

FRSR Part IV- DA, DR & HRA

❖ **Dearness Allowance**

- (1) **Calculation of D.A:** - On Basic Pay+ NPA
- (2) **During leave/suspension/joining time** – Admissible except extraordinary leave.
Under suspension calculated on subsistence allowance.
- (3) **Admissibility during deputation abroad:** - Admissible.
- (4) **Admissibility of Dearness allowance to State Govt. servants brought on deputation to the central:** -
State Govt. to Central – Pay of post in central+ D.A under these rules.

OR

State Govt to Central – (Pay of state Govt+ Deputation allowance) of state Govt and D.A. admissible of state Govt.

- (5) **Admissibility of allowance during foreign service:** - Subject to the sanctioned terms of appointment of a Govt. servant on foreign service, he may draw the allowance on the basis of his pay in foreign service.
- (6) **Treatment of fraction of a rupee in the amount of allowance:** - Fraction of 50 paise and above shall be rounded off to the next higher rupee and fractions of less than 50 paise ignored.

❖ **Dearness Relief**

- (1) **Calculation of D.R.-** On original pension/ family pension. It is also admissible for re-employed pensioner.
- (2) **Head of Office** should pay relief on pension along with provisional pension.
- (3) Pensioners residing abroad and drawing pension in foreign currency eligible for Dearness relief.
- (4) Payment of DR involving a fraction of rupee shall be rounded off to next higher rupees.
- (5) CPF beneficiaries' family are entitled for **D.R. on ex-gratia**.

❖ **House Rent Allowance**

1. From 01.07.2017 as per recommendation of 7th CPC

Classification of cities/towns	Population Criteria	HRA rate on Basic pay only
X	50 Lakhs & above	24%
Y	5 Lakhs to 50 Lakhs	16%
Z	Below 5 Lakhs	8%



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2. The rates of HRA will **not be** less than Rs. 5400/-, Rs. 3600 and Rs. 1800/- at 'X' 'Y' and 'Z' class cities respectively.
3. **The rate of HRA will be revised as per table**

Classification of cities	D.A. crosses 25%	DA crosses 50%
X	27%	30%
Y	18%	20%
Z	9%	10%

4. Calculation on "**Basic Pay**" under **FR 9(21) a (i)** only **not** includes NPA, MSP and other special pay.

❖ **Definition**

- (a) "Pay" means a pay as defined in **FR 9(21)(a)**.
- (b) "Family" means a Govt. servant's wife /husband, children and other persons residing with and wholly dependent upon him/her. A husband /Wife/Child /parent having an independent source of income is not treated as a member belonging of the family of a Govt. servant except when he is in receipt only of a gross pension **does not exceed Rs. 9000+ DR.**

❖ **Admissibility of HRA**

- (a) **HRA is admissible** with reference to the "**Place of Duty**" of the Govt. Servant irrespective of whether Govt. Servant is residing at that place or any other Place.
- (b) **HRA is admissible** where Govt. accommodation is **not** available or Govt. servant not availed the facilities of Govt. accommodation.
- (c) **The allowance shall not be admissible** to those who occupy accommodation provided by Government or those whom accommodation has been offered by Govt. but who have refused it. He shall be debarred for further allotment of accommodation for **one year**. The allowance will not be admissible for the period which Govt. servant is debarred for further allotment.
- (d) **HRA drawn** shall be stopped from the date of actual hand-over of accommodation in immediate habitable condition to the Govt. Servant. In case of refusal of allotment of Govt. Accommodation, HRA shall cease to be admissible from the date of allotment. In case of surrender of Govt. Accommodation, the HRA will be payable from the date of such surrender.



