

MODIFICATION IN NSC EMPLOYEES BENEVOLENT SOCIAL SECURITY SCHEME

Existing Rules			Modified Rules		
Para	Contents	Page No.	Para	Contents	Page No.
C (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.	01	C(ii)	'Corporation' shall mean "National Seeds Corporation Ltd". and shall include all its units / Farms / 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.	01
C(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.	01	C(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 Management Trainee , Diploma Trainee, Field Trainee , Daily Paid, Casual , Contract workers and Apprentices / Trainees engaged under the Apprentices Act, 1961.	01
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.	03	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/ DWWs and to such other persons who are working/engaged on contractor through contractors, or on casual /muster roll basis or to such NSC employees who are working in other organizations at Board level posts after keeping any lien with NSC.	03

F	Pay Scale of the concerned employee at the time of cessation of service	Minimum amount of Grant (Rs.)	Maximum amount of Grant (Rs.)	03	F	Pay Scale of the concerned employee at the time of cessation of service	Minimum amount of Grant (In Rupees).	Maximum amount of Grant (In Rupees).	03
	1	2	3			1	2	3	
	Rs.6700-18900 to Rs.10900-31500 (W-0 to W-10)	50,000/-	3.00 lakhs			Rs.6700-18900 to Rs.10900-31500 (NS-0 to S-4 & D-1, D-2)	50,000/-	3,00,000/-	
	Rs.12600-32500 to Rs.32900-58000 (E-0 to E-5)	1,00,000/-	4.00 lakhs			Rs.12600-32500 to Rs.32900-58000 (E-0 to E-5)	1,00,000/-	4,00,000/-	
	Rs.36600-62000 and above (E-6 & above)	1,50,000/-	5.00 lakhs			Rs.36600-62000 and above (E-6 & above including Functional Directors & CMD)	1,50,000/-	5,00,000/-	
H(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.			04	H(iii)	In case of the employee separated on account of Permanent Total Disablement, he/she shall himself/ her self draw the amount under the Scheme not withstanding any nomination made by him/ her . Such employee will be required to make a fresh nomination, at the time of his/her separation from service and he/she shall also have the liberty to change his/her nomination till the notional date of his/her retirement, which will be processed in the same manner as applicable to serving employees. In the event of his death prior to his/her natural date of superannuation and before drawing full benefit under the Scheme , his/ her nominee(s) as per this scheme, shall receive the remaining benefit if any under the Scheme. In case no nomination has been made, then the case will be regulated in accordance with sub-para (ii) above.			04
J(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.			06	J(ii)	Regional Manager/ Farm Head/Officer of HR Department dealing with employees service records in case of Regional Office, Farms and Corporate Office respectively where the deceased employee was posted shall be responsible for verifying the details of the claim and related documents for its admissibility or otherwise. Sr. GM (HR)/ 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.			06