

NATIONAL SEEDS CORPORATION OF INDIA LIMITED, NEW DELHI

(A Government of India Undertaking)

NSC Employees Benevolent Social Security Scheme

A. Short Title:

The Scheme may be called the “**NSC Employees Benevolent Social Security Scheme**”.

B. Objective:

The object of the Scheme is to provide financial grant as a social security measure to:-

- (i) The spouse and / or other dependent nominated family members of deceased employees covered under the definition of ‘Entitled Persons’ in the event of death of an employee, while in service of the Corporation.
- (ii) An employee who is discharged from the service of the Corporation on being declared as a case of ‘Permanent Total Disablement’ arising out of an accidental injury during the course of employment provided the statutory payments under the Employees Compensation Act, 1923 or any other law in force, for Permanent Total Disablement, has not been paid / claimed / due; and

C. Definitions:

- i) ‘**Scheme**’ means ‘**NSC Employees Benevolent Social Security Scheme**’.
- ii) ‘**Corporation**’ shall mean “National Seeds Corporation Ltd”. and shall include all its units / offices located in different parts of the country and shall include any corporate body or legal entity who / which may, by purchase, amalgamation or otherwise take over the whole or substantially the whole of the business of the Corporation through a valid legal process in future.
- iii) ‘**Employee**’ shall mean any person (both executives and non-executives) including Functional Director and CMD in the regular scale of pay in whole time employment of the Corporation but does not include Company Trainees / Management Trainees and persons belonging to outside organizations working on deputation in NSC or NSC employees working in other organizations on deputation, Daily Paid /Contract workers and Apprentices / Trainees engaged under the Apprentices Act, 1961 or any other type of Trainees engaged / permitted by the Corporation.

- iv) **'Beneficiary'** shall mean the ex-employee himself who has been discharged by the Competent Authority due to being declared as a case of Permanent Total Disablement arising out of accidental injuries during the course of employment (provided, statutory payments under Employees Compensation Act, 1923 or any other law in force, has not been paid / claimed / due); and in death cases the person (s) so nominated by the employee in the prescribed Nomination Form in the proportion mentioned therein to receive the benefit under the Scheme after his death provided such nominee is one of the 'Entitled Persons' under the provisions of the Scheme.
- v) **'Entitled Persons'** shall mean legally wedded spouse of the employee, as per service record, whether dependent on him or not, his dependent children and dependent mother & father. Dependency of children and parents to be decided as per the criteria of income prescribed under the NSC Medical Attendance Rules, amended from time to time, as applicable on the date of death. The entitled persons will receive the benefit under the Scheme in the proportion specifically mentioned in the Nomination Form by the employee. In case any of the person declared as nominee by the employee was no more a dependent in the period immediately preceding the death, or any such nominated person is not covered by the definition of 'Entitled person' he will not be paid any grant under the Scheme and his share will be paid to the other entitled nominated persons on equally shared basis.
- vi) **'Pay'** for the purpose of working out benefits, means 'Basic Pay' (including Stagnation Increment) only drawn by the employee on the date of death / permanent total disablement.
- vii) **'Superannuation'** in relation to an employee, means the attainment by the employee of the age of superannuation as per notified Rules of the Corporation and as per the terms of employment applicable to him. In case of Functional Directors and CMD, it will mean the date till when their contract of employment is valid / in force.
- viii) **'Permanent Total Disablement'** means disablement of permanent nature, as incapacitates an employee for all work which he was capable of performing, at the time of the accident arising out of and during the course of employment, resulting in such disablement, provided that the permanent total disablement shall be deemed to have resulted from every injury specified in Part I of Schedule-I of Employees' Compensation Act, 1923 or from any combination of injuries specified in Part II thereof, where the aggregate percentage loss of the earning capacity, as specified in the said Part II against those injuries, amounts to one hundred percent or more, as certified by the Authority prescribed under the said Act.

D. Applicability:

The Scheme will be applicable in cases of all regular employees (both executives & non executives) who die while in service or cease to be in service due to being declared as a case of Permanent Total Disablement by the Competent Authority. The Scheme will also be applicable to the Functional Directors / CMD on the Board of NSC. However, it is not applicable to DPWs and to such other persons who are working / engaged on contract or through contractors, or on casual / muster roll basis or to such NSC employees who are working in other organizations either on deputation basis or after keeping any lien with NSC. It will also not be applicable to such employees of other organizations who are working with NSC on deputation basis.

