

Joining Time

As per [Rule 80 of WBSR – I](#), Joining Time is granted for the following:-

- To join a new post to which he is appointed on transfer in the interest of public service while on duty in his old post;
- To join a new post on return from leave of not more than six months' duration or from combined vacation and leave amounting to not more than six months';
- when, in the opinion of the authority who granted the leave, the Government employee has not had sufficient notice of his new appointment, on return from leave other than that specified above;
- When he returns from leave (or leave and vacation combined) out of India of more than six months' duration, to travel from the port of disembarkation in India, or, in the case of arrival by aircraft, from its first regular port in India, or to organise his domestic establishment, or for both of such purposes;
- To proceed on return from leave from a specified place to join a post in a remote station which is not easy of access,
- an departure on leave on relinquishing charge of a post in a remote station which is not easy of access, to a specified place:
- The surplus staff transferred from one post to another under the Scheme for absorption of surplus staff shall be eligible for joining time.
- Government employees who are discharged due to reduction of establishment from the Government office and re-appointed to another Government office shall be entitled to joining time, if the orders of appointment to the new post are received by them while working in the old post. If they are appointed to the new post after being discharged from the old post, the period of break may be converted into joining time without pay by the Head of Department provided that the break does not exceed 30 days and the Government employee has rendered not less than 3 years continuous service on the date of his discharge.
- For appointment to posts under the Government on the results of a competitive examination and/ or interview open to Government employee and others permanent/ provisionally permanent State. Government employees will be entitled to joining time under these rules. But temporary employees of the Government who have not completed 3 years of regular continuous service will not get joining time pay in such case.

As per [Rule 81 of WBSR – I](#), in case of transfer from one station to another including change of residence joining time is admissible as under:-

Sl. No.	Distance between the old Headquarters and the new Headquarters	Joining time admissible	Joining time admissible where the transfer necessarily involves continuous travel by road for more than 200 km
1	1000 km or less	10 days	12 days

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2	More than 1000 km	12 days	15 days

As per Rule 82 of WBSR – I, when a new post is not in a new station, i.e., within the same station or when a Government employee does not change his residence on transfer from one station to another, the joining time admissible is one day only.

As per Rule 81(3) of WBSR – I, when a Government employee joins the new post without availing of the full joining time, reduced by the number of days actually trailed of shall be credited to his leave account as earned leave. Joining time may be combined with vacation and/ or regular leave of any kind or duration except casual leave.

As per Rule 93 of WBSR – I, joining time is regarded as duty and pay equal to the pay drawn before relinquishment of charge in the old post is admissible during joining time. In addition, Dearness allowance appropriate to the pay and House Rent allowance and City Compensatory allowance as applicable to the old headquarter are admissible. Permanent T.A. or Conveyance allowances are not allowed during joining time.

A Govt. employee on transfer is not entitled to be paid while on joining time unless his transfer is made in the public interest.

As per Rule 94 of WBSR – I, a Govt. employee who does not join his post within his joining time is not entitled to any pay or leave salary for the period between the expiry of his joining time and his taking over charge of his post.