

**THIRD REPORT  
COMMITTEE ON PETITIONS  
(EIGHTEENTH LOK SABHA)**

**MINISTRY OF STEEL**

**(Presented to Lok Sabha on 19.08.2025)**



**LOK SABHA SECRETARIAT  
NEW DELHI**

***August, 2025/Shravan, 1947 (Saka)***

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## **COMPOSITION OF THE COMMITTEE ON PETITIONS**

Shri Chandra Prakash Joshi - Chairperson

### **MEMBERS**

2. Shri Anto Antony
3. Shri Manoj Tiwari
4. Shri Rajmohan Unnithan
5. Shri Mitesh Patel Bakabhai
6. Shri Vishnu Datt Sharma
7. Shri Raju Bista
8. Dr. Rajkumar Sangwan
9. Smt. Manju Sharma
10. Shri Sukhdeo Bhagat
11. Shri Abhay Kumar Sinha
12. Smt. Kamaljeet Sehrawat
13. Shri Bastipati Nagaraju
14. Shri Devesh Shakya
15. Shri Gurmeet Singh Meet Hayer

### **SECRETARIAT**

- |                             |   |                  |
|-----------------------------|---|------------------|
| 1. Shri Rajesh Ranjan Kumar | - | Joint Secretary  |
| 2. Shri Sujay Kumar         | - | Deputy Secretary |
| 3. Shri Vibhor Raj          | - | Under Secretary  |

# **THIRD REPORT OF THE COMMITTEE ON PETITIONS (EIGHTEENTH LOK SABHA)**

## **INTRODUCTION**

I, the Chairperson, Committee on Petitions, having been authorised by the Committee to present on their behalf, this Third Report (Eighteenth Lok Sabha) of the Committee to the House on the Action Taken by the Government on the recommendations made by the Committee on Petitions (Seventeenth Lok Sabha) in their Forty-Sixth Report on the representation of Shri B.S Narasimhan regarding revision of SAIL Pension Scheme and other issues related therewith.

2. The Committee considered and adopted the draft Third Report at their sitting held on 12 August, 2025.

3. The observations/recommendations of the Committee on the above matters have been included in the Report.

**NEW DELHI;**

**CHANDRA PRAKASH JOSHI**

*Chairperson,*

*Committee on Petitions*

**12 August, 2025**

**21 Shravan, 1947 (Saka)**

## **REPORT**

### **ACTION TAKEN BY THE GOVERNMENT ON THE RECOMMENDATIONS MADE BY THE COMMITTEE ON PETITIONS (SEVENTEENTH LOK SABHA) IN THEIR FORTY-SIXTH REPORT ON THE REPRESENTATION OF SHRI B.S NARASIMHAN REGARDING REVISION OF SAIL PENSION SCHEME AND OTHER ISSUES RELATED THEREWITH.**

The Committee on Petitions (Seventeenth Lok Sabha) presented their Forty-Sixth Report to Lok Sabha on 24 March, 2023 on the representation of Shri B.S Narasimhan regarding revision of SAIL Pension Scheme and other issues related therewith.

2. The Committee had made certain observations/recommendations in the matter and the Ministry of Steel and SAIL were asked to implement the recommendations and furnish their action taken replies thereon for further consideration of the Committee.

3. Action Taken Replies have since been received from the Ministry of Steel in respect of the observations/recommendations contained in the aforesaid Report. The observations/recommendations made by the Committee and the replies furnished thereto by the Ministry of Steel are detailed in the succeeding paragraphs.

4. In paragraphs 23, 24, 25, 26, 27, 28 and 29 of the 46<sup>th</sup> Report (Seventeenth Lok Sabha), the Committee had observed/recommended as follows:-

#### **“Background of Pension Scheme(s) applicable in Steel Plants/SAIL.**

*The Committee, while meticulously examining the instant representation of Shri B. S. Narasimhan in the light of comments and replies submitted by the Ministry of Steel, note that Government of India made the provision of pension by way of benefit under the Employees’ Provident Fund & Miscellaneous Provisions Act, 1952. Under the Act *ibid*, a provision was made for the Employees’ Family Pension Scheme, 1971. The Family Pension Scheme, 1971 was subsequently replaced by the Employees’ Pension Scheme, 1995 (EPS-*

95) as a statutory scheme in the Act *ibid* and was rolled out in the year, 1995. As per EPS-95, 8.33% out of the total of 12% of the employer's share towards Provident Fund (PF) subject to wage ceiling prescribed by Government under the relevant Act, constitutes the corpus for EPS-95. Initially, the ceiling was Rs. 5,000 which was raised to Rs. 6,500 in 2011 and then to Rs. 15,000 in 2014. It is a 'defined benefit scheme' where the amount of pension depends upon the average Basic + DA drawn in last year of service and the pensionable service.

