

**KARNATAKA STATE ROAD TRANSPORT CORPORATION CENTRAL  
OFFICES : BANGALORE**

No. KST:CO:RCT:RULES: 58 :78-79

Date: 11-1-1979

CIRCULAR No. 362 of 1979

Sub:- KSRTC, Employees (Deputation outside India)  
Regulations, 1977.

- Ref:- 1. C.R. No. 3394 of 13-9-1976.  
2. C.O. No. 73 TRE 77 dtd. 13-3-1973  
3. C.R. No. 4018 dtd. 29-11-1978.

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The Government of Karnataka in exercise of powers conferred under Section 45 of the Road Transport Corporation Act. 1950 (Central Act 54 of 1950), were pleased to accord approval to the KSRTC. Employee (Deputation outside India) Regulation 1977.

The Corporation has accorded approval to give effect to the said Regulation with effect from 1<sup>st</sup> December 1978 vide C. R. No. 4018 dated 29-11-1978.

A Central of the said Regulation brought in force w.e.f. 1-12-1978 is enclosed here with for information and guidance.

(GENERAL MANAGER)

Copy to:-

All Units Heads/ Departmental Heads in Central Offices, Bangalore.  
P.A. to Chairman/Vice- Chairman/ General Manager in Central  
Offices, Bangalore.

DEPUTY GENERAL MANAGER

**PROCEEDINGS OF THE GOVERNMENT OF KARNATAKA.**

Sub:- The Karnataka State Road Transport Corporation  
Employees (Deputation Outside India)  
Regulations, 1977.

Ref: Letter No. KST:CO:RULES:2287:76, dated 6-10-1976  
from the General Manager, KSRTC, Bangalore.

ORDER NO. HD 73 TRE 77 BANGALORE.  
DATED THE 13<sup>TH</sup> MARCH 1978.

The Corporation Board of the Karnataka State Road Transport Corporation has in their Resolution No. 3394 on dated 13-9-1976 resolved to accord approval to the Draft K.S.R.T.C Employees (Deputation Outside India.) Regulation, 1977. The General Manager has requested approval of Government for the same.

Under Section 45 of the Road Transport Corporation Act. 1950 (Central Act 64 of 1950), sanction is hereby by accorded to the K.R.S.T.C. Employees (Deputation outside India) Regulation 1977, as resolved by the Corporation Board in resolution No. 3394 dated 13-9-1976.

Copy of the Regulation as sanctioned by Government is furnished in the Annexure appended to the order.

By order and in name of the

Governor of Karnataka  
Sd/-  
(K.P. RAMAKRISHNA)  
Under Secretary to Government,  
Home Department

To  
The General Manager, K.S.R.T.C, Bangalore  
The Accountant General in Karnataka, Bangalore.  
The Finance Department.

Annexure to G.O. No. HD 73 TRE 77, DATED 13TH MARCH 1978.

The Karnataka State Road Transport Corporation Employees  
(Deputation Outside India) Regulations, 1977

In exercise of powers conferred under Section 14 and 45 of the Road Transport Corporation Act, 1950 (Central Act 64 of 1950) and with the previous approval of the State Government, the Karnataka State Road Transport Corporation hereby make the following Regulation, namely:-

**1. TITLE AND COMMENCEMENT:-** (1) These Regulations may be called the Karnataka State Road Transport Corporation Employees (Deputation outside India) Regulations, 1977.

(2) These Regulations come into force on such date as the Corporation may appoint by publication of a notice in the Notice Board of the Central Office, of the Corporation at Bangalore.

**2. DEFINITIONS:-** In these Regulation, unless the context otherwise requires:-

- (i) "Corporation" means the Karnataka State Road Transport Corporation.
- (ii) " Corporation Employee" means an Officer or Official of the Corporation whose condition of appointment and service are determined by the Corporation by Regulation made under the Road Transport Corporation Act, 1950.
- (iii) "Deputationist" means a Corporation Employee or an Officer of the State Government who is an deputation to the Corporation and who is deputed to foreign Country under these Regulations.

**3. APPLICATION:**

(1) These Regulation shall apply to all Corporation Employees.

(2) The Corporation may by a general or special order apply these Regulations to any Officer of state Government who is on deputation to the Corporation.

#### **4. GENERAL:-**

(1) No Corporation Employee or an Officer of the State Government on deputation to the Corporation may be deputed on duty outside India without the specific sanction of the Corporation and without specific sanction in case of the State Government on deputation in the Corporation.