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- (e) No HRA for **twelve days** if GS fails to take possession after acceptance.
 - (f) A **Govt. servant debarred from the allotment** of Govt. accommodation due to unauthorized sub-letting or for breaches of rules. The HRA shall be admissible debarment period.
 - (g) HRA **not admissible** if staying in Inspection Quarters.
 - (h) A Govt. servant shall not be entitled to HRA, if he shares Govt. accommodation allotted **rent-free** to another Govt. servant.
 - (i) **HRA not admissible if Govt. Servant** resides in accommodation allotted to his/her parents/son/daughter/spouse (**For spouse same station**) by the central govt./PSU/ State Govt./Autonomous body/LIC/Port trust/nationalized bank/ Semi govt organization such as municipality.
 - (j) Both husband and wife are entitled for HRA separately, they living in hired/ owned accommodation.
 - (k) A Govt. servant living in a house owned by him, his wife, children, father or mother shall also be eligible for HRA under these rules.
- ❖ **HRA on transfer**
- (a) A Govt. servant on transfer permitted to retain Govt. accommodation at his old station on payment of normal rent **or** penal rent retains Govt. accommodation unauthorizedly on market rent etc., will be entitled to HRA at new station for the period up to **8 Months** from the date of transfer.
 - (b) A Govt. servant who was not occupation of Govt. accommodation at his old station and on transfer he leaves his family behind at the old station due to he has not rented house or has not allotted Govt. accommodation at new station.

Period	Rate of HRA
For First <u>two months</u> of date of joining at new station	At the same rate drawn at old station
For the next <u>four months</u> or the end of academic year, whichever is later.	At the rate drawn at old station or maximum admissible at the new station, whichever is less.

- (c) Period for drawl of HRA not extended to **90 days** on temporary transfer and if period of temporary transfer exceeding 90 days, the rate of HRA shall be applicable to new place of posting.



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(d) **Double rate of HRA** for employees posted in **N-E Region**, Andaman, Nicobar and Lakshadweep Island, etc.

❖ **HRA during leave**

(a) A Govt servant will be entitled to draw HRA leave at the same rates at which he was drawing these allowances before he proceeds on leave. For this purpose, leaves mean total leave of all kinds including CCL not exceeding **180 days**.

(b) **HRA** as well as admissible during LPR subject to submission of certificate that the employee concerned and/or his family continuous to reside at the same place/ same station.

(c) Where a govt. servant who is sanctioned leave on medical ground or otherwise, does not join the duty after expiry of such leave owing to death/ invalidation. The recovery of HRA already drawn **need not be effected**.

(d) In case, where a Govt. servant who is sanctioned leave on medical ground or otherwise, does not join the duty after availing leave and resigns. Entire HRA shall be recovered before resignation, if accepted.

(e) The limit of **180 days shall be extended to 8 months**, if Govt. servant suffering from TB, cancer or another ailment. Beyond 8 months may be decided by the respective controlling authority.

(f) HRA not admissible for period of leave immediately on termination of foreign service and before resuming duty under Govt.

(g) **HRA during CCL:** - First 180 days and beyond 180 furnishing a prescribed certificate.

(h) Industrial and other employee, whose leave terms are as regulated CCS (leave) Rules, 1972, HRA for first 40 days on leave. The limit 40 days extended up to 180 days in case such employees suffering from TB/cancer other ailments during the leave taken on medical certificate.

❖ **Joining time**

During joining time, a Govt. servant shall continue to draw HRA at the same rate at which he was drawing this allowance at the station from where he was transferred.

❖ **Deputation Abroad**

(a) **Deputation not exceeding one year:** - HRA will be admissible for the entire period of deputation.



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(b) **Deputation exceeding one year:** - An employee proceeding on deputation abroad for period exceeding one year will be entitled for his family remains at the last place of his duty in India.

❖ **Training Abroad**

- (i) A Govt. servant who is deputed for training abroad under various training schemes, he shall be entitled for HRA for such training from where he was deputed abroad for training production of certificate.
- (ii) HRA shall be admissible up to six months leave if taken, from the training completion.

❖ **Training in India**

A Govt. servant, whether permanent or temporary, who is sent on training in India, and whose period of training is treated as duty under FR 9(6) (b), shall be entitled to draw HRA for entire period of such training.

❖ **Suspension**

- The drawl of HRA to a Govt. servant under suspension shall be regulated with reference to **FR53(1) (ii) (b) and FR 54** subject to his furnishing certificate prescribed for drawl HRA for period beyond the 180 days. (**HRA on subsistence Allowance**)
- If Head Quarter of Govt. servant under suspension changed in public interest by the competent authority, he will be entitled to the HRA of new station.

❖ **Re-employed pensioners-** The treated as a new appointment in department.

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