CHAPTER 8

CONDITIONS OF SERVICE AND BENEFITS

Travelling and Car Benefits

Section III – Travelling Allowances, Travel Grant and Refund of Travelling Expenses

To delete paragraph 18.2.11 and whole content

To replace by the following:

Recommendation EOAC 24

18.2.11 This section makes provisions for:

(i) the payment of travelling allowances to officers, at different salary levels, entitled to duty exemption to purchase a car;

(ii) payment of a travel grant to officers having reached salary cut-off point of Rs 39275;

(iii) refund of mileage allowance to officers performing official travelling by car;

(iv) the payment of a commuted travelling allowance to officers on approved leave or during pre-retirement leave; and

(v) refund of travelling expenses by bus.

Section IV – Government Official Car Scheme

To delete paragraph 18.2.12 and whole content

To replace by the following:

Recommendation EOAC 25

18.2.12 This section covers the government official car scheme and makes provisions for:

(i) Judges and officers drawing a monthly salary of Rs 102000 and above to benefit from the use of a government car, both for official and private purposes;
(ii) Chief Executives of Parastatal Organisations and other Statutory Bodies and Local authorities and Responsible and Accounting Heads of Departments in the Civil Service drawing a monthly salary of Rs 95000 to benefit from a self-driven government car both for official and private purposes;

(iii) services of a Driver; and

(iv) payment of a fuel allowance, as appropriate.
Section I – Duty Exemption/Concession

The Duty Exemption Scheme

To delete paragraphs 18.2.19 and 18.2.20 and whole content

To replace by the following:

Recommendation EOAC 26

18.2.19 The Committee recommends that officers in the categories specified at column (A) in the table below should be eligible for:

(i) duty exemption to purchase a car with appropriate engine capacity as specified at column (B) or

(ii) the payment of a monthly car allowance in lieu of the duty exemption as specified at column (C) or

(iii) deferred renewal to purchase a duty exempted car with higher engine capacity or take advantage of enhanced duty exemption as appropriate, as specified at column (C).

<table>
<thead>
<tr>
<th>No.</th>
<th>Salary Level/Category of Officers</th>
<th>Rate of Duty Exemption &amp; Ceiling of Engine capacity of car</th>
<th>Options: Car allowance in lieu of duty exemption as specified at column (B) or higher rate of duty exemption/engine capacity</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Officers drawing a monthly salary of Rs 83000 or more but not eligible for a chauffeur/self-driven car</td>
<td>100% duty exemption on a car of engine capacity up to 1850 c.c. once every five years.</td>
<td>A monthly car allowance of Rs 8750 OR deferred renewal with duty exemption on cars of higher engine capacity as hereunder subject to the provisions at paragraph 18.2.20 (d) wherever applicable:</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Renewal Engine Period</th>
<th>Engine Capacity</th>
</tr>
</thead>
<tbody>
<tr>
<td>(i) 6 years</td>
<td>up to 2050 c.c.</td>
</tr>
<tr>
<td>(ii) 7 years</td>
<td>up to 2250 c.c.</td>
</tr>
<tr>
<td>No.</td>
<td>Salary Level/Category of Officers</td>
</tr>
<tr>
<td>-----</td>
<td>----------------------------------</td>
</tr>
<tr>
<td>2.</td>
<td>Officers drawing a monthly salary of Rs 80000 but less than Rs 83000 as well as those drawing a monthly salary in a scale the maximum to which is not less than Rs 80000.</td>
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<td></td>
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<td>3.</td>
<td>Officers in posts drawing monthly salary in the scale of Rs 48275 to Rs 65975 and those drawing a monthly salary in the range of Rs 54275 and up to Rs 77000 as well as incumbents in grades listed at Annex I to this Chapter including those appointed in a temporary capacity.</td>
</tr>
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<td></td>
<td></td>
</tr>
<tr>
<td>No.</td>
<td>Salary Level/Category of Officers</td>
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<tr>
<td>4.</td>
<td>Officers whose grades are listed at Annex II to this Chapter.</td>
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</tr>
</tbody>
</table>

Recommendation EOAC 27

18.2.20 The Committee recommends that an officer eligible for duty exemption:

(a) who opts for the payment of a monthly car allowance which is payable as from the date the option is exercised, in lieu of duty exemption or deferred renewal to take advantage of enhanced rate of duty exemption or higher engine capacity should put up an application, in writing, for same;

