

SCHEDULE 4/A

PAY AND BENEFITS OF EMPLOYEES ON CONTRACT

Pay and Benefits	Regular Contract	Consolidated Contract	ESP/GSP
Contract Allowance	30 percent on Monthly Basic Pay (Minimum Pay + Increment)	Not permissible	Not permissible
Pay	As per the pay scale of the approved position level	Pay consolidated at the starting pay of the approved position level	As per the pay scale approved by the Government
Annual Increment	Permissible	Not permissible	Permissible
Leave:	As per schedule 8/A		
House Rent Allowance	Permissible	Permissible	Permissible
TA & DA	Permissible	Permissible	Eligible as admissible to OC
Difficult Area Allowance	Permissible	Permissible	Permissible
Professional Allowance	Permissible	Permissible	Not Permissible
Uniform Allowance	Permissible	Permissible	
Radiation Allowance	Permissible	Permissible	
Training	Permissible	Permissible	Relevant in-country STT only
Gratuity	Permissible	Permissible	Permissible
Repatriation Benefit	Permissible	Permissible	Not Permissible