As regards SAIL Pension Scheme, the Committee were informed by the Ministry of Steel that it was introduced in line with the Guidelines issued by Department of Public Enterprises (DPE), Government of India vide its Office Memoranda dated 26.11.2008, 02.04.2009, 21.05.2014 and 24.06.2015, which, *inter-alia*, provided for introduction of Pension Scheme for executives of SAIL, w.e.f., 1.1.2007 as part of the superannuation benefits. The Committee were further informed that subsequent to the aforesaid DPE Guidelines, Pension Scheme for the non-executives of SAIL was introduced, w.e.f., 1.1.2012 as per the MoU signed under the National Joint Committee for the Steel Industry (NJCS), an Apex level bi-partite forum at SAIL which comprises of members from Central Trade Unions, viz., INTUC, CITU, AITUC, HMS and BMS, Recognized Trade Unions operating at various Plants/Units and Management representatives. In this sequel, the Committee were also informed that SAIL Pension Scheme is a 'defined contribution scheme' and is being administered through duly constituted 'SAIL Pension Trust' for the purpose. So far, the Scheme has been implemented for retired employees separated up to 31.3.2020 and as on 01.08.2021, 33400 ex-employees of SAIL have availed benefits under the said scheme.

The Committee, after painstakingly going through the salient features *vis-a-vis* the scope and effective date of implementation of the SAIL Pension Scheme, take note of the fact that SAIL Pension Scheme provides coverage for all eligible Executives (including Management Trainees) on rolls of the Company on or after 1.1.2007 (including those appointed at the Board level) and eligible Non-Executives (including trainees recruited for eventual employment) on rolls of the Company on or after 1.1.2012. However, the employees on Contract Appointment or deputation from other Organisations/ Central or State Government, shall not be covered. Further, new entrants joining the Company after 1.1.2007, as Executives (including those appointed at the Board level)

*and after 1.1.2012, as Non-Executives, shall also be covered under SAIL Pension Scheme from the date of their joining SAIL.*

*On the aspect of different dates from which the SAIL Pension Scheme has been made effective for the Executives and Non-Executives, the Ministry of Steel, in their replies, had submitted that the Department of Public Enterprises (DPE) vide their Office Memoranda dated 26.11.2008, 02.04.2009, 21.05.2014 and 24.06.2015 inter-alia, issued Guidelines, whereby, Executives of Central Public Sector Enterprises (CPSEs) are allowed 30% of Basic Pay and DA as superannuation benefits which may include Contributory Provident Fund (CPF), Gratuity, Pension and Post Superannuation Medical Benefits. SAIL Board had, therefore, in its 354<sup>th</sup> meeting held on 30.10.2009, approved payment of Superannuation Benefits within the DPE Guidelines, with an overall ceiling of 30% of Basic Pay plus DA for Executives from 1.1.2007, i.e., the date when the DPE Guidelines became effective. As regards Non-Executives, the Ministry had submitted that the wage related issues and benefits extended to Non-Executives of SAIL are guided by the agreements in the National Joint Committee for Steel Industry (NJCS), an apex level bi-partite forum at SAIL. Subsequently, in the MOU signed with NJCS on 24.1.2014, it was agreed that Pension Scheme for the Non-Executives of SAIL shall be introduced, w.e.f., 01.01.2012.*

*The Committee are not satisfied with the averments made by the Ministry of Steel in regard to the dates on which the SAIL Pension Scheme was effected for the Executive and Non-Executive categories of employees. As regards Superannuation Benefits, the Department of Public Enterprises (DPE) Office Memorandum dated 26.11.2008 regarding revision of scales of pay, w.e.f., 01.01.2007 in respect to Board level and below Board level Executives and Non-Unionized Supervisors in CPSEs inter alia stipulates that CPSEs are allowed 30% of Basic Pay as Superannuation Benefits, which may include Contributory Provident Fund (CPF), Gratuity, Pension and Post Superannuation Medical Benefits. The CPSEs should make their own 'Schemes' to manage these funds or operate through Insurance Companies on fixed contribution basis. The amount of Pension, Gratuity and Post-Retirement Benefit will be decided on the returns from the schemes to be operated. The Pension and Medical benefits can be extended to those Executives, who superannuate from the CPSE and have put in a minimum of 15 years of*



service in CPSE, prior to their superannuation. Although the Committee could well understand that the pay revision of CPSE Executives and Non-Unionized Supervisors is executed in pursuance of the recommendations Pay Revision Committee, whereas in case of Unionized Workmen/Workers (Non-Executive employees), revision of wages is done as per the Wage Settlement arrived at between Trade Union/Association and the Management of the CPSE concerned, the formulation of Superannuation Benefit Scheme(s) falls well within the domain of CPSE Management as per the broad parameters/guidelines fixed by the Government vide aforementioned DPE Office Memoranda. The Committee, therefore, would like to urge the Ministry of Steel to impress upon the SAIL Management to examine the feasibility of revising the applicability of SAIL Pension Scheme so as to include pre-1.1.2007 retired employees of Executive category.

#### Revision of SAIL Pension Scheme vis-a-vis ONGC's 'Agrani Samman' Ex-gratia Benefit Scheme

During the course of examination of the instant representation of Shri B. S. Narasimhan, the Committee came across the 'Agrani Samman' (Honour to the Pioneer), an Ex-gratia Benefit Scheme, launched by the Oil and Natural Gas Company Limited (ONGC) on 1.3.2003 for providing a monthly ex-gratia to the former employees who do not receive any pensionary benefit, subject to certain terms and conditions. This Scheme is available to eligible pre-15.10.1959 employees as well as to those eligible post-14.10.1959 employees who superannuated/demised while in service prior to 01.04.1991 (in case of Executives) and 16.11.1995 (in case of Non-Executives) and those post-14.10.1959 employees who voluntarily retired prior to 1.4.1990 as Executives. This Scheme was formulated keeping in view the 'Pioneering Employees' who superannuated with relatively small sums in Gratuity and Provident Fund and without any pensionary benefits and had been facing financial and social distress in twilight of their lives. In many cases, the employees had demised, leaving their surviving spouse to helplessness and some of the retired employees had even taken up menial jobs for their subsistence.

