

**THE HARYANA CIVIL SERVICES RULES  
VOLUME I  
PART - I**

**CHAPTER X- Foreign Service**

Existing Rules	Modified Rules	Remarks
<b>CHAPTER X- Foreign Service</b>	<b>CHAPTER X- Foreign Service</b>	
<b>EXTENT OF APPLICATION</b>	<b>EXTENT OF APPLICATION</b>	
10.1 The rules in this chapter apply to those Government employees only who are transferred to foreign service after these rules came into force. Government employees transferred previously will remain subject to the rules in force at the time of transfer.	10.1 The rules in this chapter apply to those Government employees only who are transferred to foreign service.	1 <sup>st</sup> part – no change 2 <sup>nd</sup> part deleted being redundant.
Notes: 1 to 5 Omitted.	Notes: 1 to 5 Omitted.	
<b>GENERAL CONDITIONS</b>	<b>GENERAL CONDITIONS</b>	
10.2. (a) No Government employee may be transferred to foreign service against his will,	10.2. (a) No Government employee may be transferred to foreign service against his will,	No change.
Provided that this sub-rule shall not apply to the transfer of a Government employee to the service of a body, incorporated or not, which is wholly or substantially owned or controlled by the Government	Provided that this sub-rule shall not apply to the transfer of a Government employee to the service of a body, incorporated or not, which is wholly or substantially owned or controlled by the Government	No change.
(b) A transfer to foreign service outside India and in India may be sanctioned by a competent authority subject to the conditions laid down in these rules and any restrictions which it may deem fit to impose by general or special orders.	(b) A transfer to foreign service outside India and in India may be sanctioned by a competent authority subject to the conditions laid down in these rules and any restrictions which it may deem fit to impose by general or special orders.	No change.
Note 1.- For the purpose of the rules in this Chapter, Nepal is treated as outside India.	Note 1: Omitted.	Deleted being redundant as it is an independent country.
Note.2.- If a Government employee on foreign service in India is sent by his employer out of India on duty he should continue to be treated as on foreign service in India , but both in this case and in the converse case of a Government employee on foreign service out of India deputed by his employer to India on duty who similarly continues to be on foreign service out of India, the fact of the Government employee being so deputed should be brought to the notice of the lending authority as it might be necessary to reconsider the question of his emoluments.	Note.2.- If a Government employee on foreign service in India is sent by his employer out of India on duty he should continue to be treated as on foreign service in India , but both in this case and in the converse case of a Government employee on foreign service out of India deputed by his employer to India on duty who similarly continues to be on foreign service out of India, the fact of the Government employee being so deputed should be brought to the notice of the lending authority as it might be necessary to reconsider the question of his emoluments.	No change.

<p>Note 3.- The Governments which will be entitled to recover pension contribution on behalf of a Government employee lent to foreign service, should be regarded as the Government competent to sanction the transfer.</p>	<p>Note 3.- The Governments which will be entitled to recover pension contribution on behalf of a Government employee lent to foreign service, should be regarded as the Government competent to sanction the transfer.</p>	<p>No change.</p>
<p>Instruction- A copy of the orders sanctioning a Government employee's transfer to foreign service must always be communicated to the Accountant-General, Haryana, by the authority by whom the transfer is sanctioned. The Government employee himself should without delay, communicate a copy to that officer and take this instructions as to the payment distributions, report to that officer the time and date of all transfers of charge to which he is a party when proceeding on, while in, and on return, from foreign service, and furnish from time to time, particulars regarding his pay in foreign service, leave taken by him, his postal address and any other information which that officer may require.</p>	<p>Instructions : Omitted.</p>	<p>Deleted as being redundant as no leave salary and pension contribution account are maintained by A.G.</p>
<p>Note 4.- No Government employee shall be transferred to foreign service unless the foreign employer undertakes to afford him, so far as may be, privileges not inferior to those which he would have enjoyed under the Punjab Services (Medical Attendance) Rules, 1940, if he had been employed in the service of the Government of Haryana.</p>	<p>Note 4.- No Government employee shall be transferred to foreign service unless the foreign employer undertakes to afford him the privileges not inferior to those which he would have enjoyed, had he remained in the service of the Government of Haryana.</p>	<p>Slightly changed.</p>
<p>10.3. A transfer to foreign service is not admissible unless -</p>	<p>10.3. A transfer to foreign service is not admissible unless -</p>	<p>No change.</p>
<p>(a) the duties to be performed after the transfer are such as should, for public reasons, be rendered by a Government employee; and</p>	<p>(a) the duties to be performed after the transfer are such as should, for public reasons, be rendered by a Government employee; and</p>	<p>No change.</p>
<p>(b) the Government employee transferred holds; at the time of transfer, a post paid from Government revenues, or holds a lien on a permanent post, or would hold a lien on such a post had his lien not been suspended.</p>	<p>(b) the Government employee transferred holds; at the time of transfer, a post paid from Government revenues, or holds a lien on a permanent post, or would hold a lien on such a post had his lien not been suspended.</p>	<p>No change.</p>
<p>Note 1.- Under this rule the transfer of a temporary Government employee to foreign service is permissible.</p>	<p>Note 1.- Under this rule the transfer of a temporary Government employee to foreign service is permissible.</p>	<p>No change.</p>

<p>Note 2.- If in any case a proposal is made that a Government employee should be lent to a private undertaking, it is necessary that the principles of clause (a) of this rule should be applied most rigorously, and in general the loan of a Government employee to a private undertaking should be regarded as a very exceptional case requiring special justification.</p>	<p>Note 2.- If in any case a proposal is made that a Government employee should be lent to a private undertaking, it is necessary that the principles of clause (a) of this rule should be applied most rigorously, and in general the loan of a Government employee to a private undertaking should be regarded as a very exceptional case requiring special justification.</p>	<p>No change.</p>
<p>10.4. If a Government employee is transferred to foreign service while on leave he ceases, from the date of such transfer, to be on leave and to draw leave salary.</p>	<p>10.4. If a Government employee is transferred to foreign service while on leave he ceases, from the date of such transfer, to be on leave and to draw leave salary.</p>	<p>No change.</p>