(b) who has opted for the payment of a monthly car allowance in lieu of duty exemption, would be allowed to take advantage of duty exemption only after a period of six months as from the date he exercised the option for the allowance; and the span of time during which the beneficiary has drawn the allowance should be excluded from the period of eligibility for renewal of the car;

(c) who has opted to defer the renewal of the duty exempted car to benefit from higher rate of duty exemption or higher engine capacity, would not be entitled to the monthly car allowance in lieu of the duty exemption as from the date he exercises this
option up till the end of the period qualifying him for the higher engine capacity/enhanced duty exemption;

(d) may be allowed to purchase a car of higher engine capacity than his normal entitlement subject to a maximum of 2250 c.c. provided he pays the difference in the excise duty;

(e) who has already taken advantage of 70% or 100% duty exemption would be allowed to opt for the payment of a car allowance in lieu of the duty exemption only after a period of seven or five years, whichever is applicable, has elapsed as from the date of the last purchase of the car. However, in case of change of eligibility, within a period of seven or five years, the beneficiary would have to clear any outstanding loan before exercising the option for the application of duty exemption only, but not for the option for the payment of a car allowance in lieu of duty free car;

(f) who prior to 30 June 2008, was drawing a monthly salary of Rs 40000 but less than Rs 42500 as well as those who were drawing a monthly salary in a scale the maximum of which was not less than Rs 39000 and with the 2008 PRB Report were entitled to a monthly salary of Rs 66000 or more would be allowed to take advantage of car benefits as per provisions at paragraph 18.2.19 (No. 1) only after five years have elapsed as from the date of the last purchase of the duty remitted car;

(g) as specified in categories at (No. 1) to (No. 4) of paragraph 18.2.19, who have opted for the payment of a monthly car allowance in lieu of duty exemption should continue to draw same during their pre-retirement leave; and

(h) who opts for the payment of a monthly car allowance in lieu of duty exemption should not be allowed to use the organisation’s vehicle but should make his own transport arrangements for the performance of official travelling.

18.2.20A The Committee further recommends that officers who are already eligible or those drawing a monthly salary of Rs 40000 as at 31 December 2012 and who would have been eligible for a 100% duty free car on 1 January 2013, but with this Report would not qualify for same as from this date, should be entitled on a personal basis for 100% duty free car and loan facilities on the terms and conditions set out at paragraphs 18.2.19 (No. 3) and 18.2.46 (a), and payment of travelling allowance as at paragraph 18.2.74 (No. 2) of this Report.
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Change in Entitlement

To delete paragraph 18.2.22 and whole content

To replace by the following:

Recommendation EOAC 28

18.2.22 The Committee also recommends that an officer who has taken advantage of 70% duty exemption and qualifies, by virtue of salary, for 100% duty exemption on or after 01 January 2013 or purchased a 70% or 100% duty exempted car and subsequently qualifies by virtue of salary or promotion for duty exemption on a car of higher engine capacity may:

   either

claim refund of duty, if any, as from the date he is eligible for higher rate of duty exemption/higher engine capacity and retain his car up to the time he would be eligible for renewal which should be either five/seven years as from the date duty was refunded or when the car (imported second hand car) is nine years old from the date of its first registration in Mauritius, whichever is applicable

   or

reimburse proportionate duty and loan, if any, and take advantage of corresponding car benefits as provided for at paragraph 18.2.19 of this Report.

Pages 183 to 185

To delete paragraph 18.2.23 and whole content

To replace by the following:

Recommendation EOAC 29

18.2.23 The Committee further recommends that:

(i) officers reckoning at least 22 years’ service and in receipt of a monthly salary Rs 33275 or more but who have never benefited from duty exemption for the purchase of a car would qualify, once, for 70% duty exemption on a car of engine capacity of up to 1400 c.c, provided outstanding loan, if any, is reimbursed;

(ii) officers who have never benefited from duty exemption on a car but drawing a monthly salary of Rs 52775 and those drawing a monthly salary of Rs 40775 or more in a salary scale the maximum of which is not less than Rs 58775 would be eligible, once, for the purchase of a 70% duty exempted car with engine capacity of up to 1400 c.c on the same terms and conditions as
per relevant provisions at paragraphs 18.2.19 (No. 4) and 18.2.46, except for renewal of a car, provided outstanding loan, if any, is reimbursed

