

**DREDGING CORPORATION OF INDIA LIMITED**  
(A Government of India Undertaking)  
Visakhapatnam.

DCI/HR/2/15/2016

Dt.05.08.2016

OFFICE ORDER NO.113/2016

Sub: Re-appointment of employees who join after resignation etc - Reg.

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In compliance with the directions of Ministry of Shipping, Government of India, it has been decided to frame Rules/Regulations/Guidelines regarding for re-appointment of resigned and retired personnel. The following are notified for information and compliance of all concerned and applicable solely to the Shore Establishment of DCI and shall not apply to the Floating Establishment:

- I. Employees Dismissed from DCI, Major Ports or other PSUs will not be re-appointed in any capacity in DCI.
- II. Employees who have left DCI on Resignation, Retirement, VRS etc and worked for any other Dredging Company will not be re-appointed in DCI.
- III. Employees Resigned, Retired or left on VRS (Voluntary Retirement Scheme) from DCI but does not fall under 2) above shall be re-appointed and following rules shall apply to them.
  - i) Personnel who are re-appointed after superannuation / resignation would not form part of the sanctioned strength and would be treated as contractual employees. They shall be re-appointed in DCI only on contract basis.
  - ii) Personnel who have resigned from DCI and re-joining DCI shall be considered only for contractual posts and their salary shall be fixed in such a way that the same is at the best equal to that received by their erstwhile counterparts still working in DCI.
  - iii) Personnel who have left DCI or other organisations on VRS shall be re-appointed only if they fulfil all the conditions that are laid down by Government of India for such personnel.
  - iv) Prior to appointment the APARs and Vigilance Profile of the prospective candidate in DCI records shall be taken into consideration while re-appointment.
  - v) The tenure of the contract of employment will be fixed and is extendable further at the discretion of the Management. The contract can be terminated by giving one month notice by either party.
  - vi) The consolidated amount of remuneration fixed is subject to deduction of income tax as per rules in force from time to time.

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- vii) In case of deputation on tour to official work, they will be entitled to tour benefits as applicable to the grade held by him prior to retirement or equivalent grade to that in DCI.
  - viii) No travelling allowance of any kind will be admissible at the time of joining or on termination of contract employment. No additional allowance/compensation will be admissible for working beyond normal working hours due to work exigencies.
  - ix) During the period of engagement on contract, he will not be given any financial/administrative powers. He shall carry out functions as assigned to him as per work requirements.
  - x) During the period of his service with DCI on contract basis he will not be allowed to engage himself in any other work or carry out any other assignment.
  - xi) The working hours of the above staff shall be regulated as per the timings of the Office that they are attached.
  - xii) Weekly offs and National Holidays as applicable to the Office that they are attached shall be applicable to the above staff also. However, if the situation demands, they shall also work on weekly off days, for which they shall not be eligible for any additional payment.
  - xiii) They shall be eligible for only 12 days of Casual Leave and nothing else.
  - xiv) The company shall not provide any medical assistance whether In-patient or Out-patient to the above employees. However, should they be provided with any medical care due to any accident that they have come across during the course of working for DCI, then the same shall be on DCI account as applicable to a regular employee.
  - xv) They shall not be provided with any Transport from their place of Residence to their workplace. They need to arrange for the same at their own.
  - xvi) When they have to travel on tour to outstation on official work, they shall be provided with facilities as applicable to the Regular Employees of their level.
  - xvii) PF Deductions and Contributions by the Company shall be as per the PF Act and Contract Labour Act.

2. This issues with the approval of Competent Authority

*PH Saravanan*  
05/08/16  
(Capt.P.M.Saravanan)  
HOD(HR)

To  
All Concerned  
Cc to O.O. File