<p>Note 1.- Foreign service during leave preparatory to retirement should be treated as “ private employment”, i.e., Government employee who has reached or is approaching the age of superannuation notwithstanding his employment under a foreign employer, should be allowed to take any leave which would be admissible to him had he not accepted such employment, and pension contribution should not be required. The concession of drawing leave salary in addition to pay from the foreign employer should not be granted to Government employees who are already in foreign service at the time they apply for leave preparatory to retirement and propose to continue on duty in the service of the same employer during such leave. This concession shall not be granted to Government employees who retire before reaching the age of superannuation, if they take such leave after being offered, or having made arrangements for employment in foreign service. In such cases they should be required to retire or go on foreign service terms. It is, however, always open to the competent authority in exceptional cases, which in its opinion justify such a course , to require that the Government employee should remain in Government service and be placed on usual foreign service terms, i.e., he would not be on leave and his service should be treated as foreign service counting for pension, contribution being taken from the foreign employer.</p>	<p>Note 1: A Government employee shall not be sent on foreign service one year prior to the date of superannuation retirement. In case of a Government employee already on foreign service and wants to take leave preparatory to retirement, he shall be called back to the parent department and then only proceed on LPR.</p>	<p>Modified as per present requirement.</p>
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<p>Note2- In the case of a Government employee who is under rule 3.26 (c) (3), compelled to retire from active service after five years tenure of his post (unless reappointed), even through he has not reached the age of superannuation , there is no objection to his drawing leave salary in addition to pay from the foreign employer during leave preparatory to retirement if he takes such leave after having been offered or having made arrangements for employment under a foreign employer : Provided the leave is the last leave taken before the date of such compulsory retirement.</p>	<p>Note2- Omitted.</p>	<p>Deleted being rule 3.26 (c) already stands deleted.</p>
<p>10.5. (i) A Government employee transferred to foreign service shall remain in the cadre or cadres in which he was included in a substantive or officiating capacity immediately before his transfer, and may be given, subject to the conditions prescribed under the second proviso to rule 4.13 (1), such substantive or officiate promotion in those cadres as the authority competent to order promotion may decide. In giving promotion, such authority shall also take into account the nature of the work performed in foreign service.</p>	<p>10.5. (i) A Government employee transferred to foreign service shall remain in the cadre or cadres in which he was included in a substantive or officiating capacity immediately before his transfer, and may be given, subject to the conditions prescribed under the second proviso to rule 4.13 (1), such substantive or officiate promotion in those cadres as the authority competent to order promotion may decide. In giving promotion, such authority shall also take into account the nature of the work performed in foreign service.</p>	<p>No change.</p>
<p>(ii) In any individual case, the competent authority may grant a Government employee, outside his cadre but in his own line, such promotion as it considers he would have got had he not been transferred to foreign service.</p>	<p>(ii) In any individual case, the competent authority may grant a Government employee, outside his cadre but in his own line, such promotion as it considers he would have got had he not been transferred to foreign service.</p>	<p>No change.</p>
<p>Note.1- The words “ in his own line” used in the above rule refer to posts to which a Government employee may normally look for promotion in his own department or office.</p>	<p>Note.1- The words “ in his own line” used in the above rule refer to posts to which a Government employee may normally look for promotion in his own department or office.</p>	<p>No change.</p>
<p>Note 2.- This rule should not be interpreted in such a manner as to allow adventitious increments to a Government employee in foreign service merely because he might , had he remained in Government service, have been fortunate enough to secure promotion to a post outside the cadre of the service to which he belongs.</p>	<p>Note 2.- This rule should not be interpreted in such a manner as to allow adventitious increments to a Government employee in foreign service merely because he might , had he remained in Government service, have been fortunate enough to secure promotion to a post outside the cadre of the service to which he belongs.</p>	<p>No change.</p>

10.6 A Government employee in foreign service, if appointed to officiate in a post in Government service will draw pay calculated on the pay of the post in Government service on which he holds a lien or would hold a lien had his lien not been suspended and that of the post in which he officiates. His pay in foreign service will not be taken into account in fixing his pay.	10.6 A Government employee in foreign service, if appointed to officiate in a post in Government service will draw pay calculated on the pay of the post in Government service on which he holds a lien or would hold a lien had his lien not been suspended and that of the post in which he officiates. His pay in foreign service will not be taken into account in fixing his pay.	No change.
10.7 A Government employee transferred to foreign service may not, without the sanction of the competent authority, accept a pension or gratuity from his foreign employer in respect of such service.	10.7 Except as provided in these rules, a Government employee transferred to foreign service may not, without the sanction of the authority lending such services, accept any benefit from his foreign employer in respect of such service.	Language modified to cover all the benefits on foreign service are to be taken with the sanction of competent authority.
<b>PAY AND JOINING TIME</b>	<b>PAY AND JOINING TIME</b>	
10.8. A Government employee in foreign service will draw pay from the foreign employer from the date on which he relinquishes charge of his post in Government service. Subject to any restrictions which the competent authority may by general orders impose, the amount of his pay, the amount of joining time admissible to him and his pay during such joining time will be fixed by the authority sanctioning the transfer in consultation with the foreign employer.	10.8. A Government employee in foreign service will draw pay from the foreign employer from the date on which he relinquishes charge of his post in Government service. Subject to any restrictions which the competent authority may by general orders impose, the amount of his pay, the amount of joining time admissible to him and his pay during such joining time will be fixed by the authority sanctioning the transfer in consultation with the foreign employer.	No change.
Note 1.- The restrictions given in Annexure A to this Chapter have been imposed for regulating the amount of remuneration to be paid to Government employees on foreign service in India.	Note 1.- The restrictions given in Annexure A to this Chapter have been imposed for regulating the amount of remuneration to be paid to Government employees on foreign service in India.	No change.
Note 2.- Omitted.	Note 2.- Omitted.	
Instruction .- When any Government employee lent on foreign service conditions retires from Government service without, at the same time, retiring from the service of his foreign employer, the Accountant-General shall communicate to the foreign employer through the usual authorities a statement showing the date of retirement and the amount of pension drawn from the Government so as to give the foreign employer the opportunity, if he be so inclined, of revising the existing terms of employment.	Instruction .- Omitted.	Deleted being redundant.

