

Frequently Asked Questions (FAQs)

1. Whether the terms of absorption are same for all the 7 new DPSUs?

Ans. The terms of absorption in all the 7 new DPSUs are common. For details of HR policies, it is advised to refer the policies uploaded by respective DPSUs.

2. Who is eligible to opt for absorption in the new DPSUs?

Ans. All employees of erstwhile OFB i.e.,

- a) on deemed deputation in DPSUs,
- b) employees on deputation elsewhere and,
- c) all other employees on the strength of DoO (C&S) & not listed in a) & b) above (other than employees of OF Hospitals and OF Schools)

The employees of OF Schools & OF Hospitals means those employees who are solely recruited & working for functioning of OF schools [i.e. Principal-I/II, PGT, TGT, HMP, PRT, LA] & OF Hospitals [i.e. all IOFHS officers, Nursing Staff, Paramedical Staff & Family Welfare Staff & MTS].

Any other employees posted in OF Schools and OF Hospitals shall not be treated as employees of OF Schools and OF Hospitals.

3. Is it mandatory to exercise the option of absorption by an employee?

Ans. Yes, it is mandatory that all employees exercise their option of absorption to DPSU or to continue in Government.

4. What will happen if an employee does not exercise any option of absorption?

Ans. As per Rule 37(4) of CCS Pension Rules 2021, in case, a Government servant, does not exercise any option within the prescribed time limit, he/she shall be deemed to have opted for permanent absorption in the public sector undertaking. Any one DPSU will be accordingly allocated to him/her based on the experience.

5. How the experience of an employee shall be assessed for the purpose of allocation of DPSU if an employee opts for absorption?

Ans. Experience shall be assessed from the data available on PIS 2.0.

6. What options are available to an optee while exercising the options?

Ans. An optee can exercise two options - either to get absorbed in one of the 07 new DPSUs or to continue in Government service on terms of foreign service without any deputation allowance (deemed deputation) till retirement.

{Sub Rule-4 of Rule 37 of CCS(Pension) Rules, 2021}.

7. Whether an employee with disciplinary and/or Vigilance cases can exercise option for absorption?

Ans. Yes, however their terminal benefits shall be settled as per the extant guidelines of Government of India.

8. While exercising the option form, what are the available options/preferences available to an employee?

Ans. a) Group A & Group B (Gazetted) Employees:

- (i) To opt for permanent absorption in any of the 07 new DPSUs, in order of preference.

OR

(ii) To continue in Government Service.

In case an employee opts for absorption, it is necessary that the employee shall choose the name of new DPSUs in the order of preference given in the option form. It may be noted that it is mandatory to give at least one preference. If an employee does not want to give any preference of a particular DPSU, he/she should clearly choose NO in the order of preference against the respective DPSU.

Group A employees in SAG (Level-14) & above in CDA Pay Scale are allowed to give preference for absorption only in E-9 Level of IDA Pay Scale available in Schedule 'A' new DPSUs namely, AVNL, AWEIL, MIL & YIL.

b) Group B (Non-Gazetted) & Group C Employees:

(i) To opt for permanent absorption in a new DPSU as per following:

- a. The employees currently posted on deemed deputation in 7 new DPSUs (excluding the employees mentioned in para (i) c below) shall opt for absorption only in that new DPSU.
- b. The employees exclusively recruited against headquarter posts of Erstwhile OFB, irrespective of the present place of posting shall opt for any one of the 07 new DPSUs.
- c. The employees currently posted in DoO(C&S) (other than the employees mentioned in para (i) b above) shall opt for absorption only in that DPSU where he/she was posted prior to posting in DoO (C&S).

OR

(ii) To continue in Government Service.

9. After the absorption package is notified by DPSU(s), what is the timeline for exercising the option?

Ans. After notification, a communication to exercise option for absorption shall be given by new DPSUs. Post communication, there is timeline of maximum three months available to an employee to exercise the option.

{Sub Rule-2 of Rule 37 of CCS(Pension) Rules, 2021}.

10. What is the last date to exercise option by the employees?

Ans. The last date to exercise option including submission of ink signed copies by employees shall be 15.10.2026 by 1700 hrs.

11. What will be the treatment of the employees who opt to continue in Government service?

Ans. In terms of DDP O.M. No. 1(5)/2026/EGoM/Absorption/OF/ DP (M&P) dtd 15 June 2026, the employees who opt to continue in Government service shall be treated as a Central Government employee on deemed deputation on terms of foreign service without any deputation allowance till retirement.

