



NATIONAL FERTILIZERS LIMITED
CORPORATE OFFICE: NOIDA
HUMAN RESOURCE DEPARTMENT

INTER OFFICE MEMO

From : Executive Director (HR), CO

To : Executive Director, Vijaipur Unit/Bathinda Unit/
General Manager-I/c, Panipat Unit/Nangal Unit,
Zonal Manager Hyderabad/Bhopal/Lucknow/ Chandigarh

No.NFL/CO/HR/POL/1(372)

Dated.12.06.2023

Sub : Amendments in NFL's Employees Family Economic & Social Rehabilitation Scheme

Further to our IOM No. NFL/Pers./1(372)/3138 dated 7th December 2010 and No. NFL/Pers./IR/1(372)/240 dated 9th May 2014, it has been decided to effect the following amendments in the NFL's Employees Family Economic & Social Rehabilitation Scheme:-

1. BENEFITS UNDER THE SCHEME (Clause 7):

1.1. Cases of separation from service due to permanent total disablement or death resulting due to accident/mishap at place of work (Clause 7.1)

- a) The employee/beneficiary covered under clause 7.1 would be entitled to payment equivalent to last pay drawn by the employee, subject to maximum of Rs.75,000/- per month under clause 7.1.1 and wherever mentioned in other relevant clauses.
- b) The higher education facility, up to two dependent children of separated employee , under clause 7.1.5, has been revised as under:

7.1.5.1 – Up to Rs.1.5 Lakhs, per child per annum, up to two dependent children, in case the child pursues a professional Degree/Diploma course in Engineering, Medicine, Management education, Law, CA/ICWA/CS etc.

7.1.5.2. – Up to Rs.75000/- per child per annum, up to two dependent children, for pursuing non-professional course (upto Graduation level) like BA, B.Com, B.Sc. etc.

- c) For Education facility up to +2 level under clause 7.1.4 and Professional courses & graduation level under clause 7.1.5.1 & 7.5.1.2 respectively, the amount will be paid on pro-rata basis. Fee paid before the date of separation due to death or permanent total disablement will not be covered under clause 7.1.4 & 7.1.5.

1.2. Cases of separation from service due to permanent total disablement or death resulting due to reasons other than those mentioned in para 7.1 (Clause 7.2)

- a) The employee/beneficiary covered under clause 7.2 would be entitled to payment equivalent to 75% of last pay drawn by the employee, subject to a maximum of Rs.55,000/- per month under clause 7.2.1. and wherever mentioned in other relevant clauses.

- b) The accommodation facility in townships under clause 7.2.2 shall be provided as per clause 7.1.2.
- c) For Education facility up to +2 level, covered under clause 7.2.4, the amount shall be paid on pro-rata basis. Fee paid before the date of separation due to death or permanent total disablement will not be covered under clause 7.2.4

The amendments as mentioned above shall be effective w.e.f. 16.05.2023. Past cases, whether already availing the benefits or yet to be applied for, by the employee/beneficiary, shall not be covered.

All Other terms and conditions as contained in the existing Scheme shall continue to be retained without any change.

21/05/23
12/06/23

(S.K. Tyagi)
Chief Manager (HR)

Copy to:

1. All HR Heads
2. All Zonal Managers
3. DGM(CC&HR)/(HR)/(VIG)/(F&A)/Co. Secy /CM(CC), CO
4. CGM(F&A)/(HR)/(IT)/(Matls.)/GM(Tech)/(Proj.),CO/GM(Mktg.),CMO
5. ED (Tech.)/(HR), CO/ ED(Mktg.), CMO
6. CM(HR) Establishment Section/Time Office, CO, Noida
7. Secretary to Dir(Mktg.)/Dir(Fin)/Dir(Tech)/CVO
8. Chief Manager (HR) to C&MD Sectt.