



All Heads of Personnel of SAIL Plants/Units

Sub: VRS 2017 implementation – Clarifications (1)

Dear Sir / Madam,

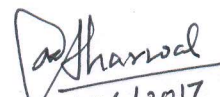
This has reference to Voluntary Retirement Scheme (VRS 2017) implemented vide letter No.PER/MPP/VRS-2017 dated 7th June, 2017 w.e.f. 15.06.2017 to 30.09.2017. Plants and Units have raised issues arising out of implementation of VRS 2017, which are clarified as under :

No.	Query	Clarification
i)	Whether the component of Personal Pay (PP), Stagnation Increment (SI) and Non Practicing Allowance (NPA) would also form part of the salary?	Stagnation Increment and Personal Pay, which are part of Basic Pay, would be treated as part of salary for calculation of VR compensation. Any other allowance including Non-Practicing Allowance will not be considered as part of salary for calculation of VR compensation.
ii)	Are employees below the age of 57 years opting for VR eligible for EL encashment.	Yes
iii)	Are employees whose application for VR is accepted, entitled for enhanced gratuity, whenever approved.	This will be decided as per the applicable provisions of the Payment of Gratuity Act, as and when amended.
iv)	In the last VRS 2016, a query was raised that 'whether employees can apply for VR and get his/her release in absentia. Clarification was 'No'. The VR Scheme targets amongst others, sick, unproductive & unauthorized absentees. They may not be present on duty while applying for VR and/or on date of release. Therefore, it is suggested this provision may not be kept.	No. However, in case of seriously ill employees the cases may be dealt on merit basis.
v)	What would be the compensation payable in case where the balance of service left under superannuation is less than 250 days or sum of the salary for the balance period is less than Rs.25000/- as the scheme envisages that	VR compensation shall not exceed the sum of the salary that the employee would draw at the prevailing level for the balance of the period left before superannuation.

No.	Query	Clarification
	<p>the compensation will be subject to a minimum of Rs.25000/- or 250 days salary, whichever is higher.</p> <p>If an employee having three months of service period left before superannuation opts for VR, shall he be entitled for three months salary or 250 days salary?</p> <p>Clarify with illustration cases to be dealt under the clause "The compensation will be subject to a minimum of Rs.25000/- or 250 days salary – keeping in view that VR amount not to exceed the sum of salary in the balance period before superannuation.</p> <p>The significance of 250 days salary in calculation of VR compensation.</p> <p>If an employee is having 180 days (6 months) service left before superannuation, whether he/she will get the benefit of VR compensation for 180 days or 250 days? If he / she will get the VR compensation benefits for 180 days then what is the relevance of 250 days, kindly clarify.</p> <p>What is the interpretation regarding "the compensation will be subject to a minimum of Rs.25,000/- or 250 days salary, whichever is higher"?</p>	<p>The para w.r.t. minimum of Rs.25,000/- or 250 days salary whichever is higher is not applicable in SAIL.</p>
vi)	Whether the increment of July'2017 (due on 1 st July 2017) would be admissible to the employees, who seek VR w.e.f. 30 th June, 2017?	No
vii)	Is there any limitation with respect to the minimum number of years of service required to be left for employees opting for VR 2017?	No
viii)	<p>Whether mediclaim facilities as available for superannuation be available for employees released on VRS 2017?</p> <p>Whether employees separated on VR & their spouse entitled for becoming mediclaim member?</p>	<p>Medical facilities (including SAIL Mediclaim Scheme as mentioned in the clause 2.0(b) of the SAIL Mediclaim Scheme) shall be applicable for self and spouse, as available on superannuation.</p>
ix)	Whether VR compensation is to be paid even in absence of Final No Demand (final no dues)?	May be dealt by Finance and Establishment suitably.

No.	Query	Clarification
x)	May please clarify the meaning of the term "Specialist Medical Personnel" mentioned in B(v) of criteria for rejecting VR applications.	Specialist Medical Personnel means employees dealing with the Specialized Medical Areas, including Doctors.
xi)	Ref. 1.0(A) (v) of Annexure-II, if TCP <160 in last 5 years, then VR may be accepted. But as per Clause 1.0(B)(vii) executives having TCP of more than 200 (ACP of 40 in last 5 years) in last 5 years are not to be considered for VR. Please clarify the treatment of applications of executives having TCP between 160 and 200 in last 5 years.	Such executives may be considered for VR, after consideration of other criteria of acceptance / rejection of VR, as given in Annexure- II.
xii)	Whether an employee can apply for VR for say w.e.f. 31 st August in June or in July?	Yes
xiii)	Whether the clarifications given in regard to VRS 2016 would also hold good for VRS 2017?	Yes, except point no. (ii) & (iii)

This issues with the approval of Competent Authority.


20/06/2017

(Ashok Kr. Aharwal)
AGM (P-MPP)