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**STANDING COMMITTEE
ON ENERGY
(1995-96)**

TENTH LOK SABHA

**FINALISATION OF SERVICE CONDITIONS AND
ABSORPTION OF DEPUTATIONISTS IN NUCLEAR
POWER CORPORATION OF INDIA LTD.**

DEPARTMENT OF ATOMIC ENERGY

THIRTY-EIGHTH REPORT



**LOK SABHA SECRETARIAT
NEW DELHI**

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N5-38, 4 February, 1996/Phalguna, 1917 (Saka)

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DEPARTMENT OF ATOMIC ENERGY

Presented to Lok Sabha on..... 7 MAY 1996
Laid in Rajya Sabha on..... 1.....



**LOK SABHA SECRETARIAT
NEW DELHI**

February, 1996/Phalgun, 1917 (Saka)

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**COMPOSITION OF THE STANDING COMMITTEE ON
ENERGY (1995-96)**

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Shri Jaswant Singh

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2. Shri Bhawani Lal Verma
3. Shri Murli Deora
4. Shri Motilal Singh
5. Shri Khelsai Singh
6. Shri Khelan Ram Jangde
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24. Shri Vijay Kumar Yadav
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(iv)

26. Shri Chitta Basu
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30. Shri B. Shankaranand

Rajya Sabha

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39. Shri Rajni Ranjan Sahu
40. Shri Viren J. Shah
41. Dr. Naunihal Singh
42. Smt. Kamla Sinha
43. Shri Joy Nadukkara

SECRETARIAT

- | | | |
|-------------------------|---|-------------------------|
| 1. Smt. Roli Srivastava | — | <i>Joint Secretary</i> |
| 2. Shri G.R. Juneja | — | <i>Deputy Secretary</i> |
| 3. Shri A. Louis Martin | — | <i>Under Secretary</i> |

* Ceased to be a Member of the Committee consequent upon his appointment as Minister in the Union Council of Ministers w.e.f. 13.9.1995.

** Ceased to be a Member of the Committee consequent on his retirement from Rajya Sabha w.e.f. 24.7.1995.

**COMPOSITION OF SUB-COMMITTEE ON ATOMIC ENERGY OF
STANDING COMMITTEE ON ENERGY (1994-95)**

Shri Jaswant Singh

– *Chairman*

2. Shri Parasram Bhardwaj
3. Shri Keshari Lal
4. Shri Mohan Singh
5. Shri Vilas Muttemwar
6. Prof. Rita Verma
7. Shri Viren J. Shah
- *8. Shri Matang Singh
- **9. Shri Bhubaneswar Kalita

* Ceased to be a Member of the Committee consequent upon his appointment as Minister in the Union Council of Ministers w.e.f. 10.2.1995.

** Nominated with effect from 25.7.1994.

INTRODUCTION

I, the Chairman, Standing Committee on Energy having been authorised by the Committee (1995-96) to present the Report on their behalf, present this Thirty-Eighth Report on "Finalisation of Service Conditions and Absorption of Deputationists in the Nuclear Power Corporation of India Limited." The Sub-Committee on Atomic Energy of Standing Committee on Energy (1994-95) undertook an on-the-spot study visit to Rajasthan Atomic Power Stations at Rawatbhata (Rajasthan) on 29th April, 1995. The Sub-Committee held informal discussion with the officials on various issues concerning Rajasthan Atomic Power Stations. The Department of Atomic Energy furnished written replies on the points raised by the Sub-Committee during the study visit. The report is mainly based on this information.

2. The Committee wish to express their thanks to the Department of Atomic Energy for placing before them the requisite information in connection with examination of the subject.

3. The Report was considered and adopted by the Standing Committee on Energy at their sitting held on 26th February, 1996.

4. The Committee place on record their appreciation of the work done by the Sub-Committee on Atomic Energy (1994-95) of Standing Committee on Energy.

NEW DELHI;
26th February, 1996
7 Phalgun, 1917 (Saka)

JASWANT SINGH,
Chairman,
Standing Committee on Energy.