OR

opt for a monthly car allowance of Rs 2000 in lieu of duty exemption;

(iii) beneficiaries whose grades are listed at Annexes II and IV to this Chapter, as well as officers who are entitled to 70% duty exemption as per provisions at sub paragraphs (i) and (ii) above, would be allowed to benefit from 100% duty exemption on a car on reaching salary point Rs 54275 as per terms and conditions at paragraph 18.2.19 (No. 3) and provisions at paragraph 18.2.22;

(iv) officers who are entitled to 70% duty exemption as per provisions at sub-paragraphs (i), (ii) and (iii) above would be allowed to take advantage of this benefit up till six months as from their effective date of retirement;

(v) officers who were eligible for 100% duty exemption on a car in line with provisions at paragraph 15.2.78 of the 2003 PRB Report (Volume I) would continue to be eligible, on a personal basis, for 100% duty exemption on a car and related benefits as per terms and conditions at paragraph 18.2.19 (No. 3) although not drawing a monthly salary of Rs 54275 with this Report; and

(vi) officers in grades requiring a University Degree who are drawing a monthly salary in a salary scale the maximum of which is not less than Rs 52775 and who by nature of their duties are required on a regular basis to attend meetings/conferences outside their organisation, receive delegates, organise events/ workshops and regularly work after normal working hours should, subject to the approval of the MCSAR, be eligible for loan facilities and 70% duty exemption for the purchase of a car as per relevant provisions at paragraphs 18.2.23 (i) above and 18.2.46 of this Report.
Officers Performing Extensive Field Duties

To delete paragraph 18.2.25 and whole content

To replace by the following:

Recommendation EOAC 30

18.2.25 The Committee recommends that applications for Rs 100000 duty exemption from individual officers in certain grades whose postings require them to perform extensive official travelling should continue to be looked into, on a case to case basis, by the Committee chaired by the Financial Secretary and comprising the Director of the Pay Research Bureau and the Supervising Officer of the Ministry of Civil Service and Administrative Reforms (MCSAR). The Committee also recommends that beneficiaries of Rs 100000 should also be eligible for loan facilities for the purchase of such cars on the same terms and conditions as at paragraph 18.2.46A.

Duty Free Facilities to Advisers/Officers Employed on Contract

To delete paragraph 18.2.33 and whole content

To replace by the following:

Recommendation EOAC 31

18.2.33 The Committee recommends that Advisers/Officers on contract employment:

(a) who opt for duty exemption on a car or a monthly car allowance in lieu thereof should exercise the option at the beginning of the contract. The option for car allowance once exercised would be irrevocable for the duration of the first contract and can be reviewed upon renewal of his contract; and

(b) who have opted for the monthly car allowance in lieu of the duty deferred facilities would not benefit from duty exemption until the expiry of the first contract.
Pages 187 and 188
To delete paragraphs 18.2.35 and 18.2.36 and whole content
To replace by the following:
Recommendation EOAC 32

18.2.35 The Committee recommends that:

(i) Senior Advisers on contract employment at a level corresponding to a Chief Technical Officer of a large Ministry or Chief Executive of a major public sector institution, or above, would be eligible for:

- either
  100% duty exemption on a car with engine capacity of up to 1850 c.c. or of a higher engine capacity not exceeding 2250 c.c., subject to the provisions at paragraph 18.2.20 (d)
  or
  the payment of a monthly car allowance of Rs 7000 in lieu thereof
  and
  be refunded travelling expenses as at paragraph 18.2.74 (No. 2)

(ii) Advisers/Officers on contract employment drawing a monthly salary in the range of Rs 80000 and up to Rs 95000 a month would be eligible for

- either
  100% duty exemption on a car with engine capacity of up to 1601 c.c. or a car of higher engine capacity not exceeding 2250 c.c. subject to the provisions at paragraph 18.2.20 (d)
  or
  the payment of a monthly car allowance of Rs 5950 in lieu thereof
  and
  be refunded travelling expenses as at paragraph 18.2.74 (No. 2);

(iii) Advisers/Officers on contract employment drawing a monthly salary in the range of Rs 54275 and up to Rs 77000 a month as well as Advisers employed in the capacity of professionals as mentioned at paragraph 18.2.19 (No. 3), would benefit from:

- either
100% duty exemption on a car with engine capacity of up to 1500 c.c. or a car of higher engine capacity not exceeding 2250 c.c. subject to the provisions at paragraph 18.2.20 (d)

or

the payment of a monthly car allowance of Rs 3750 in lieu thereof

and

be refunded travelling expenses as at paragraph 18.2.74 (No. 2);

(iv) a retired public officer who has benefited from duty exemption on a car and subsequently qualifies for same, by virtue of employment on contract, should not be allowed to purchase another duty free car within a period of five or seven years, whichever is applicable, as from the date of first registration of the last duty exempted car in Mauritius.

