding VDA or any other benefit) for transfer outside Region.

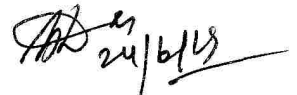
(2) Joining Period

Distance between the old headquarters and the new headquarters	Joining time admissible
Upto 300 kms	3 days
From 300 kms to 600 kms	6 days
From 600 kms 900 kms	9 days
900 kms and above	12 days

***Joining period includes the journey period**

The NWNP system workers are not entitled to get earned leave, therefore leave admissible during joining period will be treated as special leave and entitled Minimum Daily wages will be payable to the transferee for said leave. Un-availed leave will be credited in leave account and can be availed by the worker later on.

(Authority: 392nd Meeting of Board of Directors held on 28.05.2019)



(Bidrohi Das)

Dy. General Manager (IR-L)

Distribution:

1. The ED(Zone), FCI,ZO-North, West, East, South & North-East
2. GM(Region),FCI:NewDelhi/Chandigarh/Panchkula/Shimla/Jaipur/Lucknow/Dehradun/Jammu/Mumbai/Bhopal/Ahmedabad/Raipur/Patna/Bhubaneswar/Shillong/Guwahati/Dimapur/Chennai/Thiruvanthapuram/Bangalore/Hyderabad/Ranchi/Kolkata/Itanagar
3. PS to CMD/ED(P)/ED(F)/ED(IA)
4. GM(Fin.)/(FAP), FCI, Hqrs New Delhi.
5. DGM(IT) FCI, Hqrs New Delhi with the request to upload the Circular on the FCI official website.
6. Institute of Food Security, Gurgaon.
7. FCI Workers Union , 58, Diamond Harbour Road, Calcutta
8. FCI Shramik Union, C-45, Chandu Nagar, Gali No.5, Near Bihari Masjid, Karawal Nagar Road,Delhi-110094.
9. FCI Handling Workers Union, 8651, Arakshan Road, Paharganj, New Delhi-110055
10. All India Trade Union Congress,35-36 DDU Marg, Rouse Avenue, New Delhi-110002