E. Effective Date:

The Scheme shall come into force with effect from 01st April, 2014 and will be applicable to the eligible cases occurring on or after the said date. The cases of deceased employees / permanent total disabled employees, prior to implementation of this Scheme, shall not be covered.

F. Benefits under the Scheme:

On separation from the service of the Corporation and meeting the eligibility conditions defined in the Scheme, the 'ex-employee' or the 'Beneficiary' in case of deceased employee, as the case may be, shall be eligible for a lump sum financial grant equal to his basic pay (restricted to Rs.15,000/- per month) for 50% of the left over months of service for superannuation, subject to a maximum of 60 months of actual or restricted basic pay, whichever is less, to be released to the Beneficiaries in a phased manner. The minimum and maximum amount payable to the Beneficiary under the Scheme will be further restricted as under irrespective of the left over service:

Pay Scale of the concerned employee at the time of cessation of service	Minimum amount of Grant Rs.	Maximum amount of Grant Rs.
(1)	(2)	(3)
Rs.6700-18900 to Rs.10900-31500 (W-0 to W-10)	50,000/-	3.0 lakhs
Rs.12600-32500 to Rs.32900-58000 (E-0 to E-5)	1,00,000/-	4.0 lakhs
Rs.36600-62000 and above (E-6 & above)	1,50,000/-	5.0 lakhs

G. Release of Payments:

The payment under the Scheme shall be released in a phased manner as indicated below:

First year (on occurrence of any of the specified events)	40% of the admissible amount (if the total admissible grant is less
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than the minimum amount of grant as in column 2 above, the total amount will be paid in first installment itself)

Second Year	:	20 % of the admissible amount
Third Year	:	20 % of the admissible amount
Fourth Year	:	20 % of the admissible amount

H. Nomination of Beneficiaries:

- (i) Upon notification of the Scheme, each eligible employee will be required to fill up a Nomination Form in the prescribed format (in duplicate) and submit the same to the HR Department of the concerned Office. One copy of the Form will be returned to him duly stamped and the other copy will be kept in his service record. In the event of any of the nominees predeceasing the employee, the employee will be required to make a fresh nomination in the same manner.

The employee can change his earlier nomination by submitting the nomination form in duplicate along with a written request for the same to HR Department which will be processed in the same manner.

- (ii) In the event, no nomination under the Scheme has been submitted by the employee, while in service, or all the nominees having pre-deceased the employee and the employee having not made any fresh nomination, the benefit under the Scheme, shall be paid to the surviving spouse and the dependent parents in a ratio of 60 : 40, subject to specific exclusions, if any, under the Scheme. However, in case only spouse or only dependent parent are surviving, at the time of death then the whole grant will be payable to such surviving beneficiary.
- (iii) In case of the employee separated on account of Permanent Total Disablement, he / she shall himself draw the amount under the Scheme notwithstanding any nomination made by him. However, in the event of his death prior to his notional date of superannuation, his nominee, if any, as per this scheme, shall receive the remaining benefit under the Scheme. In case no nomination has been made, then the case will be regulated in accordance with sub-para (ii) above.

I. Conditions when no grant under the Scheme will be admissible:

The benefit / Grant under the Scheme shall not be applicable in the following cases / circumstances.