PART-A

BACKGROUND ANALYSIS

Finalisation of service conditions and absorption of deputationists in Nuclear Power Corporation of India Limited

The Department of Atomic Energy informed in a note that the conversion of Nuclear Power Board into Nuclear Power Corporation took place with effect from September 17, 1987 and that the decision by the Government of India was taken after the amendment of the Atomic Energy Act, in 1987, which empowered this "Government Company" to implement the nuclear power programme. Consequent on the formation of NPCIL, all the officers and staff of the erstwhile NPB Units were placed on "enmasse deputation" to the Corporation, without deputation allowance, with effect from September 17, 1987. Government OM. No.8/3(1)/86-pp-111 dated September 4, 1987 brought out that the Corporation would finalise the service conditions of the Corporation in 12 months. However, this took much longer time, due to studying of the service conditions of other Public Sector Undertakings, repeated dialogues with the Joint Consultative Council (JCC), representatives of all recognised Unions and Associations and a final package of essential service conditions could be offered to the employees only in September/October, 1993. The Officers' Association (on 20.9.1993) and JCC (on 8.10.1993) suggested that the offer should also include an option for them to continue as deputationists, and that they would be willing to forego the facilities and perks applicable to the Corporation employees. Even though Department of Pension and Pensioners Welfare OM. No.4/18/87-P&PW(D) dated July 5, 1989, provides that such of those Government servants, who have been placed on "enmasse deputation" to a Corporation and who are not willing to be absorbed will have an option to revert back to Government Service and in that event if no suitable vacancies are available in the Office/Department/Ministry for such employees their names will be transferred to Surplus Staff Cell, the scheme dealing with Surplus Staff Cell is not applicable to the Department of Atomic Energy. The Atomic Energy Commission at its 142nd Meeting held on March 31, 1994 considered the matter and decided to continue on deputation such employees who do not get absorbed in the Corporation to be governed by the service conditions applicable to Government employees of similar status working under Department of Atomic Energy and any such benefits that may have accrued to these deputationists which may be higher than their entitlements as Central Government servants may be permitted to be withdrawn with effect from the last date of making option regarding absorption in the Corporation.

2. A tabular statement (Appendix-I) lists out the various terms and conditions of service that now govern the permanent deputationists (non optees) v/s. those optees who have joined the Corporation.

3. At the time of the visit of the Sub-Committee on Atomic Energy of Standing Committee on Energy to RAPS Unit-1 & 2 and RAPP Unit-3 & 4, Rawatbhata, on April 29, 1995, the representatives of the various Unions met the Sub-Committee and raised the following points in connection with the service conditions of Nuclear Power Corporation of India Ltd. and offer of absorption to "enmasse deputationists" of DAE in NPCIL:—

- (i) NPCIL is not a viable Company.
- (ii) Service conditions are not finalised by the Corporation and the deputationists are being forced to join the Corporation in absence of the same.
- (iii) Discriminatory treatment meted out to the employees who have not opted to join NPCIL.
- (iv) Withdrawal of earlier facilities and non-extension of additional facilities to the non-optees.

4. The replies furnished by the DAE on the issues raised by the representatives of the various unions of Rajasthan Atomic Power Station are brought out in the following paragraphs:—

(i) Viability of the Corporation

According to the Department of Atomic Energy, the viability of the Corporation is to be viewed from the following:—

- (i) The Corporation has the continued support of R & D Units of DAE like BARC, IGCAR.
- (ii) Critical in-puts like Nuclear Fuel and Heavy Water are assured by DAE industrial units like UCIL, NFC and Heavy Water Board.
- (iii) The Corporation has highly skilled manpower that constitutes a most promising asset. HRD Systems continue to qualify, train and retain the staff.
- (iv) NPC has valuable experience in the design, construction, commissioning, operating and special maintenance of nuclear power reactors. NPCIL as a commercial organisation has been able to mobilise institutions and has maintained credit worthiness.

(ii) Service Conditions of NPCIL

The Deptt. of Atomic Energy claimed that it is not correct to say that the NPCIL has not finalised the service conditions applicable to its employees. The DAE have stated that being a "Government Company" and its close linkages with other DAE units, it has chosen to retain not only the Central Government pay scales, but many of the other service conditions, as well. The DAE have further stated that on a perusal of the terms and conditions listed at Appendix-2, it will be seen that the list contains most of the service conditions. What is not listed in this statement is about the Conduct and Disciplinary Rules. In this connection, the DAE have stated that these rules were incorporated in the Standing Orders to be certified under the Industrial Employment (Standing Orders) Act, 1946 and submitted to the Certifying Authority for certification. However, one of the Unions of the Corporations has contended before the Hon. High Court at Madras that the Appropriate Government under the Standing Orders Act are the respective State Governments and not the Central Government and obtained a stay of the certification by the authorities of the Central Government. The DAE have mentioned that the service conditions are not static but are dynamic and newer service conditions get added in course of time and the present ones get modified.