<b>CONTRIBUTION FOR LEAVE SALARY,PENSION,ETC.</b>	<b>CONTRIBUTION FOR LEAVE SALARY,PENSION,ETC.</b>	
10.9 (a) While a Government employee is in foreign service, contribution towards the cost of his pension must be paid to Government revenues on his behalf.	10.9 (a) While a Government employee is in foreign service, contribution towards the cost of his pension must be paid to Government revenues on his behalf.	No change.
(b) If the foreign service is in India, contributions must be paid on account of the cost of leave salary also.	(b) If the foreign service is in India, contributions must be paid on account of the cost of leave salary also.	No change.
(c) Contribution due under clauses (a) and (b) above shall be paid by the Government employee himself, unless the foreign employer consents to pay them. They shall not be payable during leave taken while in foreign service.	(c) Contribution due under clauses (a) and (b) above shall be paid by the Government employee himself, unless the foreign employer consents to pay them. They shall not be payable during leave taken while in foreign service.	No change.
(d) By special arrangement made under rule 10.17 (b) contributions on account of leave salary may be required in the case of foreign service out of India also, the contributions being paid by the foreign employer.	(d) By special arrangement made under rule 10.17 (b) contributions on account of leave salary may be required in the case of foreign service out of India also, the contributions being paid by the foreign employer.	No change.
Note.1- Pensions, throughout this Chapter, include Government contributions, if any, payable to a Government employee's credit in a provident fund.	Note.1- Omitted.	Deleted being redundant.
Note2.- A Government employee who is a subscriber to a contributory Provident Fund and who is transferred to foreign service shall pay monthly subscriptions calculated on the rate of pay drawn in foreign service. The foreign employer or the Government employee himself, according to the arrangement made under clause (c) of rule 10.9 shall pay in addition, for the period of active foreign service, as such time as Government may prescribed in each case, a contribution determined by the formula $X+XY$ , where X equals the amount which would have been credited monthly to the subscribers account in the Provident Fund had he not proceeded on foreign service, the rate of pay drawn by him, in foreign service being regarded as his " emoluments "for this purpose and Y equals the fraction which the amount recoverable as leave salary contribution bears to pay drawn in foreign service.	Note2.- Omitted.	Deleted being redundant as no Govt. employee is now covered by CPF scheme

<p>Note 3.- In the case of a Government employee in foreign service in India , a contribution on account of leave salary is recoverable from the foreign employer and in return for this contribution Government accepts the charge for leave salary .As the rate prescribed for such contribution have been calculated on the basis of the leave on full or half pay normally taken by a Government employee during the total period of his service and do not take into account any compensatory allowance which may form part of leave salary as defined in rule 2.34, it has been decided that the whole expenditure in respect of any compensatory allowance for period of leave in or at the end of foreign service shall be born by the foreign employer. In order to avoid any misunderstanding it is desirable that a condition to this effect should be inserted in the terms of transfer to foreign service.</p>	<p>Note 3.- In the case of a Government employee in foreign service in India , a contribution on account of leave salary is recoverable from the foreign employer and in return for this contribution Government accepts the charge for leave salary. As the rate prescribed for such contribution have been calculated on the basis of the leave on full or half pay normally taken by a Government employee during the total period of his service and do not take into account any compensatory allowance which may form part of leave salary as defined in rule 2.34, it has been decided that the whole expenditure in respect of any compensatory allowance for period of leave in or at the end of foreign service shall be born by the foreign employer. In order to avoid any misunderstanding it is desirable that a condition to this effect should be inserted in the terms of transfer to foreign service.</p>	<p>No change.</p>
<p>Instruction:- When a Government employee is transferred to foreign service or when the period of foreign service of a Government employee is extended , it should be stipulated that contributions for pension and leave salary or for pension alone, as the case may be will be recoverable at the rates in force from time to time . Similarly, if the Government employee is on a non-pensionable footing and subscribing to a contributory provident fund and if he is allowed to retain this privilege while in foreign service, the order should specify the arrangement made with reference to note 2 above and state that these will be subject to amendment consequent upon any revision of the orders contained in that note. The necessity for making a stipulation to this effect is impressed upon authorities competent to sanction transfers to foreign service of Government employees.</p>	<p>Instruction:- When a Government employee is transferred to foreign service or when the period of foreign service of a Government employee is extended , it should be stipulated that contributions for pension and leave salary or for pension alone, as the case may be will be recoverable at the rates in force from time to time. The necessity for making a stipulation to this effect is impressed upon authorities competent to sanction transfers to foreign service of Government employees</p>	<p>Deleted partially as note 2 above stands deleted.</p>
<p>Note 4.- Leave salary for maternity leave availed of by a female Government employee while on foreign service shall be borne and paid for by the foreign employer.</p>	<p>Note 4.- Leave salary for maternity leave availed of by a female Government employee while on foreign service shall be borne and paid for by the foreign employer.</p>	<p>No change.</p>