12. Is there any provision of Lien after opting for absorption to new DPSU?

Ans. No Lien of the Government Servant shall be retained in the relieving department and all his connections with the Government shall stand severed on his absorption in the Corporation or Company or the Body.

{Sub Rule-8 of Rule 36 of CCS(Pension) Rules, 2021}.

13. Will there be any opportunity to re-consider and re-submit the option for absorption or the preferences given?

Ans. The option once submitted shall be final and will not be allowed to be withdrawn or changed by the concerned employee.

14. How can an employee on deemed deputation to 7 new DPSUs & employees on the strength of DoO (C&S), exercise the option for absorption?

Ans. A dedicated portal is developed within COMNET 2.0. for facilitating the employees for exercising their options. Employees can login using their Personal Number for exercising the option by filling the option form online and simultaneously submitting **ink signed hard copy (03 copies)** to the Controlling Officer.

15. How shall an employee who is outside the Cadre i.e. on deputation/lien exercise the option for absorption?

Ans. For employees on deputation/lien to other Ministries/Departments etc.; a soft copy of Option Form shall be sent on their Email by Gr. A Division for Gr. A employees, for Gr. B & Gr. C employees by DoO(C&S) Kolkata. The employees shall submit the duly filled option form in the following manner:

- Group A employees shall fill the hard copy of the Option Form, obtain countersignature of their respective Controlling Officer and submit a scanned copy of the ink-signed option form on email: ofgrpa@ord.gov.in. He/She shall also send 03 blue ink-signed copies to DDG, Group 'A' Division, DoO(C&S), New Delhi by Post.
- Group B employees shall fill the hard copy of the Option Form, obtain countersignature of their respective Controlling Officer and submit a scanned copy of the ink-signed option form on email: ofgrpb@ord.gov.in. He/She shall also send 03 blue ink-signed copies to DDG/GB, DoO(C&S), Kolkata by Post.
- Group C employees shall fill the hard copy of the Option Form, obtain countersignature of their respective Controlling Officer and submit a scanned copy of the ink-signed option form on email: ofgrpc@ord.gov.in. He/She shall also send 03 blue ink-signed copies to DDG/NII&D, DoO(C&S), Kolkata by Post.

16. Who is Controlling Officer?

Ans. Controlling Officer is an officer not below Group A in the reporting channel of the employee concerned.

17. Who is the Nodal Officer?

Ans. Each DPSU/DoO(C&S) has nominated unit wise nodal officer to process the attested/counter-signed copy of Option Form and to maintain a register of all the physical Option Forms received on daily basis with date of receipt. The list is available on COMNET 2.0.

18. What if any employee makes any extra remarks/statement on the hardcopy of the option form after exercising the option?

Ans. Any such remarks/statements/condition etc. on the hardcopy will be ignored. In such cases, the option form shall be processed solely on the basis of the options submitted on portal/entries on prescribed format of option form only.

19. Is there a helpline related to address IT issues related to exercise of option?

Ans. For any portal related issues, employee may contact Sh. Tausif Ahmad, DD/TS, DoO(C&S) Kolkata on email id : tausifahmad@ord.gov.in, phone no. 033-22314323 and Sh. Kalyan Haldar, JWM(SG) DoO(C&S) Kolkata on email id : kalyanhaldar@ord.gov.in, phone no. 033-22483254 (Extn-687).

20. When shall an employee be considered absorbed in the DPSU?

Ans. The permanent absorption of the Government servants as employee of the new DPSU shall take effect from the date on which their option is accepted by the Government and on and from the date of such acceptance, such employees shall cease to be Government servants and they shall be deemed to have retired from Government service.

{Sub Rule-5 of Rule 36 of CCS(Pension) Rules, 2021}.

21. Whether a service of an employee who chose absorption to DPSU remain secured at the time of absorption?

Ans. Para 22 of common terms of absorption may be referred.

22. Whether existing salary be protected if an employee choose absorption in DPSU?

Ans. Every employee, to be fitted into the corresponding new pay scale, shall be assured that the revised Basic Pay+ IDA is not less than the current Basic Pay+ CDA, which is presently being drawn by the employees.

23. What pay scales shall be adopted for executives after absorption?

Ans. The details are given in the absorption package.

24. What pay scales shall be adopted for non-executives?

Ans. The details are given in absorption package.