(2) No Corporation Employee or an Officer of the State Government on deputation to the Corporation may be deputed on duty outside India unless he has secured an admission to any particular field of study in a foreign university or college or is sponsored for a study tour by a foreign Government or a foreign agency approved by the Government of India or had been invited to attend as a delegate observed to any seminar, convention conference connected with the affairs of public Transport Industry.

#### **5. Period of deputation:-**

(1) The period of deputation which shall be reckoned from the date of handing over charge of the post to the date taking over charge shall be treated as service for the purpose of Seniority and Gratuity but not for the purpose of earning leave.

(2) The period of deputation shall also be reckoned for the purpose earning increment in the post held by the deputationist prior to deputation or in the post to which he is promoted during the period of deputation but shall not be allowed to draw increment during the period of deputation.

(3) Where the period of absence of the deputationist from his post in India does not exceed 18 months such period shall be treated as deputation on full pay which he would have drawn had he remained on duty in India and the period of deputation shall count as duty for all purpose.

(4) Where the period of absence of the Deputation exceeds 18 months but does not exceed 24 months such period exceeding 18 months shall be covered by grant of special leave on half average pay, and such period shall be treated as service for the purposed of Seniority, Gratuity and increments, but not for leave, provided that he shall be permitted to avail earned leave to the extent due, and admissable, in lieu of special leave.

(5) Where period of absence exceeds 24 months, such period exceeding 24 months shall be covered by grant of leave without allowance to the extent necessary provided that, he shall be permitted to avail himself of leave with pay due and admissible if any.

(6) A Corporation Employee who is permitted to go abroad for higher studies at his own cost and whose candidature is not sponsored by the Corporation for grant of Scholarship or Fellowship, under the foreign and scheme shall be granted leave at his credit and remaining

period absence shall be treated as leave without allowance, subject to a maximum period of two years exclusive of transit time on the whole in the case of post graduate and other training courses, and three years exclusive of transit time on the whole in the case of Ph.D., such period of absence counting for earning increments, gratuity and seniority provided that the Corporation Servant is successful in all his examination within that period. Provided that no Corporation employee who has not put in at least 5 years of service and who is above 45 years of age shall be permitted the above facility. Provided further that it is open to the Corporation to relax the service and age limit in special cases.

## **6. Procedure for deputation :-**

(1) The deputationist other than a deputationist for attending seminar, convention, conference, study tour shall enter into a bond as in Annexure 'A' or as in Annexure 'B' in case the deputationist is required to furnish Bank Guarantee.

(2) The Deputationist shall executed the bond and have it exceed by the Surities and complete all the formalities before he leaves the State.

NOTE:- 1. Failure to execute the Bond will entail loss of deputation allowance and Passage Allowance.

NOTE:- 2. When Security of Immovable property is furnished, it shall be double the values of the amount of payments likely to be made to the Deputationist during the period of Deputation

(3) The disbursing Officer shall not authorize payment of amount of to the Deputationist and the Officer under whom the deputationist is working shall not relieve the Deputationist from his post before he has executed the bonds prescribed under these Regulations.

(4) A Deputationist, who belongs to Scheduled Caste or Scheduled Tribes and who is unable to furnish Security Bonds as prescribed in Sub-Regulation.

(1) may be permitted to execute a personal Bond with two surities who shall be permanent Class- I Senior Officers of the Corporation. The Personal Bond shall be in the form as in Annexure 'A' with the exclusion of the Clause 12 and Schedules I and III annexed thereby.

**7. Pay and allowance during the period of deputation:-**

(1) A Deputationist under these Regulation shall receive pay not exceeding the full amount of the pay which he would have drawn had he remained on duty in the State.

(2) No Dearness Allowance or Compensatory Allowance or House Rent Allowance shall be admissible to the Deputationist except for the first six months of absence at the rate at which the Corporation Employee would have drawn had he remained on duty in the Corporation. Provided that during the period exceeding six months, dearness allowance at such rate, sanctioned by the Corporation from time to time appropriated to the basic pay shall be admissible.

**8. Deputation Allowances:-** A Deputationist who is on deputation shall be eligible for the maintenance allowance at such rates as is admissible to similar category of Government servants on Deputation.

**9. Travelling Allowance:-** A Deputationist shall be eligible for the following travelling allowance:

(1) Travelling allowance from the Head Quarters to the place of posting and from the place of posting to the place of arrival at rates admissible for journey on tour.

(2) Travelling Allowance from the Head Quarters to place of selection and back limited to single Railway Fare (without incidental charges) and Daily Allowance at rates admissible to the Corporation employee as if he was on tour.