Recommendation EOAC 33
Advisers/Officers on Contract Employment Performing Extensive Field Duties

18.2.36 The Committee recommends that Advisers/Officers on contract employment who are not eligible for duty exemption on a car, either for 70% or 100%, but who are required to perform extensive field duties may, provided they satisfy the conditions laid down for corresponding public officers and subject to the approval of the Committee chaired by the Financial Secretary, be granted

either

duty exemption of up to Rs 100000 for the purchase of a car with engine capacity of up to 1400 c.c.

or

the option for the payment of a monthly car allowance of Rs 2000 in lieu of the Rs 100000 duty exemption

and

claim mileage for official travelling at appropriate rates as specified at paragraph 18.2.74 (No. 5).
To delete the title ‘Duty Exemption on Motor Cycle’ in respect of paragraphs 18.2.39 to 18.2.42 and replace by the following:

‘Loan facilities for the purchase of autocycle/motorcycle’
Section II – Motor Vehicle, Autocycle/Motor Cycle and Bicycle Loans

Page 190 to 192

Motor Vehicle Loans

To delete paragraph 18.2.46 and whole content

To replace by the following:

Recommendation EOAC 34

18.2.46 The Committee recommends that:

(a) subject to provisions at paragraph (b) below, officers eligible for 50%, 70% and 100% duty exemption may be granted loan facilities of up to 21 months’ salary refundable in 84 monthly instalments in respect of a first purchase of a duty exempted car

or

a maximum loan equivalent to 15 months’ salary refundable in 60 monthly instalments for a subsequent purchase whichever is applicable;

(b) officers drawing a monthly salary in the range of Rs 77000 and up to Rs 95000 except Accounting/Responsible Officers drawing salary of Rs 95000 a month, would be eligible for loan facilities of up to 18 months refundable in 60 monthly instalments

or

a maximum loan equivalent to 15 months’ salary refundable in 48 monthly instalments for a subsequent purchase;

(c) officers who opt for a monthly car allowance in lieu of 70% or 100% duty exemption, may be granted loan facilities as per relevant provisions at paragraphs (a) and (b) above for the purchase of a car;

(d) officers, as at sub paragraph (c) above, would again be eligible for loan facilities to purchase a duty exempted car after five or seven years, as appropriate, have elapsed as from the date beneficiaries have last taken advantage of loan facilities;

(e) officers qualifying for duty exemption of up to Rs 100000 as per provisions of the recommendation at paragraph 18.2.25 would be eligible for a maximum loan equivalent to 21 months’ salary refundable in 84 monthly instalments for a single purchase of a car;
(f) officers qualifying for a travel grant but who are not eligible for duty exemption would be entitled to loan facilities of up to 21 months' salary refundable in 84 monthly instalments for the purchase of a car of up to eight years old on which duty is not exempted provided the beneficiary draws a monthly basic salary in the range of Rs 39275 and up to Rs 52775;

(g) individual officers, irrespective of their grades, who are not entitled to any duty exemption but have to perform from time to time, official travelling by car on a regular basis may be granted, subject to the approval of the Supervising Officer, loan facilities of up to 21 months' salary refundable in 84 monthly instalments for the purchase of a car of up to eight years old on which duty is not exempted;

(h) individual officers drawing a monthly salary of Rs 29675 but less than Rs 39275 and who have to attend duty on a fairly regular basis at such hours when public transport and/or official transport is not available may be granted, subject to the approval of their Supervising Officer, loan facilities of up to 21 months’ salary refundable in 84 monthly instalments for the purchase of a car of up to eight years old on which duty is not exempted;

(i) officers not entitled to duty exemption on a car, but who are eligible for loan facilities to purchase a car, may be allowed to acquire a car of up to eight years old. The car can be renewed after seven years have elapsed from the date of purchase or when the car has reached 11 years as from the date of first registration in Mauritius, whichever is earlier provided the outstanding loan, if any, is cleared. The quantum of loan should not exceed 15 months’ salary and refund should be made in 60 monthly instalments for a second and subsequent purchase;