In the considered opinion of the Committee, the superannuated/retired employees of any Organisation invariably deserve an amiable farewell along with a reasonable sum of amount to lead a secure and contented life. The

*Committee would, therefore, like to urge the Ministry of Steel to undertake a comparative analysis of pensionary benefits being provided by other Maharatna/Navratna PSUs and work out feasibility of extending similar benefits to the ex-employees of PSUs under their administrative control on the lines of ONGC's 'Agrani Samman'. The Committee would like to be apprised of the efforts made by the Ministry of Steel/SAIL in this regard, within three months of presentation of this Report to the House."*

5. The Ministry of Steel (SAIL Division), in their action taken reply, have submitted as follows:-

*"Background of the SAIL Pension Scheme in light of DPE guidelines:*

*SAIL is governed by the provisions/guidelines issued by Department of Public Enterprises (DPE) which, inter-alia, provided for introduction of Pension Scheme for executives w.e.f. 01.01.2007 as part of the superannuation benefits. Subsequent to the aforesaid DPE Guidelines, Pension Scheme for the non-executives of SAIL has been introduced w.e.f 1.1.2012 as per the MoU signed under National Joint Committee for the Steel Industry (NJCS). Proposal for introduction of SAIL Pension Scheme was approved vide the Ministry's letter dtd. 11.02.2019.*

*Financial Feasibility of SAIL for introduction of Pensionary benefits on the lines of ONGC's Agrani Samman.*

*SAIL was directed to examine the feasibility of introducing pensionary benefits on the lines of ONGC's Agrani Samman. However, based on reply from SAIL, the following are submitted:*

*While examining the feasibility of the scheme, cyclical nature of Steel Industry need due consideration. SAIL has had a turbulent track with recording of losses in the recent past (2015-16 onwards) and then returning to profit. As a result of this, the Salary/Wage Revision of its on-roll employees due from 1.1.2017 could not be implemented in SAIL from 01.01.2017 to 31.03.2020 due to non-fulfilment of the affordability condition*

*stipulated by DPE in its guidelines for effecting Salary/Wage Revision. DPE guidelines requires affordability of CPSEs for undertaking any expenditure towards employees including ex- employees.*

*The financial capability of SAIL to implement such a scheme may cause serious strain on its operational costs which may lead to a situation where other significant facilities being extended to ex-employees may result in curtailment/reduction.*

*A comparison of 16 CPSEs (Maharatna/Navaratna) which included BHEL, BPCL, Coal India Limited, IOCL, NTPC, Power Finance Corporation, Bharat Electronics Limited, Engineers India Limited (EIL), ONGC etc. was made (complete list is placed at Annexure-I). It has been observed that besides ONGC and IOCL, no other CPSE has introduced a scheme similar to Agranni Samman despite BPCL, EIL being under the same ministry as ONGC and IOCL.*

*Further, while comparing to ONGC and IOCL, it may be seen that financial condition of SAIL while comparing to the CPSEs having introduced such ex-gratia amount scheme is far behind, even CPSEs recording higher revenue than SAIL have not introduced any such scheme. Profit after tax (PAT) for SAIL for FY ended on 31.03.2024 was ₹2,733 cr while for IOCL and ONGC it was ₹40,525.97 cr and ₹ 57,100.8 cr respectively. For NTPC it was ₹21,332.45 cr and Coal India registered ₹37,369.13 cr as PAT for FY ended on 31.03.2024 despite which these companies have no comparable schemes.*

*CPSEs under the administrative control of Ministry of Steel like NMDC, RINL, MOIL to know if a similar scheme is being operated in their respective organizations (Annexure-II). However, it was informed that no scheme on the lines of “Agranni Samman” is being operated in these CPSEs.*

*Medical expenses of SAIL's ex-employees and their spouses are available/ covered by the means of free indoor/outdoor medical treatment (including free medicines) at SAIL Plant Hospitals. This facility has been in vogue since a long time.*

*SAIL has ensured that the medical coverage through its own hospitals (in Plant locations) and Mediclaim scheme continues to be in operation even in the financial years when substantial losses have been recorded in the Company."*

6. In paragraphs 30 and 31 of the 46<sup>th</sup> Report (Seventeenth Lok Sabha), the Committee had observed/recommended as follows:-

*"Medical & Health Care facilities for employees and ex-employees.*

*Based on the submissions made by the Ministry of Steel, the Committee note that the medical and health care facilities are being provided under the SAIL Medical Attendance and Treatment Rules. The Committee were informed that SAIL is running multi-specialty Hospitals at each of its Integrated Steel Plant and other smaller Hospitals at Special Steel Plant and Mine locations wherein, free of cost medical and health care are being provided to its employees and their eligible dependents. Further, the employees and their dependents are also referred to empanelled Hospitals of the country, under its National Referral Panel, for specialized treatment. In the context of ex-employees, the Committee were further informed that eligible ex-employees and their spouse are provided medical and health care facilities free of cost in Hospitals of the Company.*

