

The comparative analysis of the TA/DA and Leave as admissible under West Bengal State Rural Livelihoods Mission- the rural counterpart of the livelihoods mission, National Mission Management Unit, NULM, MoHUPA and current State Government Employees are provided in the CP side Flagged as 'X'.

As it is understood from the Capacity Building (CB) Operational Guidelines under NULM that there is a scope to utilize a maximum of 40% of the total salary paid to the technical experts at the SMMU and CMMU for TA, DA expenses for the technical expert and for office support (viz., accountant, data entry operator, multi-tasking officials etc.). Therefore rates for TA/DA for travel, accommodation, and food etc. for technical experts may be fixed by the respective MMUs. The copy of the CB Operational Guideline is Flagged as 'Y' in the CP side for reference.

It is therefore proposed to follow the WBSRLM rules in concurrence for a comprehensive TA/DA, Leave and Communication Allowances for the employees of WBSULM.

Placed herein for approval.

*[Signature]*

SMM-HR and CB  
12/07/2016

SD(SD)

Pl. verify & put up

*[Signature]*  
12/7/16

OSD(SUD)

### Orders above

This is a Proposal of the SMM-HR & CB for framing of TA/DA (Travelling Allowance/Daily allowance) rules as well as the leave rules for the employees of W.B. State Urban livelihood Mission (WBSULM).

In this context, Some papers relating to TA/DA Rules of the Govt. employees as well as the employees of W.B. State Rural livelihood Mission (WBSRLM) have been placed in the C.P. side.

It reveals from the contents of the papers as placed below that the Authority of WBSRLM, the rural counterpart of Livelihood Mission, has already ~~framed~~ framed the TA/DA Rules for their employees during the year 2015 and since then it has been continuing in the said organisation (Flagged 'X').

As regards the leave rules of the employees of WBSRLM, it is stated that the Authority of WBSRLM has developed a leave rules of ~~their~~ their employees, which has not



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yet implemented. (Flagged 'Z')

Be it mention here that TA/DA Rules have been prepared by the National Mission Management Unit (NMMU) under NULM for National Mission Manager (NMM) (Flagged 'Y')

However, the proposal has been examined and the following observations are made :-

- i) The employees of the rural counterpart of the Livelihood Mission i.e. KBSRLM has been enjoying the TA/DA benefits of TA/DA Rules.
- ii) National Mission Managers (NMM) at NMMU are also enjoying the benefits of TA/DA Rules.
- iii) State Govt. employees are also enjoying the benefits of TA/DA Rules.
- iv) The employees of KBSULM, under NULM have been engaged on contractual monthly remuneration. So, their TA/DA Rules <sup>if framed</sup> cannot be at par with that of the State Govt. employees appointed under regular Scale of Pay.
- v) The Authority of KBSRLM has divided their employees into four categories viz Category (I), Category (II), Category - II and Category - III. According to that Category, the Authority of KBSRLM has ~~divided~~ fixed the mode of travel and entitlements of daily allowance (DA) (Flagged 'X')
- vi) ~~Travel Actual expenses incurred by the~~ KBSRLM has also granted actual expenses incurred by any employee for travelling by Road as Travelling Allowance (T.A.)



Condd. from prepage

In view of the circumstances stated prepage, it is opined as follows:-

- \* The employees of the WBSULM - the urban counterpart of the Livelihood Mission deserves the TA/DA Rules as well as the leave Rules like the employees of WBSRLM - the rural counterpart of Livelihood Mission.
- \* The rates of DA/TA <sup>as fixed by the WBSRLM</sup> and the leave rules as developed by the WBSRLM seem to be justified for the contractual employees engaged under NULM.
- \* Apart from above, communication allowance may also be granted as per NULM operational guideline.

So, before adoption of TA/DA rules, the employees under WBSULM need to be ~~divided~~ categorised like the organisation of WBSRLM.

Submitted.

SD/SD

ms-<sup>st</sup> 21/7/16  
OSD