

SCHEDULE 5/A

PAY AND BENEFITS (CONTRACT EMPLOYEE)

Pay and benefits	Regular contract	Consolidated Contract
Contract Allowance	30 percent	Not permissible
Pay	As per the pay scale of the approved position level	Pay consolidated at the starting pay of the approved position level
Annual Increment	Permissible	Not permissible
Casual Leave, Bereavement Leave and Paternity Leave	As per Chapter 10 of the Rule unless specified	
Earned Leave	Maximum of 30 days annually, which is permitted to encash. Employees under teaching profession are not eligible	
Extra Ordinary Leave	Not eligible	
Maternity Leave	Eligible as per Chapter 10 of the Rule if the employee has served minimum of 12 months of service. However, if the employee has not completed 12 months of service before applying for leave, she shall be eligible for three months of Maternity Leave.	
Medical Leave	Maximum of 30 days for every contract term	
Paid vacation for teaching profession	<ol style="list-style-type: none"> 1. Full paid annual vacation for rendering a minimum of seven months service; 2. One month paid vacation for rendering less than seven months but three months or more service; and 3. No paid vacation for rendering less than three months service. 	
House Rent Allowance	Permissible as per prevailing financial rules	
TA & DA	Permissible as per existing financial rules	
Leave Travel Concession	Permissible after rendering a minimum of 1 year of service	
Difficult Area Allowance, Professional Allowance, Uniform Allowance, Radiation Allowance	Permissible as per existing financial rules	
Training	Profession relevant in-country short term training only	
Gratuity	Permissible for every completed year of satisfactory service	
Repatriation Benefit	Eligible only once during the entire Civil Service period, irrespective of changing the status or terms of appointment	
Group Insurance Scheme	Available if deduction made	