*The Committee feel that the health care is one of the important aspects for employees' welfare which cannot be ignored. Therefore, due attention should be given to this health care by providing adequate facilities to the employees, particularly when they perform onerous tasks in Steel Plants. The Committee, therefore, desire that the Multi-Specialty Hospitals/Hospitals run by the PSUs under the administrative control of the Ministry of Steel, including SAIL are*

*equipped with latest medical equipment and have adequate number of Doctors, Nurses and other Medical Staff so as to cater the medical and health requirements of the employees. The Committee would further like to urge the Ministry to impress upon the SAIL to examine the possibility for extending medical care facilities to their eligible ex-employees and their spouse, including their dependents in the Multi-Specialty Hospitals run by the Company, besides smaller Hospitals. In addition to this, they should also be allowed to undertake specialized treatment in the empanelled Hospitals under SAIL's National Referral Panel.”*

7. The Ministry of Steel (SAIL Division), in their action taken reply, have submitted as follows:-

*“a. SAIL has given priority to the welfare of its ex-employees and provides medical care to ex- employees and their spouse at Company run hospitals free of cost. All these hospitals have State-of- the-Art modern medical treatment facility and infrastructure. It is also to submit that most of the employees who superannuate from SAIL prefer to reside near SAIL Plants/Units. This entitles them to avail free medical facilities at SAIL hospitals at par with the serving employees, except referral facility. The medicines, if available, are also being provided to both serving and retired employees at par.*

*In addition, SAIL provides Mediclaim insurance to ex-employees and their spouse, to avail specialized medical facilities at reputed hospitals empanelled by the insurance Company at various locations spread across India.*

*b. No. of beds and manpower of Doctors, Para-Medical Staff and Other Medical Staff in SAIL Hospitals are as follows:*

**(As on 28.02.2024) \***

<b>Plant Hospitals</b>	<b>Number of Beds</b>	<b>No. of On-roll Doctors</b>	<b>No. of Para-Medical and Other Medical Staff</b>
<b>BSP</b>	860	120	510
<b>DSP</b>	600	60	161

<b>RSP</b>	600	85	290
<b>BSL</b>	910	120	413
<b>ISP</b>	336	44	65
<b>Total</b>	3306	429	1439

*\*updated information as on date has been requested from SAIL.*

*To substitute the deficiency, if any, in the manpower pertaining to Doctors at SAIL Hospitals, Plant Hospitals have been authorized to engage Doctors on contractual basis as per structured scheme across Company. SAIL has engaged 119 contractual Doctors and SAIL has also 277 nos. of DNB Trainees across SAIL Hospitals. Further, a proposal for engaging para-medical staff at SAIL Hospitals through an external agency is also under consideration.*

*Thus, it can be seen that SAIL has adequate medical manpower strength including doctors to cater to the medical and health requirements.*

*c. Regarding issue of allowing ex-employees and their spouses, including their dependents, to undertake specialized treatment in the empanelled Hospitals under SAIL's National Referral Panel, it is submitted that such facility has been extended only to serving employees and their dependents. However, it may be mentioned that most of the Hospitals under National Referral List are also empanelled under Mediclaim facility being extended to ex-employees and their spouses. Also, while empanelling Hospitals for specialized treatment for employees and their dependents under National Referral Hospital list of SAIL, efforts are made with Hospitals and most of the Hospitals have also agreed to extend the same negotiated rate to ex-employees and their spouses of SAIL on cash basis, which are generally lower than rack rates of respective Hospitals."*

8. In paragraphs 32 and 33 of the Report, the Committee had observed/ recommended as follows:-

#### *"SAIL Mediclaim Scheme*

*The Committee note that SAIL also operates a subsidized Mediclaim Scheme to cover the IPD and OPD medical requirements of ex-employees and their spouse. The Committee further note that the cashless SAIL Mediclaim Scheme has been extended to all the retired employees and their spouse, who opt for it,*

*irrespective of their joining SAIL or erstwhile HSL. In this regard, the Committee also note that the ex-employees, who have failed to renew their membership or have never enrolled under SAIL Medclaim Scheme after separation from SAIL due to any reason(s), are also considered for enrolment under the SAIL Medclaim Scheme by way of paying the subsidized premium. Presently, the benefits under SAIL Medclaim Scheme provide for OPD entitlement of Rs. 4,000 per member and Rs.8,000 per member, for members below 70 years and above 70 years of age, respectively. In this connection, the Committee were informed that the IPD entitlement is presently under review and is likely to increase to Rs. 4 lakh per member from 2021-22 onwards.*

*In context to the above, the Committee feel that the rate of claim benefits in regard to OPD and IPD services under the SAIL Medclaim Scheme should be reviewed periodically on the basis of market standards and inflationary trends. The Committee are given to understand that the IPD entitlement under the Scheme is presently under review and is likely to increase to Rs. 4 lakh per member from 2021-22 onwards. However, the Committee desire that the rates of claim benefits in respect to availing OPD services may also be reviewed and revised upwardly at the same time so that the beneficiary employees could get reliable medical treatment. Further, since the SAIL Medclaim Scheme is optional and purely on premium basis, the Committee also desire that the beneficiary coverage under the said Scheme may be widened so as to include the 'dependent(s)' family members of the ex-employees along with their spouse as 'Members' for availing medical benefits. The Committee would like to await positive outcome on the above aspects within three months of presentation of this Report to the House."*