NOTE:- In respect of claim under this Regulation the Deputationist shall furnish either of the Certificate prescribed below as the case may be;- “ Certified that I have not drawn T.A. & D.A. for this journey and halt from any non-Corporation sources”.

OR

“Certified that T.A./D.A. admissible from non-Corporation source in respect of this journey has been drawn and deducted from the amount claimed in this bill”.

(3) Single railway fare or bus fare with out incidental charges and daily allowances for days of halt if any at the place where the Corporation Employee is required to be present himself in connection with obtaining passport, Medical certificate, or for orientation training.

NOTE:- Actual period of halt including the period compulsory stay if any that was absolutely necessary shall be certified by authority issuing the passport or by the examining Medical Officer or by the Officer In-charge of the orientation training center.

4. Rate of Travelling Allowance:-

(i). In all classes of deputation abroad where the cost of Air Passage is born by the Corporation, the deputationist should travel by Air India on the sector where it operates. Even if the sectors where it does not operate Air passage should be booked through Air India, as it is in a position to arrange such booking due to its inter-line arrangements with various Air lines. As a measure of economy the employees or Officers and non-officials when travelling by Air outside India at the expenses of the Corporation, will be entitled to travel by Economy(Tourist) Class only, irrespective of their Gradation or Status.

(ii) The Actual cost of Transportation of excess baggage not exceeding the free baggage by 5 Kgs. Subject to production of receipts.

(iii) Actual cost of hire Charges of Taxi or any conveyance for trip on duty which is considered reasonable by the Corporation subject to production of a certificate that the amount claims were actually spent.

(iv) The Deputationist, if he performs the journey by Road or Rail, he is entitled to the highest class of accommodation.

**10. Halting Allowance for enforced halts in Foreign Country:-**

(1) A Deputationist deputed to U.S.A. under the Regulations, and who after completing his training or study is required to halt at London on his return journey awaiting his onward passes by India may be paid a halting allowance at such rates as is admitted to a Government Servant on deputation under relevant rules of Government per day of such enforced halts at London. Payment of this allowance will be regulated on the certificate generated by the High Commissioner of India , London as to the period of endorsed halt of the Corporation Employee at London.

(2) A Deputationist deputed to United Kingdom under these Regulations who after completing study or training, he is required to remain in United Kingdom awaiting his passages to India, beyond 14 days of the vacation falling the end of course of study/ training may be paid halting allowance at such rates as is admissible to a Government Servant on deputation under the relevant rules of the Government, per day of such enforced halt, Payments of this allowance will be regulated by the Certificate granted by the High Commissioner of India in United Kingdom to the effect that it was not possible to arrange for passage earlier and the halt beyond 14 days was unavoidable although efforts were made to secure passage well in time.

**11. Equipment Advance:-** A Deputation who is deputed to Foreign Country shall be paid as advance an amount of Rs. 500/- as equipment advance to be recovered in Ten Monthly Installments, if the duration of stay of the Corporation Employees abroad is 6 months or less and in 20 installment is the duration of stay of the Corporation Employee abroad is more than six months.

**12. Payments of Leave Salary and other Allowances in Foreign Currency:-**

i) Leave and other allowance admissible to Corporation Employee till the day of his landing in the Foreign Country shall be paid in Rupees.

ii) The leave salary and other allowances admissible from the date of landing in the Foreign Country shall be paid in Sterling or dollars or in appropriate foreign currency. Provided that if the Corporation Employee so desires the entire leave salary may be paid in India only in Rupees. Provided further that the leave salary for the period till the day proceeding the date of landing in the Foreign Country, may also be paid in Foreign Currency, if the period is short and the amount is not large.

Note: Request for part payment of leave salary in India may also be entertained.

**13. Reports to be submitted by the Deputationist:**

1) A Deputationist who is on deputation in foreign country for study or training shall submit quarterly progress report of study or training in Form 'A' through the Head of Institution, or University, where he is under going, study or training.

2) The allowance payable to the deputationist in the foreign country may be stopped if the progress report indication that time of the Corporation employee has not been properly utilized.

**14. Posting of Deputation on Return:** A Deputation shall give intimation regarding his probable date of arrival in India at least one month before such probable date. Arrangements shall be made by the General Manager to post the Deputationist to a suitable post as soon as the deputationist reports for duty on arrival in India.