10.10. (a) The rates of contributions payable on account of pension and leave salary shall be such as the competent authority may by general order prescribe.	10.10. (a) The rates of contributions payable on account of pension and leave salary shall be such as the competent authority may by general order prescribe.	No change.
(b) The rates of pension contribution are designed to secure to the Government employee the pension that he would have earned by service under Government if he had not been transferred to foreign service.	(b) The rates of pension contribution are designed to secure to the Government employee the pension that he would have earned by service under Government if he had not been transferred to foreign service.	No change.
(c) The rates of contribution for leave salary are designed to secure to the Government employee leave salary on the scale under the conditions applicable to him. In calculating the rate of leave salary admissible, the pay drawn in foreign service, less in case of Government employees paying their own contributions such part of pay as may be paid as contributions, shall count for the purpose of rule 8.122 as pay on the last day of duty.	(c) The rates of contribution for leave salary are designed to secure to the Government employee leave salary on the scale under the conditions applicable to him. In calculating the rate of leave salary admissible, the pay drawn in foreign service, less in case of Government employees paying their own contributions such part of pay as may be paid as contributions, shall count for the purpose of rule 8.122 as pay on the last day of duty.	No change
Note 1.- The rates of contributions prescribed under this rule and the method of their calculation are given in Annexure B and C to this Chapter.	Note 1.- The rates of contributions prescribed under this rule and the method of their calculation are given in Annexure B and C to this Chapter.	No change
Note 2.- For determining the monthly pension contribution payable during foreign service the amount of non-practicing allowance appropriate to the maximum of the scale of pay of the post shall be taken into account.	Note 2.- For determining the monthly pension contribution payable during foreign service the amount of non-practicing allowance appropriate to the maximum of the scale of pay of the post shall be taken into account.	No change
10.11 A competent authority may remit the contributions due in any specified case or class of cases.	10.11 A competent authority may remit the contributions due in any specified case or class of cases.	No change.
Note.- Assistant Medical Officers on foreign service in local fund charitable Hospitals and dispensaries are exempted from payment of leave, and pension or Provident Fund contributions under this rule.	Note.- Medical Officers on foreign service in local fund charitable hospitals and dispensaries are exempted from payment of leave, and pension contributions under this rule.	Slightly changed.

<p>10.12 Contribution for leave salary or pension, due in respect of a Government employee on foreign service, may be paid annually within fifteen days from the end of each financial year or at the end of the foreign service, if deputation on foreign service expires before the end of a financial year, and if the payment is not made within the said period , interest unless it is specially remitted by the competent authority must be paid to Government on the unpaid contribution by the Government employee or the foreign employer as the case may be , at the rate of two paise per day per Rs. 100/- from the date of expiry of the period aforesaid upto the date, on which the contribution is finally paid, Where contributions are paid not in cash but by book adjustments in the accounts maintained by the Accountant-General, any interest levied on over due contributions should be charged upto the date on which the adjustment is finally made in the accounts.</p>	<p>10.12 Contribution for leave salary or pension, due in respect of a Government employee on foreign service, may be paid annually within fifteen days from the end of each financial year or at the end of the foreign service, if deputation on foreign service expires before the end of a financial year, and if the payment is not made within the said period , interest unless it is specially remitted by the competent authority must be paid to Government on the unpaid contribution by the Government employee or the foreign employer as the case may be , at the rate of two paise per day per Rs. 100/- from the date of expiry of the period aforesaid upto the date, on which the contribution is finally paid.</p>	<p>Last five lines deleted being redundant</p>
<p>The leave salary and pension contributions should be paid separately as they are creditable to different heads of accounts and no dues recoverable from Government on any account should be set off against these contributions.</p>	<p>The leave salary and pension contributions should be paid separately as they are creditable to different heads of accounts and no dues recoverable from Government on any account should be set off against these contributions.</p>	<p>No change.</p>
<p>10.13 Interest on overdue contributions will only be remitted in exceptional circumstances when, for instance, the payment of the contribution has been delayed though no fault of the Government employee or the foreign employer concerned. Interest will not be remitted in consequence of delay on the part of the Accountant-General to make a claim, if the facts on which the claim is based were within the knowledge of the Government employee or the foreign employer concerned.</p>	<p>10.13 Interest on overdue contributions will only be remitted in exceptional circumstances when, for instance, the payment of the contribution has been delayed though no fault of the Government employee or the foreign employer concerned.</p>	<p>Last five lines deleted being redundant.</p>

10.14. A Government employee in foreign service may not elect to withhold contributions and to forfeit the right to count as duty in Government service the time spent in foreign employ. The contribution paid on his behalf maintains his claim to pension or to pension and leave salary , as the case may be, in accordance with the rules of the service of which he is a member. Neither he nor the foreign employer has any right of property in a contribution paid, and no claim for refund can be entertained .	10.14. A Government employee in foreign service may not elect to withhold contributions and to forfeit the right to count as duty in Government service the time spent in foreign employ. The contribution paid on his behalf maintains his claim to pension or to pension and leave salary , as the case may be, in accordance with the rules of the service of which he is a member. Neither he nor the foreign employer has any right of property in a contribution paid, and no claim for refund can be entertained .	No change.
<b>LEAVES</b>	<b>LEAVES</b>	
10.15 A Government Employee transferred to foreign service must, before taking up his duties in foreign service, make himself acquired with the rules or arrangement which will regulate his leave during such service.	10.15 A Government Employee transferred to foreign service must, before taking up his duties in foreign service, make himself acquired with the rules or arrangement which will regulate his leave during such service.	No change.
10.16. A Government employee in foreign service in India may not be granted leave otherwise than in accordance with the rules applicable to the service of which he is a member, and may not take leave or receive leave-salary from Government unless he actually quits duty and goes on leave.	10.16. A Government employee in foreign service in India may not be granted leave otherwise than in accordance with the rules applicable to the service of which he is a member, and may not take leave or receive leave-salary from Government unless he actually quits duty and goes on leave.	No change.
Note 1.- A Government employee on foreign service in India is himself personally responsible, for the observance of this rule, by accepting leave to which he is not entitled under the rules he renders himself liable to refund leave-salary irregularly drawn, and in the event of his refusing to refund , to forfeit his previous service under Government, and to ceases to have any claim on Government in respect of either pension or leave-salary.	Note 1.- A Government employee on foreign service in India is himself personally responsible, for the observance of this rule, by accepting leave to which he is not entitled under the rules he renders himself liable to refund leave-salary irregularly drawn, and in the event of his refusing to refund , to forfeit his previous service under Government, and to ceases to have any claim on Government in respect of either pension or leave-salary.	No change.
Note.2- For the restrictions in respect of the grant of leave preparatory to retirement, see note below rule 10.18	Note 2.- Omitted.	Deleted as note below rule 10.18 stands deleted.