9. The Ministry of Steel (SAIL Division), in their action taken reply, have submitted as follows:-

*"Enhancement of benefits in regard to OPD and IPD services under the SAIL Medclaim Scheme are being reviewed periodically. In the recent past i.e in the last two years, the sum insured and OPD rates indifferent categories have been revised upwardly. Some of the major benefits/enhancements provided are as given below:*

a. IPD benefit has been enhanced from Rs. 2 lakh per member (Rs.4 lakh on floater basis) to Rs. 4 lakh per member (Rs. 8 lakh on floater basis).

b. OPD benefit for members of 80 years and above age has been enhanced from Rs. 8000 per member to Rs. 16000 per member.

c. Cappings for certain Procedure/Implant viz. Cataract, Total Knee Replacement, Hernia Repair, Angiography, Hip Replacement etc. have also been enhanced.

d. Premium of members 80 years and above is completely borne by the Company except for Rs. 100, which is taken as registration charge.

*The extension of beneficiary coverage to 'dependent(s)' family members in addition to the spouse will not be sustainable considering the large base of ex-employees spread across-India. Currently, more than 1,20,000 ex-employees & their spouse are availing the benefits under SAIL Mediclaim Scheme, in addition to the free medical treatment being provided at Company run hospitals. It may be further mentioned that the premium payment for members under the Mediclaim policy is highly subsidized and cost is borne by the Company."*

10. In paragraphs 34 of the Report, the Committee had observed/ recommended as follows:-

*"Grievances raised by the representationist, Shri B.S. Narasimhan*

*As regards the grievances raised by the representationist, Shri B.S. Narasimhan, in his representation, the Committee were informed by the Ministry of Steel that Shri B.S. Narasimhan took voluntary retirement on 31.03.1991 and the extant SAIL Pension Scheme covers only those Executives who are on their rolls on or after 1.1.2007 and Non-Executives who are on rolls of SAIL on or after 01.01.2012. The Steel Authority of India Limited has, therefore, expressed its inability to cover the case of Shri B.S. Narasimhan under the extant Pension Scheme. Notwithstanding this, the Committee would like to point out that during the oral evidence of the representatives*



*of Ministry of Steel/SAIL on 2 August, 2022, they were asked to furnish a copy of the Appointment Letter in respect of the representationist, Shri B.S. Narasimhan or of any other employee appointed under the same vacancy/post so as to ascertain as to whether any mention of 'pensionary benefits' in the terms and conditions of appointment was made or not. However, no response from the Ministry of Steel/SAIL has been received, till date in this regard. While expressing unhappiness for not providing the relevant details/papers, the Committee recommend the Ministry of Steel to impress upon the SAIL to undertake a thorough search of the relevant papers/documents and furnish the same to the Committee in the right earnest. At this juncture, the Committee could only make a hypothesis that in case, there is any reference of pensionary benefits in the relevant Advertisement and/or the Appointment Letter(s) issued to the candidates during the year 1957 (joining year of Shri B.S. Narasimhan) or later, till the time the pensionary benefits have been extended to Executive and Non-Executive Cadre(s) under the SAIL Pension Scheme, the request of the representationist, Shri B.S. Narasimhan could be considered favourably. The Committee would like to be apprised of the efforts made by the Ministry of Steel/SAIL in this regard, within three months of presentation of this Report to the House."*

11. The Ministry of Steel (SAIL Division), in their action taken reply, have submitted as follows:-

*"It is to submit that SAIL meticulously follows the terms and conditions governing employment. Based on an examination of the appointment letters issued after 1957, it may be mentioned that pensionary benefits are not part of the terms of employment."*

## Observations/Recommendations

### Background of Pension Scheme(s) applicable in Steel Plants/SAIL.

12. The Committee examined the representation of Shri B. S. Narasimhan in the light of comments and replies submitted by the Ministry of Steel and noted that the SAIL Pension Scheme was introduced in line with the Guidelines issued by Department of Public Enterprises (DPE), Government of India *vide* its Office Memoranda dated 26.11.2008, 02.04.2009, 21.05.2014 and 24.06.2015, which, *inter-alia*, provided for introduction of Pension Scheme for executives of the Steel Authority of India Limited (SAIL), *w.e.f.*, 1.1.2007 as part of the superannuation benefits. The Committee further noted that subsequent to the aforesaid DPE Guidelines, Pension Scheme for the non-executives of SAIL was introduced, *w.e.f.*, 01.01.2012 as per the MoU signed under the National Joint Committee for the Steel Industry (NJCS), an Apex level bi-partite forum at SAIL which comprises of members from Central Trade Unions, *viz.*, INTUC, CITU, AITUC, HMS and BMS, Recognized Trade Unions operating at various Plants/Units and Management representatives. The Committee observed that SAIL Pension Scheme is a '*defined contribution scheme*' and is being administered through duly constituted 'SAIL Pension Trust' for the purpose. The Committee observed that the SAIL Pension Scheme provides coverage for all eligible Executives (including Management Trainees) on rolls of the Company on or after 01.01.2007 (including those appointed at the Board level) and eligible Non-Executives (including trainees recruited for eventual employment) on rolls of the Company on or after 01.01.2012. Further, new entrants joining the Company after 01.01.2007, as Executives (including those

appointed at the Board level) and after 01.01.2012, as Non-Executives, shall also be covered under SAIL Pension Scheme from the date of their joining SAIL.

