

Registered

Headquarters  
Dte General Border Roads  
Seema Sadak Bhawan  
Ring Road, Delhi Cantt  
New Delhi - 110010.

12318/Deput Pol/DGBR/ 42/EG2

11 Aug 2015

HQ CE (P) \_\_\_\_\_  
C/o APO

GRAF Centre      GRAF Records  
ESD (GRAF)      EBW (GRAF)  
WSD (GRAF)      WBW (GRAF)

FR | BR  
| 16  
| 21

DEPUTATION : GREF PERSONNEL

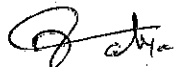
- Reference this Dte letters No. 12318/Deput Pol/DGBR/16/EG2 dated 31 Jul 2012 and 12318/Deput Pol/DGBR/21/EG2 dated 11 Mar 2013.
- The deficiency states of various trades/categories have been reviewed by this Dte based on review of Outside employment/Pmt Absorption/Inter-departmental transfer. Accordingly, the revised trades/categories and number of posts now approved by Competent Authority for deputation to other departments is given below:-

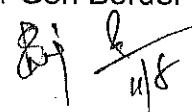
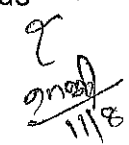
S/No	Category	Number of Posts earmarked
(a)	Assistant	04
(b)	Sr Draftsman	02
(c)	Supvr Stores	03
(d)	Supvr Adm	02
(e)	ACM Commn	01
(f)	Ch/Mechanic (Non Diploma)	14
(g)	Ch/Electrician (Non Diploma)	01
(h)	DVR RR	09
(j)	Welder	03
(k)	MSW Driller	52
(l)	OTRP	08

3. The remaining trades/categories where the present deficiency is more than 10% of authorized strength will not be eligible for deputation. However, the policy will be reviewed 01<sup>st</sup> April/January every year.

4. While sponsoring individuals for deputation, project may forward the applications strictly as per Para 8 (c) of this Dte letter No. 12318/Deput Policy/DGBR/EG2 dated 04 Jan 1999.

5. In view of the above, Projects are requested to strictly adhere to the departmental policy/guidelines issued on the subject while forwarding applications. It may be noted that replacement of Personnel who are sponsored for deputation by the Unit/TF/Project, will not be immediately available, as it normally takes one or two years to make up the deficiency through Direct Recruitment.
6. All other terms and condition/Policy Guidelines for deputation issued by this Dte from time to time will remain unchanged.
7. The contents of this letter may be disseminated up to Platoon level for their information and strict compliance.
8. Please acknowledge receipt.

  
(P Satyanarayan)  
Col  
Director (Org)  
For Dir Gen Border Roads

Internal :

DGBR/Coord

DGBR/IRLA

DGBR/T&C

**Registered**  
 Headquarters  
 Dte General Border Roads  
 Seema Sadak Bhawan  
 Ring Road, Delhi Cantt  
 New Delhi - 110010.

12318/Deput Pol/DGBR/39/EG2

08 Jul 2015

HQ CE (P)  
 C/o 56/99 APO

REF Centre	REF Records
ESD (REF)	EBW (REF)
WSD (REF)	WBW (REF)