25. What is the periodicity of review for the pay scales and allowance?

Ans. The pay scales of executives and non-executives, perks, allowances under cafeteria concept, advances and other allowances are co-terminus with DPE guidelines and subject to review based on DPE guidelines issued from time to time.

26. How will the revised basic pay be fixed for those employees opting for absorption in DPSU?

Ans. Every absorbed employee shall be fitted into the corresponding new pay scale (rounding off to next Rs 10) in such a way that the revised basic pay + IDA is not less than current basic pay + CDA.

27. What is personal pay and how is it treated?

Ans. Personal pay compensates shortfall in emoluments and does not count for service matters like promotion, retirement benefits, HRA, cafeteria etc. It shall be subject to review annually or on structural revision by respective DPSUs.

28. What shall be the annual increment rate?

Ans. 3% of Revised Basic Pay, as per DPE guidelines.

29. Will there be any increment in cases where there is stagnation in career progression?

Ans. The increment will be as per DPE guidelines issued from time to time.

30. What is the procedural mechanism for calculating Performance Related Pay (PRP)?

Ans. Admissibility, quantum and procedure as per DPE OM No. W-02/0028/2017-DPE (WC)-GL-XIII/17, dated 03 August 2017, as amended. The PRP payout shall depend on DPSU performance (50%), Team performance (30%) and Individual performance (20%).

31. What will happen to the insurance component of CGEGIS of an absorbed employee?

Ans. The saving component of CGEGIS, due to the employee, will be paid to the employee on absorption, as per CGEGIS Rules. For absorbed employees: The Company shall engage Insurance Services, for providing further Group Insurance benefits to the absorbed employees.

32. What will be the transfer policy for employees after absorption in DPSU?

Ans. The transfer policy shall be as per the extant policies of the DPSUs and subsequent revisions thereon.

33. In case any employee opts for absorption in new DPSU, what will happen to his leave balance?

Ans. Earned leave and half pay leave at the credit of the employees on the date of absorption shall stand transferred to such undertaking.

{Sub Rule-29 (b) of Rule 36 of CCS(Pension) Rules, 2021}.

34. What all rules shall govern the service conditions of an employee after absorption?

Ans. All absorbed employees shall be governed by the HR policies/ CDA rules of respective DPSUs.

35. How the Industrial Relations will be handled by new DPSUs?

Ans. DPSUs have their own IR mechanism in accordance with the provisions of The Industrial Relations Code 2020 & The Industrial Relations (Central) Rules, 2026, as applicable and subsequent amendments thereon.

36. What is cafeteria approach?

Ans. It is a set of perks and allowances as prescribed by DPE guidelines that are grouped into basket of items that are admissible to the different category of employees of DPSU.

37. What shall be the rate of cafeteria allowance post absorption of an employee?

Ans. After absorption, the cafeteria allowance of an employee shall be 26% of Basic Pay in IDA pay scale. This may rise up to a maximum of 35% of Basic Pay subject to profitability, sustainability and affordability of respective DPSU. This is subject to DPE guidelines as issued from time to time.

38. What will be the provision for pension and gratuity upon absorption for employees covered under OPS?

Ans. Para 16 (A) of common terms of absorption may be referred.

39. What will be the provision for pension and gratuity upon absorption for employees covered under NPS?

Ans. Para 16 (B) of common terms of absorption may be referred.

40. What will be the provision for pension and gratuity upon absorption for employees covered under UPS?

Ans. Para 16 (C) of common terms of absorption may be referred.

41. What will be the superannuation benefits available to the employees who opt for absorption?

Ans: All the benefits including Pension, Gratuity, Provident Fund and Medical benefits shall be available to all employees who choose absorption to DPSUs as per the DPE guidelines and the policy of the respective DPSU. In this regard, Para 15, 16, 17, 18 & 19 of common terms of absorption may be referred.

42. Can an employee after absorption apply for Central/other deputation as applicable to Central Government Employees?

Ans. The provisions of deputation will be as per extant guidelines of DPE, DoPT and as per the policies of respective DPSUs for the employees upon absorption.

43. Whether the entitlements and other allowances like HRA/TA/DA are similar to Central Government?

Ans. Entitlements and other allowances like HRA/TA/DA will be regulated as per HR Policy of respective DPSUs which are framed as per DPE guidelines.

44. What are the In-service Medical Benefits (ISMB) available to absorbed employees?

Ans. ISMB will be offered by the DPSU in line with DPE guidelines. However, an absorbed employee will have an option to either continue with CGHS facility as a retired Government employee or opt for Company Medical Benefits, but not together.