(iii) Discriminatory Treatment meted out to non-optees

To a complaint about discriminatory treatment meted out to non-optees, the DAE have replied as follows:-

NPCIL has retained benefits of Central Government pay scales, DDA, HRA, CCA, HBA and other advances as per Central Government rules. However, the Corporation has not chosen to limit benefits to its own employees and has, therefore, modified/added certain service conditions, perks, etc. There certainly will be a difference between the perks enjoyed by the employees of the Corporation and those who opt to retain their status as Government servants. Thus, after the exercise of the option by the employees there will emerge two sets of employees in the Corporation.

- (a) NPC employees inducted as direct recruits and those inducted on absorption.
- (b) Indefinite deputationists who have not opted to get absorbed on permanent basis in NPC.

It may be stated herein that in order to give additional incentives to the deputationists to get themselves absorbed in NPC, additional increments, lumpsum payment, etc., have been provided by the Corporation. Logically such benefits could not be extended to the deputationists who opted out and retain their status

as Government servants. The Corporation, as a PSU, has its own freedom to frame its own policy and to extend additional perks to its employees. On the other hand non-optees have to be on par with employees of similar status working in other Units of Department of Atomic Energy and are to be governed by the Rules of the Central Government and will enjoy benefits such as pensionable service, tax-free accommodation, etc. that are denied to the employees of the Corporation.

(iv) Withdrawal of earlier facilities from the non-optees

As regards the point raised by the Union representatives regarding withdrawal of certain facilities earlier enjoyed by the deputationists and non-extension of other facilities given to the employees of the Corporation, the DAE have pointed out that whatever facilities/perks enjoyed by the deputationists in NFB days upto September 17, 1987, i.e. the date of formation of the Corporation are not likely to be withdrawn. However, facilities such as Hostel Subsidy, enhanced LTC/TA and Construction Incentive that were introduced after 17.9.1987 may only be withdrawn. The options given to the employees are clear on this.

PART-B

Recommendations and Conclusions of the Committee

1. The representatives of the various unions of Rajasthan Atomic Power Stations have raised various points in connection with service conditions of Nuclear Power Corporation of India Ltd. and offer of absorption to “enmassee deputationists” of the Department of Atomic Energy in NPCIL. The points raised by them include that NPCIL is not a viable company; service conditions are not finalised by the Corporation and the deputationists are being forced to join the Corporation in absence of the same; discriminatory treatment meted out to the employees who have not opted to join NPCIL; and withdrawal of earlier facilities and non-extension of additional facilities to the non-optees.

2. The Committee feel that unless the grievances of the employees are redressed early, the functional efficiency of the NPCIL is likely to be affected adversely. The Committee, therefore, recommend that anomalies that have crept into the service conditions of “enmasse deputationists” of the Department of Atomic Energy who have opted to join NPCIL vis-a-vis those of non-optees be looked into at once and sorted out satisfactorily. The Committee further suggest that absorption of deputationists of DAE in NPCIL should be purely optional and no deputationist be coerced to join NPCIL. There should also be no discriminatory treatment to the employees who have not opted to join NPCIL either.

NEW DELHI;
26th February, 1996
7 Phalgun, 1917 (Saka)

JASWANT SINGH
Chairman,
Standing Committee on Energy.

APPENDIX I

COMPARATIVE STATEMENT OF SERVICE CONDITIONS APPLICABLE TO OPTEEES AND NON-OPTEEES

Sl. No.	Item	Service Conditions for deputationists opting for absorption in NPCIL	Service Conditions for deputationists not opting for absorption in NPCIL
1.	Pay Scales	Central Govt. scales of pay.	Central Govt. scales of pay.
2.	Dearness Allowance	As applicable to employees of Central Govt.	As applicable to employees of Central Govt.
3.	H.R.A./C.C.A.	As per Central Govt. Rules.	As per Central Govt. Rules.
4.	Licence Fee recoveries	As per Central Govt. Rules applicable to Central Govt. quarters.	As per Central Govt. Rules applicable to Central Govt. quarters.
5.	Financial Assistance to Children Education		
	i) Reimbursement of Tuition Fees	As per Central Govt. Rules.	As per Central Govt. Rules.
	ii) Children's Education Allowance	As per Central Govt. Rules.	As per Central Govt. Rules.
	iii) Journey fare to children's studying at outstations	As per Central Govt. Rules.	As per Central Govt. rules.
6.	Leave Rules		
	i) For all employees other than workmen	As per the provisions CCS (Leave) Rules.	As per the provisions of CCS (Leave) Rules.