(j) beneficiaries who have availed of loan facilities to purchase a car/motorcycle either for the first time or for renewal and fail to produce documentary evidence of the purchase, should refund the whole amount of loan together with the interest accrued thereon by a date determined by the Accountant-General; and would forego the privilege of the grant of another loan until the time they would qualify anew after the prescribed renewal period; and

(k) the interest rate on car loans to be advanced to new entrants in the Civil Service as from 1 July 2013 should be at the prevailing repo rate.
Motor Cycle Loans

To delete paragraph 18.2.56 and whole content

To replace by the following:

Recommendation EOAC 35

18.2.56 The Committee recommends that:

(i) officers whose grades are listed at Annex III to this Chapter and who are drawing either a monthly salary of Rs 25175 and above or a salary in a scale the minimum of which is not less than Rs 16175 would be eligible for loan facilities to purchase a car of up to eight years old on the same terms and conditions as at paragraph 18.2.46 (g); and

(ii) officers in the above category would be eligible for refund of mileage and renewal of loan as per provisions at paragraphs 18.2.74 (No. 5) and 18.2.46 (i) respectively and would not be entitled to any duty exemption on the car.

Motorcycle Loan to Officers whose grades are not listed at Annex III

To delete paragraph 18.2.61 and whole content

To replace by the following:

Recommendation EOAC 36

18.2.61 The Committee recommends that individual officers drawing salary in a scale the maximum of which is not less than Rs 20675 a month and are required to attend duty on a fairly regular basis at such time when public transport and/or official transport is not available, as well as officers who have to attend different sites of work on the same day in the performance of their duties, may be granted, subject to the approval of their Supervising Officers, loan facilities only for the purchase of an auto cycle or motorcycle with engine capacity of up to 125 c.c. as per terms and conditions as per relevant provisions at paragraph 18.2.55.
Section III – Travelling Allowances, Travel Grant
and Refund of Travelling Expenses

Pages 197 to 199

To delete paragraphs 18.2.74 and 18.2.75 and whole content

To replace by the following:

Recommendation EOAC 37

18.2.74 The Committee recommends that the monthly travelling allowances and
mileage rates payable to beneficiaries be revised as per table below:

<table>
<thead>
<tr>
<th>No.</th>
<th>Categories of Officers</th>
<th>Travelling Allowances/Mileage Rates</th>
</tr>
</thead>
</table>
| 1.  | Officers drawing a monthly basic salary of Rs 83000 or more and eligible for 100% duty exemption on a car of up to 1850 c.c. excluding beneficiaries of self/chauffeur driven car. | A monthly fixed cost allowance of Rs 2275 and a monthly travelling allowance of Rs 10200
|     |                                                                                        | OR refund of mileage, subject to the approval of the Supervising Officer, at the rate specified at (No. 5) (ii) below together with a monthly commuted allowance of Rs 3015 in case officers perform official travelling during the month. |
| 2.  | Officers drawing a monthly basic salary of Rs 54275 but less than Rs 83000 including officers whose grades are mentioned at (No. 3) of paragraph 18.2.19 who are eligible for 100% duty exemption for the purchase of a car. | A monthly travelling allowance of Rs 10200
<p>|     |                                                                                        | OR refund of mileage, subject to the approval of the Supervising Officer, at the rate specified at (No. 5) (ii) below together with a monthly commuted allowance of Rs 3015 in case officers perform official travelling during the month. |
| 3.  | Officers drawing a monthly basic salary of Rs 39275 and up to Rs 52775 and who are not eligible for 100% duty exemption but own a car. | A monthly travel grant of Rs 6600. |</p>
<table>
<thead>
<tr>
<th>No.</th>
<th>Categories of Officers</th>
<th>Travelling Allowances/Mileage Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.</td>
<td>Officers drawing a monthly basic salary of Rs 36575 and Rs 37775 as well as those drawing a monthly basic salary of Rs 39275 or more and who are not in receipt of a travel grant or travelling/petrol allowance.</td>
<td>A monthly travelling allowance of Rs 2200 OR refund of bus fares, whichever is higher.</td>
</tr>
<tr>
<td>5.</td>
<td>Officers performing official travelling by car but not eligible for travel grant/travelling allowance.</td>
<td>(i) Refund of mileage for official travelling at the rate of Rs 10.30 per km for the first 800 km.</td>
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<td></td>
<td></td>
<td>(ii) Rs 6.50 per km for mileage in excess of 800 km.</td>
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<tr>
<td></td>
<td></td>
<td>(iii) Rs 6.50 per km for distance which is not considered as official mileage (from residence to office) on days on which officers are required to carry out field duties.</td>
</tr>
<tr>
<td>6.</td>
<td>Officers performing official travelling by motorcycle.</td>
<td>(i) Refund of mileage for official travelling at the rate of Rs 3.25 per km</td>
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<tr>
<td></td>
<td></td>
<td>(ii) Rs 2.35 per km for distance not considered as official travelling (from residence to office) on days on which officers are required to carry out field duties.</td>
</tr>
<tr>
<td>7.</td>
<td>Officers performing official travelling by autocycle.</td>
<td>(i) Refund of mileage for official travelling at the rate of Rs 2.65 per km.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(ii) Rs 1.80 per km for distance not considered as official travelling (from residence to office) on days on which officers are required to carry out field duties.</td>
</tr>
</tbody>
</table>
To insert after paragraph 18.2.74 the following:

