



**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(289)

Dated.12.06.2023

**Sub : Amendments in NFL's Social Security Scheme**

Further to our Circular No. PA1203013 dated 28<sup>th</sup> November 2000 and No. PA12030124 dated 8<sup>th</sup> May 2007, it has been decided to effect the following amendments in the NFL's Social Security Scheme:-

**1. BENEFITS UNDER SCHEME (Clause F):**

- a) The lump sum amount payable shall be calculated by restricting Basic Pay + Dearness Allowance to Rs.55,000/- (Rupees Fifty Five Thousand only)
- b) The maximum amount payable to the employee/ beneficiary under the scheme, has been revised to Rs. 33 Lakhs (Rupees Thirty Three Lakhs only)
- c) The minimum amount payable to the employee / beneficiary under the scheme has been revised to Rs.3.5 Lakhs (Rupees Three Lakh and Fifty Thousand only), irrespective of left over period of service.

**2. RELEASE OF PAYMENTS (CLAUSE G):**

- a) The total amount payable under the scheme shall be released in phased manner, as indicated below:

1 <sup>st</sup> Year	-	1/3 <sup>rd</sup> of the admissible amount
2 <sup>nd</sup> Year	-	1/3 <sup>rd</sup> of the admissible amount
3 <sup>rd</sup> Year	-	1/3 <sup>rd</sup> of the admissible amount

- b) In the first year, the employee/beneficiary shall be paid 1/3<sup>rd</sup> of the admissible amount or Rs.3.5 Lakhs (Rupees Three Lakh and Fifty Thousand only), whichever is more. Balance amount shall be paid in two equal instalments, subject to applicable tax deduction under the Income Tax Law.

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 under the revised limits.

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

HR/HR  
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.