Sl. No.	Item	Service Conditions for deputationists opting for absorption in NPCIL	Service Conditions for deputationists not opting for absorption in NPCIL
	ii) For workmen	As per DAE (Leave) Rules for Industrial Temporary employees read with Section 79 of the Factories Act, 1948.	As per DAE (Leave) Rules for Industrial Temporary employees read with Section 79 of the Factories Act, 1948.
7.	House Building Advance Rules	As per Central Govt. Rules.	As per Central Govt. Rules.
8.	Rules relating to Grant of Advance for Purchase of Conveyance (Motor Car/Motor Cycle/Scooter/Moped/Bicycle)	As per Central Govt. Rules.	As per Central Govt. Rules.
9.	Rules relating to Grant of Festival Advance, etc.	As per Central Govt. Rules.	As per Central Govt. Rules.
10.	Project Allowance/Construction Allowance	As per existing Central Govt. orders regarding Project Allowance.	As per existing central Govt. orders regarding Project Allowance.
11.	Night Shift Allowance	As per existing Central Govt. orders.	As per existing Central Govt. orders.
12.	Medical Facilities	1. DAE Contributory Health Scheme at Bombay, Tarapur, Rajasthan and Kalpakkam. 2. Hospital facilities at Narora, Kakrapar and Kaiga with facilities for referral to nearby cities/towns.	1. DAE Contributory Health Scheme at Bombay, Tarapur, Rajasthan and Kalpakkam 2. Hospital facilities at Narora, Kakrapar and Kaiga with facilities for referral to nearby cities/towns.

Sl. No.	Item	Service Conditions for deputationists opting for absorption in NPCIL	Service Conditions for deputationists not opting for absorption in NPCIL
		3. Medical facilities to employees at Delhi and Madras as per NPCIL Medical Scheme in force at these places.	3. Medical facilities to employees at Delhi and Madras as per NPCIL Medical Scheme in force at these places.
		4. At other places, provisions of CS (MA) Rules shall apply.	4. At other places, provisions of CS (MA) Rules shall apply.
13.	Post-retirement medical facilities	Same as now existence <i>i.e.</i> DAE Contributory Health Scheme wherever in existence.	Same as now in existence <i>i.e.</i> DAE Contributory Health Scheme wherever in existence.
14.	Provident Fund	As per NPCIL's Employees Provident Fund Scheme, 1990 which provides for contribution @10% of the emoluments <i>i.e.</i> Pay + DA of the individual employee concerned with the matching contribution from the NPCIL. The Scheme will also be applicable to deputationist from the date of their absorption in the NPCIL. However, such of the employees who opt for retaining pensionary benefits as per Central Govt. Rules at the time of retirement in terms of Para (a) of DP & PW's OM dated 5.7.89 shall be governed by Non-Contributory PF Rules of NPCIL.	As per Central Government CPF/GPF Rules as the case may be.

Sl. No.	Item	Service Conditions for deputationists opting for absorption in NPCIL	Service Conditions for deputationists not opting for absorption in NPCIL
15.	Gratuity		As per provisions of CCS (Pension) Rules.
	(i) Those who opt for retaining pensionary benefits under Government	As per Provisions of CCS (Pension) Rules, 1972.	
	(ii) Others	As per provisions of Payment of Gratuity Act for those who are covered by the said Act.	
		or	
		As per NPCIL (Gratuity) Scheme as the case may be.	
16.	Promotion Avenues	Employees upon their absorption will be subject to provisions of NPCIL Promotion Rules.	(a) Merit Promotion for Scientific and Technical Staff.
		The promotion policy for non-technical staff in NPCIL to be adopted after absorption shall, inter alia, have the following two ingredients:	(b) Vacancy based promotions as per Rules for Administrative, Accounts and Auxiliary Staff.
		(i) Upgradation of the two lower grades of non-technical staff will be done on the basis of qualifying in the written examination, an interview and CR gradings, etc.	