Recommendation EOAC 38

18.2.74A The Committee recommends that officers who are already eligible or those drawing a monthly salary of Rs 28000 as at 31 December 2012 and who would have been eligible for travel grant on 1 January 2013, but with this Report would not qualify for same as from this date, should be entitled on a personal basis for travel grant and loan facilities on the terms and conditions set out at paragraph 18.2.46 (a), and payment of travelling allowance as at paragraph 18.2.74 (No.3).  

Recommendation EOAC 39

18.2.75 The Committee also recommends that:

(i) (a) officers falling under the categories as defined at (No. 1) and (No. 2) at paragraph 18.2.74 above would be eligible for a monthly commuted allowance of Rs 4350; and 

(b) officers falling under the categories as defined at (No. 3) at paragraph 18.2.74 above would be eligible for a monthly commuted allowance of Rs 3100

if, during a whole calendar month, the beneficiary was on approved leave with pay locally or abroad or on study leave with pay or on official mission;

(ii) officers specified at (No. 1), (No. 2) and (No. 3) at paragraph 18.2.74 above should compulsorily use their car for official travelling, whenever required. However, officers specified at (No. 2) and (No. 3) at paragraph 18.2.74 should not necessarily attend office by car on days they are not required to perform official travelling, but would have to make their own arrangements to return home;

(iii) officers eligible for a travel grant and performing official travelling should be paid either a monthly travel grant of Rs 6600 or, subject to the approval of the Supervising Officer, a monthly commuted allowance of Rs 3015 together with mileage for attending duty and for official travelling at the rate of Rs 6.50 per km, whichever is higher. The latter provision would be applicable only in case the officer performs official travelling during the month; and
(iv) officers eligible for a travel grant of Rs 6600 or travelling allowance of Rs 10200 or mileage allowance may claim for same on a car owned by their father/mother/spouse provided no two persons are claiming travelling allowance/travel grant/mileage allowance on the same car.

Pages 199 and 200

Refund of Mileage to Officers Performing Official Travelling by Car and entitled to a Travelling Allowance

To delete paragraph 18.2.78 and whole content

To replace by the following:

Recommendation EOAC 40

18.2.78 The Committee recommends that:

(i) officers entitled to a monthly travelling allowance as per provisions of (No. 1) and (No. 2) at paragraph 18.2.74 may, subject to the approval of the Supervising Officer, be allowed to opt for the payment of a monthly car allowance of Rs 3015 together with refund of mileage allowance at the rate of Rs 6.50 per km in lieu of the travelling allowance/travel grant, provided they perform official travelling in that month; and

(ii) officers using their autocycle/motorcycle to attend duty should be refunded, on days on which they are required to carry out field duties, the distance from residence to office, at the rate of Rs 1.80 per km for autocycle and Rs 2.35 per km for motorcycle or be refunded travelling by bus, whichever is higher.