**15. Refund and Forfeiture of Deputation Allowance in Certain cases:-**

(1) A Deputation who is on Deputation under Regulation resignation retires from service without returning to duty after the period of Deputation or within a period of three years after such return to duty he shall refund the amount of leaves salary and all other allowances that were paid to him by the Corporation together with interest from the



date of demand at such rates, as fixed by the General Manager before the Deputationist is permitted to retire or resign. Provided that nothing in this regulation shall apply to Corporation Employee who on return to duty after expiry of period of deputation is permitted to retire from service of the Corporation on Medical Grounds. Provided further, that the amount requires to be refunded under this Regulation shall in the case of Deputation who on return from Deputation or Study leave is permitted to resign from service for the Purpose of taking up of Employment with the Central Government or State Government or with Statutory body or any autonomous body, or any institution under the Control of Central or State Government be reduced to an amount equal to the expenditure include by the Corporation in respect of the Leave Salary, Maintainances allowance, Travelling Allowance and other expenses incurred by the Corporation on the Corporation employee together with interest at such rate as may be prescribed by the General Manager.

(2) In addition to the amount to be refund under sub-regulation (1) the Deputationist shall also requires to refund the leave salary drawn by him for the period of Deputation reduces by the Regular leave at his credit on the date of commencement of deputation.

(3) Not withstanding anything contained in this Regulations, Corporation may if it considers necessary or expedient, so to do, either in public interest or having regard to the peculiar circumstances, reduce the amount required to be refunded under sub-regulations(1) and (2) .

**16. Medical Attendance while in deputation:-** A Deputationist while in Foreign Country shall be entitled for Medical Attendance as prescribed by sub-regulation (6) of regulation (4) of the Karnataka State Road Transport Corporation's Medical Attendance Regulations.

**17. Reimbursement of cost of course material:-** A deputationist on return to duty may surrender to the library of the Corporation books, Monographs, technic journal and equipment purchases by him abroad for his study or training and on such surrender shall be entitled to full reimbursement of the actual cost incurred by him in purchasing Books, Monographs, Technical Journal and equipment for his study ora training abroad.

**18. Over-riding powers of the Corporation:-** Nothing contained in these Regulation shall be construct to limit or abridge the power of the Corporation to relax the Regulation or to deal with the case of any employee in such manner as may appear to it to be just and equitable.

19. **Power to issue subsidiary order:-** The Competent Authority may issue such orders not in consistent with the provisions of these Regulations, as it may deem necessary to give affect to, and carry out the purpose of the provisions of these Regulation.

20. **Interpretation:-** If any question arises relating to interpretation on these regulations, it shall be referred to the Corporation whose decision there on shall be final.

FORM-A  
(See Regulation 12)  
(Quarterly Progress Report)

I. Note to Deputationist.

Please state the degree, if any, for which you are studying. The likely date of taking the degree should in all cases be mentioned. If you are not studying for a degree, please mention the likely date when you hope to complete the course of study you are pursuing. Where you have already taken a degree, please give the date of taking it, and state what you have been doing since taking degree and when you hope to complete the course or training you are under going at present. The report should be submitted in triplioats.

II. This report must be submitted through you professor or Supervisions Authority in charge.

Name in Block Capitals:- .....

File No.....

Name of the Scheme.....

Sponsoring Authority.....

1. Date of arrival in the country of study:.....

2. Subject for which selected:.....

3. Course of study or training undertaking:.....

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4. Degree sought/ obtained: .....

5. Approximate date of degree award.....

6. Institution in which pursuing study/ training .....

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7. Course of study or training attended during period under review:.....

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\* All examinations (including subject) taken, with dates, and results (final examination) the degree or diploma obtained should be with

subject taken, and honours, if any. The grades obtained in the final examination be stated. Grades should be explained.

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8. Any prizes or other Distinctions: .....

9. For Deputationist taking Practical Training:-

Name of Concern	Date of Joining	Stay to last until	Nature of training
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10. This report covers period beginning from.....  
And lasting up to.....

Place:-

Dated:- Deputationist Signature.

11. University or Institution Supervisors's Report on the work of the Deputation during the period under review.

Date:- Signature

12. To be filled in by the University or Institution Supervisory in the case of Final Report only.:-

- a. Was Academic and intellectual background of the deputationist found satisfactory.
- b. Any outstanding results achieved by him
- c. Evaluation of Deputationist's abilities and achievement.
- d. In which filled or branch, in year opinion, the deputationist is suit to work, viz. Laboratory, field work, industry, organization.
- e. Your personal opinion regarding usefulness and value of deputation or not the deputationist has fulfilled your expectations.

Date:- Signature of Supervisor.  
Professor.

Date:- Signature of forwarding  
Officer