Sl. No.	Item	Service Conditions for deputationists opting for absorption in NPCIL	Service Conditions for deputationists not opting for absorption in NPCIL
		(ii) Eligibility period will be minimum 5 years of service in the lower grades.	
17.	Age of Superannuation	Scientific, Technical and Group D employees - 68 years and others - 58 years.	Scientific, Technical and Group D employees - 68 years and others - 58 years.
18.	Leased Accommodation Policy	As per NPCIL Scheme. 1. Available to Group A officers of HOs at Bombay and places other than Power Projects/ Power Stations.	Not admissible
19.	Hostel Subsidy	As per NPCIL (Hostel Subsidy) Scheme. At the rate of Rs. 150/- p.m. when an employee is transferred and he is forced to keep his ward in a hostel away from his place of posting upto 10+2 stage. At the rate of Rs. 400/- p.a. where the employees ward is staying in a recognised hostel for prosecuting studies leading to First Diploma/Degree etc.	As per Central Government Rules. At the rate of Rs. 150- p.a. when an employees is transferred and he is forced to keep his ward in a hostel away from his place of posting upto 10+2 stage.

Sl. No.	Item	Service Conditions for deputationists opting for absorption in NPCIL	Service Conditions for deputationists not opting for absorption in NPCIL
20.	Equipment Advance	Equivalent to 6 months basic pay subject to a maximum of Rs. 10000/- once in 10 years. Recovery = Maximum of 60 instalments. Interest = 9% p.a.	Not admissible. No such provision exists in Central Government.
21.	Project Concessions such as Supply of Free Electricity, etc.	As per existing DAE orders.	As per existing DAE orders.
22.	Benefits for adoption of Small Family Norms	As per NPCIL (Adoption of Small Family Norms) Scheme. 1. Available in the event of sterilisation. 2. Available in the event of an employee who has not undergone sterilisation and has attained the age of 40; has not more than 3 living children wherein the last child is more than 10 years.	As per Central Government Rules. Available in the event of sterilisation.
23.	Group Insurance Scheme	Till the fulfilled Group Insurance Scheme on the lines of Central Govt. employees 'Group Insurance Scheme' is introduced, the present practice of payment of ex-gratia to the families of the deceased employees will continue.	As per Central Government employees Group Insurance Scheme.

Sl. No.	Item	Service Conditions for deputationists opting for absorption in NPCIL	Service Conditions for deputationists not opting for absorption in NPCIL
24.	Accident Insurance Scheme	Ex-gratia payment to the extent of Rs. 1 lakh for those employees who meet with an accident arising out of and in the course of duty and who are not covered by the provisions of Workmen's Compensation Act.	No such provision exists under Central Government Rules.
25.	Leave Travel Concession	<p>As per NPC (LTC) Rules, except for the following provisions LTC Rules of NPCIL are the same as that of Central Govt.</p> <p>1. LTC encashment is admissible at the following rates:</p> <p>(a) 75% of the fare for those employees entitled to travel by IInd Class and</p> <p>(b) 60% of the fare for those employees entitled to travel by a Class higher than IInd Class subject to twice the railway fare for a distance of 1500 Kms.</p> <p>2. Employees drawing a basic of Rs. 5100/- and above are entitled to travel by AC Ist class by Rail.</p>	<p>As per Central Government LTC Rules.</p> <p>No LTC encashment in Central Government.</p> <p>No AC Ist Class travel facility in Central Government.</p>

Sl. No.	Item	Service Conditions for deputationists opting for absorption in NPCIL	Service Conditions for deputationists not opting for absorption in NPCIL
26.	Travelling Allowance Rules	<p>As per NPC (TA) Rules.</p> <p>1. Employees drawing Rs. 3700/- and above but less than Rs. 5100/- can also travel by Air if the distance involved is more than 500 Kms. and the journey cannot be performed overnight.</p> <p>2. Daily Allowance rates are higher than what is admissible in the Government.</p> <p>3. Conveyance Allowance at the touring station is reimbursable at actuals subject to a maximum of Rs. 300/- at any one station for a period of seven days.</p>	<p>As per Central Government TA Rules.</p> <p>1. Employees drawing pay above Rs. 5100/- are eligible to travel by Air on tour.</p> <p>2. Employees drawing Rs. 4100/- and above but less than Rs. 5100/- can also travel by Air if the distance involved is more than 500 Kms. and the journey cannot be performed overnight.</p> <p>3. No such provision exists in Central Government.</p>
27.	Canteen Subsidy	Canteen subsidy at 90% of the food cost to the employees.	Not admissible.
28.	Benefits to families of employees who die while in service	Scheme for granting assistance towards Funeral Expenses of Employees who die while in service.	As per Central Govt. Rules. Immediate monetary relief in the form of an advance limited to 3 months basic pay of the deceased official or