Travelling Benefits for officers during Pre-Retirement Leave and for Interdicted Officers upon Reinstatement

To delete paragraph 18.2.82 and whole content

To replace by the following:

Recommendation EOAC 41

18.2.82 The Committee recommends that:

(i) officers entitled to a monthly commuted travelling allowance or travel grant as specified at (No. 1), (No 2) and (No. 3) of paragraph 18.2.74 should continue to draw same during their pre-retirement leave even if they do not attend duty at all in a month;
(ii) officers as specified at paragraph 18.2.75 (i) (a) and (b) who were entitled to a commuted travelling allowance/travel grant prior to their interdiction, should be paid the monthly commuted allowance of either Rs 4350 or Rs 3100 whichever is applicable, upon their reinstatement, provided they owned a car during the interdiction period;

(iii) officers as specified at (No. 1) to (No. 4) of paragraph 18.2.19 who are in receipt of a monthly car allowance in lieu of duty exemption should continue to draw same during their pre-retirement leave; and

(iv) officers entitled to a travel grant only as specified at (No. 3) of paragraph 18.2.74 and who, during a whole calendar month, are on approved leave, inclusive of study leave with pay, official mission and school holidays during which attendance at work has not been required, should be paid a monthly commuted allowance of Rs 3100.

Page 201

Refund of Car Mileage Allowance to Officers not entitled to a Travel Grant

To delete paragraph 18.2.84 and whole content

To replace by the following:

Recommendation EOAC 42

18.2.84 Officers not eligible for travel grant should continue to be refunded mileage allowance for days on which they are required to carry out field duties, the distance from residence to office, at the rate of Rs 6.50 per km and mileage for official travelling on distance between office and site of work or for the official travelling by the most economical route at approved rates, as per paragraph at 18.2.74 (No. 5).
Adjustment in the Refund of Official Travelling Expenses on a Financial Year Basis

To delete paragraph 18.2.90 and whole content
To replace by the following:

Recommendation EOAC 43

18.2.90 The Committee recommends that:

(i) the refund of official mileage on the aggregate distance travelled by field officers in any financial year should be re-computed at the rate of Rs 10.30 per km for up to a maximum of 9600 km and Rs 6.50 for distance in excess of 9600 km and reimbursement, if any, be made to eligible officers;

(ii) the provisions of the recommendation at paragraph (i) above should be applicable to officers who are required to work during a specific period for a duration of five or more months in each year; and

(iii) the provisions at paragraph (i) above would be applicable on a pro-rata basis to officers proceeding on leave with or without pay for a period exceeding three months.

Refund of Travelling by Bus

To insert after paragraph 18.2.96 by the following:

Recommendation EOAC 44

18.2.96A The Committee also recommends that officers who reside within a distance of less than 1.6 km from their office should be paid an amount equivalent to the minimum tariff by bus fare for one stage, from residence to office and back at the rate of 20 days per month.

Attending Duty by other Means of Transport

To delete paragraph 18.2.98 and whole content
To replace by the following:

Recommendation EOAC 45

18.2.98 The Committee recommends that the monthly travelling allowance payable to officers who use their own means of transport to attend duty be revised to Rs 400 or the amount which would have been refundable by bus for attending work during the month, whichever is the higher.
Bicycle Allowance  
To delete paragraph 18.2.102 and whole content  
To replace by the following:  
Recommendation EOAC 46  
18.2.102 The Committee recommends that the monthly allowance payable to:  
(i) officers performing official travelling on bicycle be revised to Rs 250.  
(ii) officers using their bicycle on bad roads be revised to Rs 100 monthly.  

Walking Allowance  
To delete paragraph 18.2.104 and whole content  
To replace by the following:  
Recommendation EOAC 47  
18.2.104 The Committee recommends that the monthly walking allowance be revised to Rs 250. The walking allowance should also be paid to Rodriguan public officers, wherever applicable.
Section IV – Government Official Car Scheme

Page 206

The Official Car Scheme and Services of a Driver

To delete paragraphs 18.2.118 and 18.2.119 and whole content

To replace by the following

Recommendation EOAC 48

18.2.118 The Committee recommends that Judges and officers drawing a monthly salary of Rs 102000 and above should continue to be entitled to

either

a government official car, within the prescribed ceiling value, for official use as well as for private purposes together with the payment of a monthly fuel allowance, as may be determined by the High Powered Committee (HPC) and a driver’s allowance of Rs 8400 a month or the services of a driver, wherever applicable

or

the payment of a monthly car allowance in lieu of the official car together with a monthly fuel allowance as may be determined by the HPC and 100% duty exemption for the purchase of a car of up to 2000cc together with loan facilities up to the corresponding ceiling value reimbursable in 60 monthly instalments at the rate of interest of 4% per annum and a monthly driver’s allowance of Rs 8400.

