

**GOVERNMENT OF INDIA
CIVIL AVIATION
LOK SABHA**

UNSTARRED QUESTION NO:1907
ANSWERED ON:04.08.2003
VRS IN IA
VUKKALA RAJESWARAMMA

Will the Minister of CIVIL AVIATION be pleased to state:

- (a) whether Indian Airlines has decided to offer Voluntary Retirement Scheme (VRS) to its employees;
- (b) if so, the details thereof; and
- (c) the present strength of its employees alongwith the expected strength of the same after implementation of the proposed VRS?

Answer

MINISTER OF STATE OF THE MINISTRY OF CIVIL AVIATION (SHRI RAJIV PRATAP RUDY)

(a): Indian Airlines has already circulated its Voluntary Retirement Scheme (VRS) for 2003 for its employees on 12.05.2003 which came into effect on 19.5.2003 and remained in force till 17th July, 2003. The Scheme has now been extended for a further period of two months i.e upto 17th September, 2003.

(b): The highlights of the Scheme are as under :-

- applicable to permanent employees of the Company who are in Indian scales of pay and have rendered a continuous service of a minimum of 10 years in Indian Airlines or have reached a minimum age of 40 years as on the date of the closure of the Scheme.
- The ex-gratia payment equivalent to salary of 35 days for every completed year of service and 25 days for each year of service left until superannuation, subject to a minimum of Rs.25,000/- or 250 days salary, whichever is higher.
- the scheme covers all the categories of employees except employees on contract/ Government servants on deputation.
- the number of employees targeted is 1000.
- the financial outgo is estimated at around Rs.72 crores on account of ex-gratia payment, encashment of leave and payment of gratuity.

(c): The strength of employees in Indian Airlines is 19392 as on 30th June,2003. The targeted number of employees is approximately 1000.