10.17. (a) A Government employee in foreign service out of India may be granted leave by his employer on such conditions as the employer may determine. In any individual case the authority sanctioning the transfer determine before hand in consultation with the employer the conditions on which leave will be granted by the employer. The leave salary in respect of leave granted by the employer will be paid by the employer and the leave will not be debited against the Government employees' leave account.	10.17. (a) A Government employee in foreign service out of India may be granted leave by his employer on such conditions as the employer may determine. In any individual case the authority sanctioning the transfer determine before hand in consultation with the employer the conditions on which leave will be granted by the employer. The leave salary in respect of leave granted by the employer will be paid by the employer and the leave will not be debited against the Government employees' leave account.	No change.
Note.- Leave granted under this clause should be treated as leave and not as duty for the purposes of pension.	Note.- Leave granted under this clause should be treated as leave and not as duty for the purposes of pension.	No change.
(b) In special circumstances, the authority sanctioning transfer to foreign service out of India may make an arrangement with the foreign employer under which leave may be granted to the Government employee in accordance with the rules applicable to him as a Government employee, if the foreign employer pays leave-contribution at the rate prescribed under rule 10.10 (a).	(b) In special circumstances, the authority sanctioning transfer to foreign service out of India may make an arrangement with the foreign employer under which leave may be granted to the Government employee in accordance with the rules applicable to him as a Government employee, if the foreign employer pays leave-contribution at the rate prescribed under rule 10.10 (a).	No change.
Note.- For the restrictions in respect of the grant of leave preparatory to retirement see note below 10.18.	Note.- Omitted.	Deleted as note below rule 10.18 stands deleted.
<b>REVERSION FROM FOREIGN SERVICE</b>	<b>REVERSION FROM FOREIGN SERVICE</b>	
10.18. A Government employee reverts from foreign service to Government service on the date on which he takes charge of his post in Government service : Provided that, if he takes leave on the conclusion of foreign service before rejoining his post, his reversion shall take affect from such date as the competent authority may declare.	10.18. A Government employee reverts from foreign service to Government service on the date on which he takes charge of his post in Government service : Provided that, if he takes leave on the conclusion of foreign service before rejoining his post, his reversion shall take affect from such date as the competent authority may declare.	No change.

<p>Note.- The grant of leave preparatory to retirement to a Government employee coupled with permission to remain in the service of the foreign of the foreign employer shall be regulated in the following manner :-</p>	<p>Note.- Omitted.</p>	<p>Deleted as per provisions contained in note 1 below 10.4 i.e. Govt. employee is required to join duty in parent cadre, if applying for LPR.</p>
<p>(1) Cases where a Government employee who is already on foreign service in or out of India under a body corporate, owned or controlled by Government applies for leave preparatory to retirement .</p>		<p>As above</p>
<p>The leave applied for can be granted only if the body corporate, owned or controlled by Government is prepared to release him from their employment to enable him to enjoy the leave. If he is not so released, the leave should be refused in the interest of public service and it may then be availed of by the Government employee to the extent admissible under rule 8.21 from the date of his quitting the service;</p>		<p>As above</p>
<p>(2) Cases where a Government employee who is on foreign service in or out of India other than under a body corporate, owned or controlled by Government applies for leave preparatory to retirement.</p>		<p>As above</p>
<p>In such cases leave will be admissible only where the Government employee quits duty under the foreign employer . In other words he will not be permitted to continue in employment under the foreign employer while on leave preparatory to retirement, Non-eligibility for leave preparatory to retirement as a result of continuance in service under the foreign employer will not be treated as refusal of leave for the purpose of rule 8.21. If he is allowed to continued in employ of the foreign organization after the date of superannuation he will be treated purely as on private employment .</p>		<p>As above</p>

10.19 When a Government employee reverts from foreign service to Government service , his pay will cease to be paid by the foreign employer, and his contributions will be discontinued, with effect from the date of reversion.	10.19 When a Government employee reverts from foreign service to Government service, his pay will cease to be paid by the foreign employer, and his contributions will be discontinued, with effect from the date of reversion.	No change.
<b>ADDITIONS TO REGULAR ESTABLISHMENT.</b>	<b>ADDITIONS TO REGULAR ESTABLISHMENT.</b>	
10.20. When an addition is made to a regular establishment on the condition that its cost, or a definite portion of its cost, shall be recovered from the persons for whose benefit the additional establishment is created, recoveries shall be made under the following rules :-	10.20 Omitted.	Deleted being redundant as no recovery is effected from any person for creation of any post in cadre.
(a) The amount to be recovered shall be the gross sanctioned cost of the service, or of the portion of the service, as the case may be , and shall not vary with the actual expenditure of any month.		
(b) The cost of the service shall include contribution as such rates as may be laid down under rule 10.10(a) and the contributions shall be calculated on the sanctioned rates of pay of the members of the establishment.		
(c ) A Competent authority may reduce the amount or recoveries, or may entirely forgo them.		
Note 1.-With reference to clause (c) all leave and pension contributions recoverable on account of establishments employed on Killabandi operations in all estates in the state have been remitted .		
Note 2.- The following procedure shall be adopted in applying the rates of contributions prescribed under rule 10.10 (a) to cases falling under this rule;-		
(i) Pension contribution- In the case of a Government employee belonging to one of the States Services, Class 1, or holding a special post of corresponding rank, the amount to be recovered as contribution should be the average of the rates prescribed in columns 2 and 3of the table in Annexure "C" to this Chapter.		