13. The Committee took note of the different dates from which the SAIL Pension Scheme has been made effective for the Executives and Non-Executives. The Ministry of Steel, in their replies, had submitted that the Department of Public Enterprises (DPE) *vide* their Office Memoranda dated 26.11.2008, 02.04.2009, 21.05.2014 and 24.06.2015, *inter-alia*, issued Guidelines, whereby, Executives of Central Public Sector Enterprises (CPSEs) are allowed 30% of Basic Pay and DA as superannuation benefits which may include Contributory Provident Fund (CPF), Gratuity, Pension and Post Superannuation Medical Benefits. SAIL Board had, therefore, in its 354<sup>th</sup> meeting held on 30.10.2009, approved payment of Superannuation Benefits within the DPE Guidelines, with an overall ceiling of 30% of Basic Pay *plus* DA for Executives from 01.01.2007, *i.e.*, the date when the DPE Guidelines became effective. As regards Non-Executives, the Ministry had submitted that the wage related issues and benefits extended to Non-Executives of SAIL are guided by the agreements in the National Joint Committee for Steel Industry (NJCS), an apex level bi-partite forum at SAIL. The Committee also noted that subsequently, in the MOU signed with NJCS on 24.01.2014, it was agreed that Pension Scheme for the Non-Executives of SAIL shall be introduced, *w.e.f.*, 01.01.2012.

14. The Committee were not satisfied with the averments made by the Ministry of Steel with regard to the dates on which the SAIL Pension Scheme

was effected for the Executive and Non-Executive categories of employees. Although the Committee well understood that the pay revision of CPSE Executives and Non-Unionized Supervisors is executed in pursuance of the recommendations of Pay Revision Committee, whereas in case of Unionized Workmen/Workers (Non-Executive employees), revision of wages is done as per the Wage Settlement arrived at between Trade Union/Association and the Management of the CPSE concerned, the formulation of Superannuation Benefit Scheme(s) falls well within the domain of CPSE Management as per the broad parameters/guidelines fixed by the Government *vide* aforementioned DPE Office Memoranda. The Committee, therefore, urged the Ministry of Steel to impress upon the SAIL Management to examine the feasibility of revising the applicability of SAIL Pension Scheme so as to include those employees of SAIL who superannuated before the cut-off date, i.e., 01.01.2007.

15. In their action taken replies, the Ministry of Steel have simply reiterated the factual position and have not made any genuine effort to acknowledge and act upon the recommendations of the Committee, namely, finding out ways of including pre-01.01.2007 retired employees of Executive category. The Committee, therefore, reiterate that the issue of examining the feasibility of revising the applicability of SAIL Pension Scheme so as to include pre-01.01.2007 retired employees of Executive category may be explored by the Ministry as an employee welfare measure.

**Revision of SAIL Pension Scheme vis-a-vis ONGC's 'Agrani Samman' Ex-gratia Benefit Scheme**

16. During the course of examination of the instant representation, the Committee came across the 'Agrani Samman', an Ex-gratia Benefit Scheme, launched by the Oil and Natural Gas Company Limited (ONGC) on 01.03.2003 for providing a monthly ex-gratia to the former employees who do not receive any pensionary benefit, subject to certain terms and conditions. This Scheme is available to eligible pre-15.10.1959 employees as well as to those eligible post-14.10.1959 employees of ONGC who superannuated/passed away while in service prior to 01.04.1991 (in case of Executives) and 16.11.1995 (in case of Non-Executives) and those post-14.10.1959 employees of ONGC who voluntarily retired prior to 01.04.1990 as Executives. This Scheme was formulated keeping in view the welfare of 'Pioneering Employees' who superannuated with relatively small sums in Gratuity and Provident Fund and without any pensionary benefits and had been facing financial and social distress in twilight of their lives. In many cases, the employees had passed away, leaving their surviving spouse to penury. Some of the retired employees had even taken up menial jobs for their subsistence.

17. The Committee opined that the superannuated/retired employees of any Organisation invariably deserve an amiable farewell along with a reasonable sum of amount to lead a secure and contented post-superannuation life. The Committee, therefore, urged the Ministry of Steel to undertake a comparative analysis of pensionary benefits being provided by other Maharatna/Navratna PSUs and work out feasibility of extending similar benefits to the ex-employees

of PSUs under their administrative control on the lines of ONGC's '*Agrani Samman*'.

18. In their reply, the Ministry of Steel submitted that owing to the cyclical nature of steel industry and lesser financial capability of SAIL in comparison to ONGC and IOCL which have introduced ex-gratia schemes and other financial considerations, it is not feasible for SAIL to implement such a scheme without compromising other significant facilities provided to ex-employees.

19. While the Committee understands the rationale behind not providing ex-gratia schemes similar to ONGC and IOCL owing to the financial constraints of SAIL, it would like to reiterate that superannuated/retired employees of any Organisation invariably deserve an amiable farewell along with a reasonable sum of amount to lead a secure and contented post super-annuation life and if SAIL is not in a position to provide ex gratia schemes similar to ONGC or IOCL, they may work out alternative schemes in sync with its financial situation to ensure some benefits to its former employees.