- (i) If the deceased employee had not married during his life, as per office record declared by him while in service, and none of his surviving parents was dependent upon him / her, in terms of the provisions of this scheme, at the time of death.
- (ii) If spouse of the employee had pre-deceased him / her and none of his / her children or parent were dependent upon him / her at the time of death in terms of Corporation's Medical Attendance Rules.
- (iii) To any such person who does not fall within the category of "Entitled Person" even if he was nominated by the employee. In other words, a person other than spouse, dependent children or parent of the employee will not be eligible to receive the grant under this Scheme.
- (iv) Grant / benefit under this Scheme will not be admissible in case of death due to suicide committed by the employee; or in case of death due to any major natural calamity engulfing the major area / population at the place of his normal duty / residence.
- (v) To the nominated beneficiary (including spouse) if he / she is in the regular employment of a Govt. / PSU / Local Authority / Autonomous Bodies /Bank / Semi-Govt. Organization etc. Further, in case any of the nominee (except spouse) is working in the private sector other than Govt. / PSU / Local Authority / Autonomous Bodies / Bank / Semi-Govt. Organization etc. or doing own business / avocation, he / she shall be required to submit an Affidavit along with income tax returns for three years immediately preceding the date of death of NSC employee concerned and in case the average gross income of such nominated person during the past 3 financial years is equal to or more than the Pay + DA + taxable perks of the deceased employee at the time of death, such nominee shall not be eligible for financial grant under the Scheme.
- (vi) To the nominated beneficiary against whom an FIR has been lodged for alleged murder / suicide abetment of the concerned deceased employee.
- (vii) Subsequent instalments of the grant, after the first instalment, shall not be paid / released if any outstanding loans / advances or other dues, if any, against the employee have not been settled or if the Corporation's quarter has not been vacated by the family after the expiry of approved retention period (or rent at market rate not paid for the period of unauthorized occupation).
- (viii) The payment of grant under the scheme to the entitled persons in cases of employees who became / declared untraceable, shall be dealt with in the manner prescribed in Govt. of India Rules for payment of final dues in such cases, with specific approval of CMD.

J. Miscellaneous Provisions:

- (i) The administration / operation of the Scheme shall be done by the Corporate HR Department in consultation with Finance Department. The Competent Authority for approval of the grant under the Scheme shall be the Chairman-cum-Managing Director or any other officer authorized by him in this regard.
- (ii) Regional Manager / AGM / Manager (HR) in case of Corporate Office, where the deceased employee was posted shall be responsible for verifying the details of the claim and related documents for its admissibility or otherwise. GM (HR) (Head of Corporate HR Deptt.) shall satisfy himself about admissibility of the claim before finally recommending the claim for approval of the Competent Authority i.e. CMD.
- (iii) The Scheme will stand suspended from 1st April of the subsequent financial year if profit after tax of the Corporation in the previous financial year dips below Rs.20 crores. However, the scheme would be restarted by CMD when the Corporation has recouped the dip in profit to the original level after wiping of all previous losses, and the pending cases under the scheme will be settled in a phased manner without the liability of any extra payment on account of interest etc. for the delayed period.
- (iv) The Management reserves the right to amend, or withdraw the Scheme at any time without notice. The Management will also have the right to curtail or expand any of the benefits under the Scheme, at its sole discretion at any time.
- (v) The grant / benefit under the Scheme will not be subject to any kind of deduction / recoveries for any advances / loans / losses etc. in respect of the deceased employee except for any excess payment made under the Scheme earlier.
- (vi) A representation can be made by any aggrieved family member of the deceased employee within a maximum period of six months of death of an employee. The same shall be placed before the Chairman-cum-Managing Director of the Corporation whose decision shall be final and binding. The time limit of six months may be relaxed by CMD in case of exceptional circumstances.
- (vii) Clarifications to these rules as and when required shall be issued by HR Department at Corporate office.
- (viii) Where any doubt arises as to the interpretation of these rules, it shall be referred to the Chairman-cum-Managing Director whose decision shall be final and binding.
- (ix) The benefits under the scheme shall be non-negotiable with individuals / Unions / Associations. The existence of this Scheme shall not confer any legal right, whatsoever, upon

any employee or his / her family member or any other person on their behalf for claiming benefits under this benevolent Scheme.

NATIONAL SEEDS CORPORATION OF INDIA LIMITED, NEW DELHI

(A Government of India Undertaking)

Nomination of Beneficiary under NSC Employees Benevolent Social Security Scheme

(To be filled in duplicate)

Name of the Farm/Office _____

Name of the employee _____

Designation _____

Department _____

Pay Scale Rs. _____

I _____ Son/Wife/Daughter of _____

hereby nominated the person(s) mentioned below as 'Beneficiary' to receive the amount payable under the NSC Employees Benevolent Social Security Scheme in the event of my death:-

S. No.	Name & Address of the Beneficiary	Relationship with the employee	Age and DOB of Beneficiary	Share to be paid to each Beneficiary	If the Beneficiary is minor, name, relationship and address of the guardian.

Signature of the Employee

Date _____

Place _____

Through: Concerned Department

One copy of this form will be returned to the employee duly stamped by the concerned dealing officer in HR Department and the other copy will be kept in his service record.