<p>In the case of a Government employee of a State Service Class-II, or holding a special post of corresponding rank/State Service Class III/State Service Class IV, a fraction of the total maximum monthly pay of all the sanctioned posts equal to the average of the percentages laid down in columns 4,5,or 6,as the case may be ,of the table in Annexure ‘C” to this Chapter.</p>		
<p>(ii) Contribution for leave-salary.- The rate to be applied in calculating the amount to be levied as contribution in respect of a member of one of the State Services, Class 1,or holding a special post of a corresponding rank ,should be 15-5/6%where as the actual percentage prescribed for other Government employees should be levied on the total sanctioned cost or in the case of time-scales of pay on the average cost of all the posts concerned in all other cases.</p>		
<p>Note –3—Omitted.</p>		
<p>Note 4—The procedure laid down in note2 above is also applicable to all Government Commercial concerns in which leave and pensionary charges are adjusted on contribution bases in their regular commercial accounts or in which pensionary charges are taken into account, in calculating the issue price of goods manufactured or fees for services rendered or to any other department in which pensionary charges are adjusted in the regular accounts on the basis of foreign service contribution rates.</p>		
<p>ANNEXURE A</p>	<p>ANNEXURE A</p>	
<p>( Referred to in note 1 to 10.8 Rule)</p>	<p>( Referred to in note 1 to 10.8 Rule)</p>	<p>No change</p>
<p>The amount of remuneration to be granted to a Government employee transferred to foreign service in India should be regulated by the following principles :-</p>	<p>The amount of remuneration to be granted to a Government employee transferred to foreign service in India should be regulated by the following principles :-</p>	<p>No change</p>

<p>(1) When the transfer of a Government employee to foreign service in India is sanctioned the pay which he shall receive in such service must be precisely specified in the order sanctioning the transfer. If it is intended that he shall receive any remuneration or enjoy any concession of pecuniary value in addition to his pay proper, the exact notice of such remuneration or concession must be similarly specified. No Government employee will be permitted to receive any remuneration or enjoy any concession which is not so specified, and , if the order is silent as to any particular remuneration or concession, it must be assumed that the intention is that it shall not be enjoyed.</p>	<p>(1) When the transfer of a Government employee to foreign service in India is sanctioned the pay which he shall receive in such service must be precisely specified in the order sanctioning the transfer. If it is intended that he shall receive any remuneration or enjoy any concession of pecuniary value in addition to his pay proper, the exact notice of such remuneration or concession must be similarly specified. No Government employee will be permitted to receive any remuneration or enjoy any concession which is not so specified, and , if the order is silent as to any particular remuneration or concession, it must be assumed that the intention is that it shall not be enjoyed.</p>	<p>No change</p>
<p>(2) The following two general principles must be observed in sanctioning the conditions of transfer :-</p>	<p>(2) The following two general principles must be observed in sanctioning the conditions of transfer :-</p>	<p>No change</p>
<p>(a) The terms granted to the Government employee must not be such as to impose an unnecessarily heavy burden on the foreign employer.</p>	<p>(a) The terms granted to the Government employee must not be such as to impose an unnecessarily heavy burden on the foreign employer.</p>	<p>No change</p>
<p>(b) The terms granted must not be so greatly in excess or the remuneration which the Government employee would receive in Government service as to render foreign service appreciably more attractive than Government service.</p>	<p>(b) The terms granted must not be so greatly in excess or the remuneration which the Government employee would receive in Government service as to render foreign service appreciably more attractive than Government service.</p>	<p>No change</p>
<p>Note.- The intention of this principle is to prevent undue increase in the emoluments of the individual Government employee transferred to foreign service. His pay in foreign service should, therefore be fixed rather with reference to the post which he would have held under Government had he not been transferred than with reference to the post in India corresponding to that held by him in foreign service.</p>	<p>Note.- The intention of this principle is to prevent undue increase in the emoluments of the individual Government employee transferred to foreign service. His pay in foreign service should, therefore be fixed rather with reference to the post which he would have held under Government had he not been transferred than with reference to the post in India corresponding to that held by him in foreign service.</p>	<p>No change</p>

