

From

The Registrar  
Lala Lajpat Rai University of Veterinary and Animal Sciences  
Hisar

To

All Deans/Directors/Officers/HODs/Offices  
(including outstations)  
LUVAS, Hisar

Memo No. Admn./E-I/2022/4221-60

Dated: 23.07.2022

**Subject: Revised standard terms and conditions in respect of LUVAS employees transferred/deputed to other organization.**

In pursuance of decision taken by the Finance Committee/Board of Management vide item No. F-8/B-8 of its 24<sup>th</sup> /30<sup>th</sup> meeting held on 20.05.2022 and 18.07.2022 respectively, the Vice-Chancellor is pleased to approve the following revised standard terms and conditions in respect of LUVAS employees transferred/deputed to other organization:

1. **Period of deputation:-** Mr./Ms. \_\_\_\_\_ working as \_\_\_\_\_ (designation) is being/has been transferred to \_\_\_\_\_ as \_\_\_\_\_ on deputation from \_\_\_\_\_ to \_\_\_\_\_ unless he is recalled earlier.
2. **Joining time, joining time pay and transfer travelling allowance.**— He shall be entitled to avail joining time, pay for the period of joining time and transfer travelling allowance both ways on joining the post on deputation and on reversion therefrom to the parent organization as per rules of the parent Organization and the expenditure on this account will be borne by the borrowing department.
3. **Pay and dearness allowance:**— During the period of deputation he may elect to draw-
  - a) Either the pay in the pay structure of deputation post and dearness allowance as per provision in the rule of borrowing department; or
  - b) Pay in the pay structure of the post in his parent organization and dearness allowance and thereon.
4. **Compensatory allowances:**— All compensatory allowances (excluding dearness allowance) shall be regulated as per provision in the rules of parent organization or borrowing Department/ which are more beneficial for him.
5. **Medical facilities:**— He shall be entitled to the medical facilities as per provision in the rules of parent organization if he desired he may opt to avail the medical facilities of the borrowing department in lieu thereof.
6. **Facility of rent free accommodation and/or free conveyance:**— No rent free accommodation, free conveyance or any conveyance allowance be provided at the expenses of parent department unless such benefits are normally attached as a condition of service to the post to which he is deputed in the borrowing department.



7. **Allotment of residential accommodation:**— He shall be entitled to avail the facility of allotment of residential accommodation, for the period of deputation according to the rules of borrowing department.
8. **Retention/Fresh allotment of Government accommodation:**— He shall be entitled to retain/fresh allotment of accommodation already allotted/to be allotted by the competent authority at the same station provided the licence fee will be charged from him and will be deposited by whom accommodation has been provided.
9. **Leave travel concession:**— He shall be entitled to avail leave travel concession as per provision in the respective rules of the lending organization as amended from time to time subject to prior sanction of the same by the lending organization. The liability of LTC will be borne by the borrowing department or lending Organization where the employee.—
  - (i) is/was in service at the time of actually availing LTC of home town or anywhere in India; or
  - (ii) remained in service for a period more than two years during the period of the respective block, in case one month salary in lieu of LTC is availed by him.
10. **Leave and pension:**— During the period of deputation, he will continue to be governed by the Leave and Pension/Contributory Provident Fund Rules of the lending organization.
11. **Disability leave and hospital leave:**— The payment of leave salary during disability leave and hospitality leave in respect of disability incurred in or through foreign service even though such disability manifests itself after the termination of foreign service shall be made by the borrowing Organization.
12. **Leave salary contribution:**— The borrowing department shall pay leave salary contribution quarterly within fifteen days @ 11% of emoluments admissible during the period of foreign service, otherwise after this penal interest @ Rs. 10/- per day shall be charged. It shall be deposited in the account of parent organization.
13. **Pension contribution:**— The borrowing department shall make payment of Pension Contribution @ \_\_\_\_ % (As per rule 131,132 of HCS (General) Rules, 2016 or as amended from time to time) of the emoluments quarterly within fifteen days otherwise, penal interest @ Rs. 10 per day shall be charged. It will be deposited in the account of parent organization.

OR

**Matching contribution:**— The borrowing department shall make monthly payment of matching contribution @ 10% (or as amended from time to time) of emoluments because Shri \_\_\_\_\_ is covered under Defined Contributory Pension Scheme.

14. **Subscription to Provident Fund or Defined Contributory Pension Scheme:**— During the period of deputation, he will continue to subscribe to his Provident Fund Account or his Permanent Retirement Account Number to which he was subscribing, before his transfer on deputation in accordance with the rules of such fund.
15. **Commencement and completion of deputation:**— The deputation will commence on the date of which he hands over charge of his post and completes on the date on which he assumes charge of the post in his parent organization.

16. **Retirement Gratuity and Death Gratuity:-** As per the Finance Department office memorandum No. 2/6/2010-1 Pension dated 19.01.2017, that the Government employees covered by New Defined Contributory Pension Scheme (known as NPS) shall be eligible for the benefit of 'Retirement Gratuity and Death Gratuity' on the same terms and conditions, as are applicable to employee will continue to be governed by the gratuity rules of the parent employer applicable to him/her before such deputation. The amount in this regard shall be payable in the account of parent organization.

Or

No gratuity contribution by the foreign employer will be payable by the foreign employer in respect of the teachers/employees on deputation to Central/State Govt./ICAR, who have opted for GPF/Pension scheme in LUVAS.

17. During the period of deputation, he/she shall not apply for any post with any outside agency without prior permission of the LUVAS.
18. During the period of deputation, he/she will remain subject to disciplinary action by the LUVAS according to rules of the University.
19. During the period of deputation, he/she shall not be a member of any pensionary or provident fund scheme of the foreign employer.
20. Other matters relating to the conditions of his/her service will be regulated in accordance with the rules applicable to him/her in the LUVAS.

  
93/7/22  
Registrar

CC:

1. Dr. Neelesh Sindhu, Incharge University Website, LUVAS, Hisar.
2. Dr. Vijay Jadhav Incharge , E-Gov. Cell, LUVAS, Hisar.
3. Dr. Gaurav Charaya, Social Media Champion, LUVAS, Hisar.
4. JD(Audit), LUVAS, Hisar
5. Superintendent(A), Superintendent(F), Assistant(E-I) and Assistant-G1( Internal) O/o Registrar, LUVAS.