Sl. No.	Item	Service Conditions for deputationists opting for absorption in NPCIL	Service Conditions for deputationists not opting for absorption in NPCIL
			Rs. 2500/- whichever is less. (to be adjusted against dues)
29.	Washing Allowance	Rs. 50/- per month	Rs. 15/- per month

APPENDIX II

NUCLEAR POWER CORPORATION OF INDIA LIMITED. TERMS & CONDITIONS OF SERVICE IN NPC

- (1) The Service conditions in NPCIL as approved by the Govt. of India/NPCIL.
- | | |
|--|---|
| (1) Pay Scales | Central Govt. scales of pay |
| (2) Dearness Allowance | As applicable to employees of Central Govt. |
| (3) H.R.A./C.C.A. | As per Central Govt. Rules |
| (4) Licence Fee recoveries | As per Central Govt. Rules applicable to Central Govt. quarters. |
| (5) Leased Accommodation Policy : | As per NPCIL Scheme |
| (6) Financial Assistance to Children Education | |
| (i) Reimbursement of Tuition Fees | As per Central Govt. Rules - the present rates are as under:
Classes I to X : Rs. 20/- p.m. per child.
Classes XI to XII : Rs. 25/- p.m. per child. |
| (ii) Childrens' Education Allowance | As per Central Govt. Rules - the present rates are as under:
Rs. 50/- p.m. per child for primary, secondary and higher secondary classes. |
| (iii) Journey fare to children studying at outstations | As per Central Govt. Rules |
| (7) Hostel Subsidy | As per NPCIL (Hostel Subsidy) Scheme |

Proposal for payment of Hostel Subsidy for Unrecognised Hostel/ Private Accommodation has been approved by the Board and the same will be introduced after absorption.

(8) Scholarship Scheme

A scheme has already been approved by the Board and will be introduced after absorption.

(9) Leave Rules

- (i) For all employees
other than workmen

As per the provisions of CCS (Leave) Rules.

- (ii) For workmen

As per DAE (Leave) Rules for Industrial Temporary employees read with Section 79 of the Factories Act, 1948.

Note: In case of certain workmen/non-workmen who are at present covered by CCS (Leave) Rules, 1972/DAE leave Rules for I.T. employees, as the case may be, will continue to be so governed until a decision is taken in the matter.

(10) House Building Advance

As per Central Govt. Rules.

(11) Rules relating to
Grant of Advance for
Purchase of Conveyance
(Motor Car/Motor
Cycle/Scooter/Moped/Bicycle)

As per Central Govt. Rules.

(12) Rules relating to
Grant of Festival
Advance, etc.

As per Central Govt. Rules.

(13) Equipment Advance

Equivalent to 6 months basic pay subject to a maximum of Rs. 10000/- once in 10 years. Recovery = Maximum of 60 instalments. Interest = 9% p.a.

(14) Project Allowance/
i.e. Construction Allowance

As per existing Central Govt. orders regarding Project Allowance.

- | | |
|---|---|
| (15) Project Concessions such as Supply of Free Electricity, etc. | As per existing DAE orders. |
| (16) Night Shift Allowance | As per existing Central Govt. orders. |
| (17) Benefits for adoption of Small Family Norms | As per NPCIL (Adoption of Small Family Norms) Scheme. |
| (18) Group Insurance Scheme | Group Insurance Scheme on the lines of 'Central Govt. Employees Group Insurance Scheme' will be introduced by NPC after absorption. Till the fullfledged scheme is introduced, the present practice of payment of ex-gratia to the families of the deceased employees will continue. |
| (19) Accident Insurance Scheme | Ex-gratia payment to the extent of Rs. 1 lakh to be introduced for those employees who meet with an accident arising out of and in the course of duty and who are not covered by the Provisions of Workmen's Compensation Act. |
| (20) Leave Travel Concession | As per NPC (LTC) Rules. |
| (21) Travelling Allowance | As per NPC (TA) Rules. |
| (22) Medical Facilities | <ol style="list-style-type: none"> 1. DAE Contributory Health Scheme at Bombay, Tarapur, Rajasthan and Kalpakkam. 2. Hospital facilities at Narora, Kakrapar and Kaiga with facilities for referral to nearby cities/towns. 3. Medical facilities to employees at Delhi and Madras as per NPCIL Medical Scheme in force at these places. 4. At other places, provisions of CS (MA) Rules shall apply. |