<p>(3) Provided that the two principles laid down in paragraph (2) above are observed, a competent authority may sanction the grant of the following concessions by the foreign employer. Such concession must not be sanctioned as a matter of course but in those cases only in which their grant is in accordance with local custom and the wishes of the foreign employer, and is, in the opinion of the competent authority justified by the circumstances .The value of the concessions must be taken into account in determining an appropriate rate of pay for the Government employee in foreign service:-</p>	<p>(3) Provided that the two principles laid down in paragraph (2) above are observed, a competent authority may sanction the grant of the following concessions by the foreign employer. Such concession must not be sanctioned as a matter of course but in those cases only in which their grant is in accordance with local custom and the wishes of the foreign employer, and is, in the opinion of the competent authority justified by the circumstances .The value of the concessions must be taken into account in determining an appropriate rate of pay for the Government employee in foreign service: -</p>	<p>No change</p>
<p>(a) The payment of contributions towards leave salary and pension under the ordinary rules regulating such contributions.</p>	<p>(a) The payment of contributions towards leave salary and pension under the ordinary rules regulating such contributions.</p>	<p>No change</p>
<p>(b) The grant of travelling allowance under the ordinary travelling allowance rules of the Haryana Government or under the local rules of the foreign employer and of permanent traveling allowance, conveyance allowance and horse allowance.</p>	<p>(b) The grant of travelling allowance under the ordinary travelling allowance rules of the Haryana Government or under the local rules of the foreign employer and of permanent traveling allowance and conveyance allowance.</p>	<p>No change except the word "horse allowance" is deleted.</p>
<p>(c ) The use of tents, boats, and transport on tour : Provided that this is accompanied by a corresponding reduction in the amount of travelling allowance admissible.</p>	<p>(c ) Omitted. .</p>	<p>Deleted being redundant.</p>
<p>(d) the grant of free residential accommodation which may be furnished, in cases in which the competent authority considers this to be desirable, on such scale as may seem proper to that authority.</p>	<p>(d) the grant of free residential accommodation which may be furnished, in cases in which the competent authority considers this to be desirable, on such scale as may seem proper to that authority.</p>	<p>No change</p>
<p>(e) The use of motors, carriages and animals.</p>	<p>(e) The use of motors and carriages.</p>	
<p>(f) Payment by the foreign employer of such compensatory allowance as would be paid by Government at the station at which he is employed in foreign service were the Government employee in the service of Government.</p>	<p>(f) Payment by the foreign employer of such compensatory allowance as would be paid by Government at the station at which he is employed in foreign service were the Government employee in the service of Government.</p>	<p>No change</p>
<p>(4) The grant of any concession not specified in paragraph (3) above requires the sanction of the Finance Department.</p>	<p>(4) The grant of any concession not specified in paragraph (3) above requires the sanction of the Finance Department.</p>	<p>No change</p>

<p>(5) Specific terms in regard to travelling allowance to be allowed to Government employees for journeys on transfer to foreign service, and no reversion there from, should invariably be prescribed by sanctioning authorities in consultation and agreement with the foreign employer i.e., it should be made clear in the orders sanctioning the transfer whether the travelling allowance for such journeys, which is payable by the foreign employer is to be regulated by the Punjab Travelling Allowance Rules or by the rules framed by the foreign employer.</p>	<p>(5) Specific terms in regard to travelling allowance to be allowed to Government employees for journeys on transfer to foreign service, and no reversion there from, should invariably be prescribed by sanctioning authorities in consultation and agreement with the foreign employer i.e., it should be made clear in the orders sanctioning the transfer whether the travelling allowance for such journeys, which is payable by the foreign employer is to be regulated by the Punjab Travelling Allowance Rules or by the rules framed by the foreign employer.</p>	<p>No change</p>
<p>(6) The foreign employer should in the case of Government employees transferred to foreign service accept liability for leave salary in respect of disability leave granted on account of disability incurred in and through foreign service, even though such disability manifests, itself after the termination of foreign service. The leave salary charges for such leave should be recovered direct from foreign employers. The foreign employer is liable to pay leave salary charges, if it is medically certified that the disability has been incurred in or through foreign service, irrespective of the period that has elapsed between the date of reversion and the date of manifestation of the disability.</p>	<p>(6) The foreign employer should in the case of Government employees transferred to foreign service accept liability for leave salary in respect of disability leave granted on account of disability incurred in and through foreign service, even though such disability manifests, itself after the termination of foreign service. The leave salary charges for such leave should be recovered direct from foreign employers. The foreign employer is liable to pay leave salary charges, if it is medically certified that the disability has been incurred in or through foreign service, irrespective of the period that has elapsed between the date of reversion and the date of manifestation of the disability.</p>	<p>No change</p>
<p>Note .- See also the instructions contained in Haryana Government letter No. 2528-5FR-(1)-76/14020 dated, the 11<sup>th</sup> May,1977, regarding the grant of deputation allowance of Haryana Government employees who are transferred on deputation/foreign service to other State Government including Central Government or bodies ( incorporated or not ) wholly or substantially owned or controlled by the Government : provided that the transfer is outside the regular line and is in public interest.</p>	<p>Note .- See also the instructions contained in Haryana Government letter No. 13/5/(5)/86-5 FR-1, dated 17.03.1987 and letter No.13/2 (79)/2001-5 FR, dated 01.02.2002 regarding the grant of deputation allowance of Haryana Government employees who are transferred on deputation/foreign service to other State Government including Central Government or bodies ( incorporated or not ) wholly or substantially owned or controlled by the Government : provided that the transfer is outside the regular line and is in public interest.</p>	<p>Reference of latest instructions mentioned instead of instruction dated 11.05.1977.</p>
<p>ANNEXURE B (Referred to in note 1 under Rule 10.10 )</p>	<p>ANNEXURE B (Referred to in note 1 under Rule 10.10 )</p>	