**Medical & Health Care facilities for employees and ex-employees.**

20. After perusal of the submissions made by the Ministry of Steel, the Committee observed that the medical and health care facilities are being provided under the SAIL Medical Attendance and Treatment Rules. The Committee were informed that SAIL is running multi-specialty Hospitals at each of its Integrated Steel Plants and other smaller Hospitals at Special Steel Plant and Mine locations wherein, free of cost medical and health care are being

provided to its employees and their eligible dependents. Further, the employees and their dependents are also referred to empanelled Hospitals of the Country, under its National Referral Panel, for specialized treatment. In the context of ex-employees, the Committee were further informed that eligible ex-employees and their spouses are provided medical and health care facilities free of cost in Hospitals of the Company.

21. The Committee desired that the Multi-Specialty Hospitals/Hospitals run by the PSUs under the administrative control of the Ministry of Steel, including SAIL are equipped with latest medical equipment and have adequate number of Doctors, Nurses and other Medical Staff so as to cater to the medical and health requirements of the employees. The Committee would further like to urge the Ministry to impress upon the SAIL to examine the possibility for extending medical care facilities to all ex-employees and their spouses, including their dependents in the Multi-Specialty Hospitals run by the Company and empanelled hospitals, besides smaller Hospitals.

22. In their action taken reply, the Ministry of Steel have stated that SAIL has given priority to the welfare of its ex-employees and provides medical care to ex-employees and their spouse at Company run hospitals free of cost and all these hospitals have State-of-the-Art modern medical treatment facility and infrastructure. Further, the Ministry have provided details of no. of beds, availability of Doctors, Para-Medical Staff and Other Medical Staff in SAIL Hospitals and have also stated that they have provision of substituting any deficiency through contractual appointments.

23. Regarding extending medical care facilities to their eligible ex-employees and their spouses, including their dependents in the Multi-Specialty Hospitals run by the Company, the Ministry, in their action taken reply, have mentioned that the facility to undertake specialized treatment in the empaneled Hospitals under SAIL's National Referral Panel, has been extended only to the serving employees and their dependents. However, most of the Hospitals under National Referral List are also empaneled under Mediclaim facility being extended to ex-employees and their spouses. Also, while empaneling hospitals for specialized treatment for employees and their dependents under National Referral Hospital list of SAIL, efforts are made with such hospitals to ensure concessional rates for ex-employees and most of these hospitals have agreed to extend the same negotiated rate to ex-employees of SAIL and their spouses on cash basis, which are generally lower than rack rates of respective Hospitals.

24. The Committee appreciate that SAIL has given priority to the welfare of its ex-employees and provides free of cost medical care to ex-employees and their spouse at Company run hospitals and also that these hospitals have State-of-the-Art modern medical treatment facility and infrastructure. Further, the Committee are satisfied with Ministry's reply regarding the no. of beds, doctors and other staff in the hospitals run by SAIL. However, regarding extending medical care facilities to eligible ex-employees and their spouses, including their dependents in the Multi-Specialty Hospitals run by the Company, while most of the Hospitals under National Referral List are also empaneled under Mediclaim facility being extended to ex-employees and their



spouses as well as the efforts made by SAIL with Hospitals to extend the same negotiated rate to ex-employees and their spouses of SAIL on cash basis, the Committee would like to reiterate that SAIL should make necessary efforts to extend medical care facilities to their eligible ex-employees and their spouse, including their dependents in the Multi-Specialty Hospitals run by the Company and also provide them the facility to undertake specialized treatment in the empaneled Hospitals under SAIL's National Referral Panel.

### **SAIL Mediclaim Scheme**

25. The Committee noted that SAIL also operates a subsidized Mediclaim Scheme to cover the in-patient (IPD) and out-patient (OPD) medical requirements of ex-employees and their spouse. The Committee also noted that the cashless SAIL Mediclaim Scheme has been extended to all the retired employees and their spouses, who opt for it. The ex-employees, who have failed to renew their membership or have never enrolled under SAIL Mediclaim Scheme after separation from SAIL due to any reason(s), are also considered for enrolment under the SAIL Mediclaim Scheme by way of paying the subsidized premium. As informed to the Committee, presently, the benefits under SAIL Mediclaim Scheme provide for OPD entitlement of Rs. 4,000 per member and Rs.8,000 per member, for members below 70 years and above 70 years of age, respectively. In this connection, the Committee were informed that the IPD entitlement is presently under review and is likely to increase to Rs. 4 lakh per member from 2021-22 onwards.

26. The Committee recommended that the rate of claim benefits in regard to OPD and IPD services under the SAIL Mediclaim Scheme should be reviewed

periodically on the basis of market standards and inflationary trends. While acknowledging that the IPD entitlement under the Scheme is presently under review and is likely to increase to Rs. 4 lakh per member from 2021-22 onwards, the Committee desired that the rates of claim benefits in respect to availing OPD services may also be reviewed and revised upwardly at the same time so that the beneficiary employees could get suitable medical treatment. Further, since the SAIL Mediclaim Scheme is optional and purely on premium basis, the Committee also desired that the beneficiary coverage under the said Scheme may be widened so as to include the 'dependent(s)' family members of the ex-employees along with their spouse as 'Members' for availing medical benefits.