FLY BR  
 38

F-96 & 170  
 as per previous  
 volumes

**OUTSIDE EMPLOYMENT/PERMANENT ABSORPTION/INTER  
 DEPARTMENTAL TRANSFER : GREF PERSONNEL**

1. Reference this Dte letters No. 12318/Deput Pol/DGBR/96/EG2 dated 17 Jun 2008 and 12318/Deput Pol/DGBR/170/EG2 dated 21 May 2010.
2. It is intimated that a ban for forwarding of applications for outside employment /Permanent absorption/inter departmental transfer was imposed for all categories keeping in view the larger interest of the Organization and the force deficiency of the man power in the subordinate categories vide Dte letters under reference.
3. The above policy has now been reviewed and it has been decided by the competent authority to allow subordinate categories where overall deficiency is less than 10% of authorized strength to proceed on outside employment/permanent absorption/ inter-departmental transfer upto a maximum of 1% of authorized strength per annum.
4. Based on the present authorization/holding strength, the posts wherein personnel would be permitted to proceed on outside employment/pmt absorption/ inter-departmental transfer is at Appendix. This list will be reviewed on 01 Jan every year, and disseminated to the environment.
5. **Guidelines** The following pre-conditions will apply:-
  - (a) **Eligible Service** Personnel who have completed 10 years service in BRO will be allowed to apply for outside employment/pmt absorption/inter-departmental transfer.
  - (b) **Foreign Tenure** Personnel who have done a foreign tenure, including tenure in Project Dantak, for a minimum period of 18 months, will not be permitted to proceed on outside employment/pmt absorption/inter-departmental transfer before completion of six years of cooling off period.

(c) **Higher Education/Study Leave** Personnel who have acquired any higher education either as a sponsored candidate/on study leave will not be permitted to proceed on outside employment/pmt absorption/inter-departmental transfer before completion of six years of cooling off period.

(d) **Courses** Personnel should not have done any course exceeding three months duration, (one course and not cumulative) in India, or exceeding one month duration abroad in the last five years.

(e) **D & V Aspects**

(i) The general performance of the individual should be satisfactory, and he should not be involved in a Court of Inquiry/Disciplinary/Vigilance cases.

(ii) The individual should not have been imposed with any major penalty under Army Act/Army Rule or CCS (CC&A) Rules, 1965 during the last 10 years preceding the date of application.

(iii) The integrity of the individual should not be in doubt.

(f) **Processing of Application**

(aa) Applications in respect of personnel serving in MAS areas will be forwarded on completion of six months and before 18 months stay in present unit.

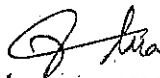
(ab) Applications received from individuals will be processed as per seniority based on date of receipt of application at HQ DGBR, and as per the requirement of the Organization. **Advance copy of application for outside employment will not be sent. Defaulters will be subjected to strict disciplinary action.**

(ac) Individuals who are on permanent status can apply for outside employment against post advertised in the newspaper or circulated by department/ministries upto a maximum of four times in a calendar year.

(ad) Application for outside employment will be entertained for higher grades only. However, applications for posts carrying identical scales may be considered in categories which are stagnating and where chances of promotion are restricted.

(ae) Any special conditions or restrictions imposed from time to time will be strictly adhered to.

6. In view of the above, Projects are requested to strictly adhere to the departmental policy/guidelines issued on the subject while forwarding applications. It may be noted that replacement of Personnel who are sponsored for outside employment/Pmt Absorption/inter-departmental transfer by the Unit/TF/Project, will not be immediately available, as it normally takes one or two years to make up the deficiency through Direct Recruitment/DPC.
7. The contents of this letter may be disseminated up to Platoon level for their information and strict compliance.
8. Please acknowledge receipt.

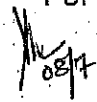
  
(P Satyanarayan)  
Col  
Director (Org)  
For Dir Gen: Border Roads

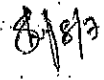
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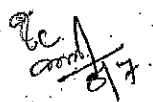
DGBR/Coord  
DGBR/IRLA  
DGBR/T&C



for info & strict compliance.







Appendix

PERMITTED TO PROCEED ON OUTSIDE EMPLOYMENT/  
PERMANENT ABSORPTION/INTER-DEPARTMENTAL TRANSFER

S/No	Post	No of Personnel permitted to proceed on outside employment
1	Asst	04
2	Sr Draughtsman	02
3	Supvr Stores	03
4	Supvr Adm	02
5	ACM (Comm)	01
6	Ch/Mech (Non-Dip)	14
7	Ch/Elect (Non Dip)	01
8	DVR RR	09
9	Welder	03
10	MSW Driller	52
11	OTRP	08