18.2.119 We further recommend that Accounting/Responsible Officers drawing a monthly basic salary of Rs 95000 but less than Rs 102000 should continue to be entitled to

either

a self-driven government official car within the prescribed ceiling value for official use as well as for private purposes, together with the payment of a monthly fuel allowance as may be determined by the HPC

or

the payment of a monthly car allowance in lieu of the official car together with a monthly fuel allowance as may be determined by the HPC and 100% duty exemption for the purchase of a car of up to 1850cc together with loan facilities up to the corresponding ceiling value reimbursable in 60 monthly instalments at the rate of interest of 4% per annum.
SELF-DRIVEN ORGANISATION CAR

Page 206

To insert after paragraph 18.2.119 the following:

Recommendation EOAC 49

18.2.119A Accounting/Responsible Officers drawing a monthly basic salary of Rs 95000 but less than Rs 102000 should continue to be entitled to either:

- a self-driven government official car together with a monthly fuel allowance

  or

- payment of a monthly car allowance (presently Rs 20000) in lieu of the official self-driven government car together with a monthly fuel allowance and 100% duty free car that can be purchased at interest rate of 4% per annum.

18.2.119B Representations have been made by Chief Executives of several parastatal bodies for the grant of a self-driven car which, if acceded to, would result in a considerable increase in their salaries, thus disturbing established relativities.

Recommendation EOAC 50

18.2.119C The Committee, therefore, recommends that Accounting/Responsible Officers including Chief Executives of Parastatal Bodies drawing a monthly basic salary of less than Rs 95000 may be granted a self-driven official car, subject to the approval of the High Powered Committee.

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Allocation of Chauffeur-Driven Cars to Officers Appointed in an Acting Capacity

To delete paragraph 18.2.142 and 18.2.143 and whole content

To replace by the following:

Recommendation EOAC 51

18.2.142 The Committee recommends that officers appointed to act or assigned duties for a period exceeding one year, in a post carrying a monthly salary of Rs 102000 and above and for which actingship or assignment of duties is made on the basis of seniority or selection by the relevant Service Commissions or Board against vacancies or temporary
vacancies which would become permanent or vice an officer in a substantive capacity who proceeds on leave with pay or on mission may, subject to the approval of the Ministry of Civil Service and Administrative Reforms, exceptionally be granted

either

the use of a government/organisation car along with the services of a driver of the organisation, if available, and fuel allowance as appropriate

or

a monthly car allowance in lieu of the official car and a driver’s allowance OR a driver from the relevant pool of drivers, if available, and fuel allowance as appropriate.

To insert after paragraph 18.2.142 the following:

18.2.142A The Committee also recommends that officers appointed to act or assigned duties in post carrying a monthly salary of Rs 102000 above be exceptionally granted the use of an organisation car along with the services of a driver, if available, during their period of actingship, irrespective of the number of days they are appointed to act/assigned the higher duties.

Recommendation EOAC 52

18.2.143 The Committee also recommends that officers appointed to act or assigned duties in a position of an Accounting/Responsible Officer carrying a monthly salary of Rs 95000 and for which actingship or assignment of duties is made on the basis of seniority or selection by the relevant Service Commissions or Board against vacancies or temporary vacancies which would become permanent or vice an officer in a substantive capacity who proceeds on leave with pay or on mission for a period exceeding one year may, subject to the approval of the High Powered Committee, exceptionally be granted

either

the use of a government/organisation car and fuel allowance as appropriate

or

a monthly car allowance in lieu of the official car and fuel allowance as appropriate.
Section V – Other Recommendations

Page 216

Travel Grant and Loan Facilities

To delete paragraph 18.2.155 and whole content

To replace by the following:

Recommendation EOAC 53

18.2.155 The Committee recommends that Advisers/Officers on contract employment not entitled to 100% duty exemption on a car, but drawing a monthly salary in the range of Rs 39275 and up to Rs 52775 would be eligible for a monthly travel grant of Rs 6600 and should use their car for official purposes whenever required.

Pages 218 to 250

To delete Annexes I, II, III and whole content

To replace by the following Annexes

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