27. The Ministry of Steel, in their action taken reply, have stated that OPD benefit for members of 80 years and above age has been enhanced from Rs. 8000 per member to Rs. 16000 per member and monetary ceiling for certain Procedure/Implant viz. Cataract, Total Knee Replacement, Hernia Repair, Angiography, Hip Replacement etc. have also been enhanced. Further, premiums for members who are aged 80 years and above is completely borne by the Company except for Rs. 100, which is taken as registration charge. With regard to the widening of beneficiary coverage, the Ministry, in their reply, have mentioned that the extension of beneficiary coverage to 'dependent(s)' family members in addition to the spouse will not be sustainable considering the large base of ex-employees spread across-India as more than 1,20,000 ex-employees and their spouse are availing the benefits under SAIL Mediclaim Scheme, in addition to the free medical treatment being provided at Company run hospitals. They have further mentioned that the premium payment for members

under the Mediclaim policy is highly subsidized and cost is borne by the Company.

28. While the Committee appreciate the efforts made by the SAIL in improving the benefits in respect to availing OPD services, however, the Committee reiterate that the rates of claim benefits in respect of availing OPD services may be reviewed and revised upwardly *in proportion to the increase in IPD*, at the same time, so that the beneficiary employees could get suitable medical treatment.

29. With regard to the widening of beneficiary coverage, the Committee reiterate that SAIL may consider widening the beneficiary coverage under the said Scheme as recommended by the Committee as the actual number of beneficiaries to be covered may not be as high as anticipated by the SAIL. Sincere efforts should be made by SAIL to include the 'dependent(s)' family members of the ex-employees along with their spouse as 'Members' for availing medical benefits.

**Grievances raised by the representationist, Shri B.S. Narasimhan**

30. As per information provided by the Ministry of Steel to the Committee, Shri B.S. Narasimhan took voluntary retirement on 31.03.1991 and the extant guidelines under SAIL Pension Scheme covers only those Executives who are on their rolls on or after 01.01.2007 and Non-Executives who are on rolls of SAIL on or after 01.01.2012, therefore, SAIL expressed its inability to cover the

case of Shri B.S. Narasimhan under the extant Pension Scheme. For proper examination of the issue, the Committee had asked the representatives of Ministry of Steel/SAIL to furnish a copy of the Appointment Letter in respect of the representationist, Shri B.S. Narasimhan or of any other employee appointed under the same vacancy/post so as to ascertain whether any mention of 'pensionary benefits' in the terms and conditions of appointment was made or not. However, the Ministry of Steel/SAIL failed to provide the relevant details/papers. The Committee had recommended the Ministry of Steel to impress upon the SAIL to undertake a thorough search of the relevant papers/documents and furnish the same to the Committee. The Committee had desired that in case, there was any reference of pensionary benefits in the relevant Advertisement and/or the Appointment Letter(s) issued to the candidates during the year 1957 (joining year of Shri B.S. Narasimhan) or later, till the time the pensionary benefits have been extended to Executive and Non-Executive Cadre(s) under the SAIL Pension Scheme, the request of the representationist, Shri B.S. Narasimhan could be considered favourably.

31. The Ministry of Steel, in their action taken reply, have stated that SAIL meticulously follows the terms and conditions governing employment and based on the examination of the appointment letters issued after 1957, it may be mentioned that pensionary benefits were not part of the terms of employment.

32. It appears that SAIL have arrived at the conclusion that pensionary benefits are not part of the terms of employment, based on the examination of appointment letters issued after 1957. However, the details of the said

documents were not provided to the Committee. The Committee, accordingly, reiterate its recommendation that SAIL should make all necessary efforts to ensure the representationist is provided necessary relief under the relevant rules/guidelines.

NEW DELHI;

CHANDRA PRAKASH JOSHI  
*Chairperson,*  
*Committee on Petitions*

12 August, 2025

*21 Shravan, 1947 (Saka)*

**MINUTES OF THE SIXTH SITTING OF THE COMMITTEE ON PETITIONS  
(EIGHTEENTH LOK SABHA)**

The Committee met on Tuesday, 12 August, 2025 from 1000 hrs. to 1030 hrs. in 'Samanvay 3', Parliament House, New Delhi.

**PRESENT**

Shri Chandra Prakash Joshi - Chairperson

**MEMBERS**

02. Shri Manoj Tiwari
03. Shri Rajmohan Unnithan,
04. Shri Mitesh Patel Bakabhai
05. Shri Raju Bista
06. Dr. Rajkumar Sangwan
07. Smt. Manju Sharma
08. Smt. Kamaljeet Sehwat
09. Shri Bastipati Nagaraju
10. Shri Devesh Shakya
11. Shri Gurmeet Singh Meet Hayer

**SECRETARIAT**

1. Shri Rajesh Ranjan Kumar - Joint Secretary
2. Shri Sujay Kumar - Deputy Secretary

3. The Hon'ble Chairperson welcomed the members of the Committee to the sitting of the Committee. The Chairperson also welcomed Shri Manoj Tiwari on his nomination to the Committee on Petitions. The Committee then took up for consideration the following Draft Reports: -

(i) XXX XXX XXX XXX

(ii) Draft Action Taken Report on the action taken by the Government on the recommendations made by the Committee on Petitions (Seventeenth Lok Sabha) in their Forty-Sixth Report on the representation of Shri B. S. Narasimhan regarding revision of SAIL Pension Scheme and other issues related therewith.

4. The Committee adopted both of the Draft Action Taken Reports without any modification. The Committee also authorised the Chairperson to finalise the draft Reports and present the same to the House.

5.     XXX                             XXX                             XXX                             XXX

The Committee, then, adjourned.