The following rates of contributions have been prescribed by Government under rule 10.10 (a) :-	The following rates of contributions have been prescribed by Government under rule 10.10 (a) :-	No change.
(1) Omitted.	(1) Omitted.	
(2) The rate of monthly contribution for leave salary payable during active foreign service in respect of Government employee will be 11% of pay drawn in foreign service.	(2) The rate of monthly contribution for leave salary payable during active foreign service in respect of Government employee will be 11% of pay drawn in foreign service.	No change.
Note 1.- In the case of contract officers governed by the leave terms in Part I of Appendix 16 to the Punjab Civil Services Rules, Volume I, Part II, and who are transferred to foreign service, the leave salary contribution should be recovered at the above rates.	Note 1: Omitted.	Deleted being redundant.
Note 2.- Omitted.	Note 2.- Omitted.	
Note 3.- Recovery of leave contribution in respect of joining time taken under rule 9.1 (b) while proceeding to foreign service should be based on the pay that the Government employee would draw on the assumption of office in foreign service.	Note 3.- Recovery of leave contribution in respect of joining time taken under rule 9.1 (b) while proceeding to foreign service should be based on the pay that the Government employee would draw on the assumption of office in foreign service.	No change.
	Note 4: The term "Pay" means as pay defined in rule 2.44 of these rules inclusive of dearness pay, if any.	The term "Pay" has been defined for calculation of leave salary.
(3) The following instructions should be observed in the calculation of the amounts of contributions :-	(3) The following instructions should be observed in the calculation of the amounts of contributions :-	
(i) The term "active foreign service" in paragraph 2 above is intended to include the period of joining time which may be allowed to a Government employee both on the occasion of his proceeding to and reverting from foreign service, and accordingly contributions are leviable in respect of such periods.	(i) The term "active foreign service" in paragraph 2 above is intended to include the period of joining time which may be allowed to a Government employee both on the occasion of his proceeding to and reverting from foreign service, and accordingly contributions are leviable in respect of such periods.	No change.
(ii) "Length of service" means the entire service running from the date from which service for pension commences or is likely to commence.	(ii) "Length of service" means the entire service running from the date from which service for pension commences or is likely to commence.	No change.

(iii) The leave salary contribution for the period of joining time taken by a Government employee in continuation of leave under clause (b) of Rule 9.1 before reversion from foreign service should be calculated on the pay he was getting immediately before the proceeded on leave.	(iii) The leave salary contribution for the period of joining time taken by a Government employee in continuation of leave under clause (b) of Rule 9.1 before reversion from foreign service should be calculated on the pay he was getting immediately before the proceeded on leave.	No change.
(iv) When a temporary Government employee is transferred to foreign service pension contributions should be recovered as in the case of permanent Government employees .	(iv) When a temporary Government employee is transferred to foreign service pension contributions should be recovered as in the case of permanent Government employees .	No change.
In such cases the recovery of contributions for leave salary does not present any difficulty, the amounts being calculated on the pay actually drawn in foreign service.	In such cases the recovery of contributions for leave salary does not present any difficulty, the amounts being calculated on the pay actually drawn in foreign service.	No change.
(v) In the case of Government employees mentioned in rule 4.2 and 4.2A of Volume II of these rules the period which they are entitled to add under that rule to their service qualifying for superannuation pension should be taken into account in reckoning "length of service" for determining the rates of foreign service contribution on account of pension prescribed .	(v) In the case of Government employees mentioned in rule 4.2-A of Volume II of these rules the period which they are entitled to add under that rule to their service qualifying for superannuation pension should be taken into account in reckoning "length of service" for determining the rates of foreign service contribution on account of pension prescribed .	The word "4.2" deleted as this rule stands deleted.
(vi) For purpose of recovery of pension contribution, a Government employee on foreign service should be deemed to be member of the service to which he belongs substantively.	(vi) Omitted.	Deleted being redundant
<b>ANNEXURE ----"C"</b> ( Referred to note (i) under Rule 10.10 )	<b>ANNEXURE ---"C"</b> ( Referred to note (i) under Rule 10.10 )	
The following rates of contributions have been prescribed by Government under rule 10.10 (a) :-	The following rates of contributions have been prescribed by Government under rule 10.10 (a) :-	No change.
Rates of monthly contribution for pension payable during active foreign service in respect of :-	<b>Rates of monthly contribution of pension .</b> <i>Effective from 01.12.1982:-</i>	Slightly modified.

Year of service	Rates of monthly contributions expressed as percentage of the maximum monthly pay inclusive of dearness pay, if any, of the post in the officiating/substantive grade, as the case may be, held by the Government employee at the time of proceeding on foreign service.			
	Group "A"	Group "B"	Group "C"	Group "D"
0-1 Year	7%	6%	5%	4%
1-2 Years	7%	6%	6%	4%
2-3 Years	8%	7%	6%	5%
3-4 Years	8%	7%	7%	5%
4-5 Years	9%	8%	7%	5%
5-6 Years	10%	8%	7%	6%
6-7 Years	10%	9%	8%	6%
7-8 Years	11%	9%	8%	6%
8-9 Years	11%	10%	9%	7%
9-10 Years	12%	10%	9%	7%
10-11 Years	12%	11%	10%	7%
11-12 Years	13%	11%	10%	8%
12-13 Years	14%	12%	10%	8%
13-14 Years	14%	12%	11%	8%
14-15 Years	15%	13%	11%	9%
15-16 Years	15%	13%	12%	9%
16-17 Years	16%	14%	12%	9%
17-28 Years	16%	14%	13%	10%
18-19 Years	17%	15%	13%	10%
19-20 Years	17%	15%	13%	10%
20-21 Years	18%	16%	14%	11%
21-22 Years	19%	16%	14%	11%
22-23 Years	19%	17%	15%	11%
23-24 Years	20%	17%	15%	12%
24-25 Years	20%	17%	16%	12%
25-26 Years	21%	18%	16%	12%
26-27 Years	21%	18%	16%	13%
27-28 Years	22%	19%	17%	13%
28-29 Years	23%	19%	17%	13%
29-30 Years	23%	20%	18%	13%
Over 30 years	23%	20%	18%	14%
Note 1.- The term " maximum monthly pay " referred to in Columns 3 -6 denotes the maximum pay as defined in Rule 2.44 of these rules, held by Government employee at the time of his proceeding on foreign service or to which he may receive proforma promotion while in foreign service.	Note 1.- The term "maximum monthly pay" denotes the maximum pay as defined in Rule 2.44 of these rules, of the post held by Government employee at the time of his proceeding on foreign service or to which he may receive proforma promotion while in foreign service.			Slightly modified.
Note 2.- The above rates of pension contributions include an element for the grant of extra ordinary pension also.	Note 2.- The above rates of pension contributions include an element for the grant of extra ordinary pension also.			No change.