- (23) Post-retirement medical facilities
- Same as now in existence *i.e.* DAE Contributory Health Scheme wherever in existence and as per DAE Rules.
- (24) Provident Fund
- As per NPCIL's Employees Provident Fund Scheme 1990 which provides for subscription @ 10% of the emoluments *i.e.* Pay + DA of the individual employee concerned with a matching contribution from NPCIL.
- The Scheme will also be applicable to deputationists from the date of their absorption in the NPCIL. However, such of the employees who opt for retaining pensionary benefits as per Central Govt. Rules at the time of retirement in terms of Para (a) of DP & PW's OM dated 5.7.89, shall be governed by Non-Contributory Provident Fund Rules of NPCIL to be framed after absorption.
- (25) Gratuity
- (i) Those who opt for retaining : pensionary benefits under Government
- As per Provisions of CCS (Pension) Rules, 1972.
- (ii) Others
- As per provisions of Payment of Gratuity Act for those who are covered by the said Act.
- or
- As per NPCIL (Gratuity) Scheme, as the case may be.
- (26) Canteen Subsidy
- Canteen subsidy at 90% of the food cost will be given to the employees after the absorption.
- (27) Promotion Avenues
- Employees upon their absorption will be governed by the provisions of NPCIL Promotion Rules:

- (a) The scientific and technical staff will be governed by merit promotion scheme.
- (b) The promotion policy for non-technical staff in NPCIL to be adopted after absorption shall, *interalia*, have the following two ingredients:
- (i) Upgradation of the two lower grades of non-technical staff will be done on the basis of qualifying in the written examination, an interview and CR gradings, etc.
- (ii) Eligibility period will be minimum 5 years of service in the lower grades.
- (28) Benefits to families of employees who die while in service
- Scheme for granting assistance towards Funeral expenses of employees who die while in service has already been introduced.
- (29) Deposit Linked Insurance Scheme
- A Deposit Linked Insurance Scheme has been introduced.
- (30) Incentive Schemes
- Employees will be eligible for the various incentive schemes as amended from time to time and as listed below:
- (i) Production incentive scheme for employees of operating stations;
- (ii) Construction Incentive scheme for employees of Construction Projects; and
- (iii) Incentive scheme for Headquarters employees.
- (31) Subsidised Transport
- As per practice now in existence.
- (32) Age of Superannuation
- Scientific, Technical and Group D Employees – 60 years and others – 58 years.

(II) Other terms and conditions of service

The employees will be governed by other terms and conditions of service which are now in existence but not enumerated heretoabove.

(III) Absorption benefits for deputationists:

(i.e. only to those who opt to get absorbed in the service of the Corporation)

(i) Grant of Additional Increments with DA benefits thereon as indicated below:

Group A:

(a) Officers in the Grade of SO/SF and above	2 increments subject to a maximum of Rs. 250/-.
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(b) Officers in the Grade SO(SE)/(E) and below	2 increments subject to a maximum of Rs. 250/-
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Group B	2 increments
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Group C	3 increments
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Group D	3 increments
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The grant of above increments would be governed as follows:

(a) The number of increments shall be granted at the rate of next increment in the scale of pay held by the employees in the Corporation on the date of absorption. In case(s) where the employee is in the maximum of pay scale, in such case(s), the rate of increment granted shall be at the rate equivalent to the last increment drawn by the employee.

(b) Where an employee is officiating on ad-loc basis either with normal pay fixation benefits or with charge allowance, the increment(s) to be granted shall only be in the lower scale.

(c) Where an employee is holding the higher post in the Corporation on regular basis with the normal pay fixation benefits, the rate of increment for this purpose will be taken at the rate of next increment in the scale of pay of the post held by an employee at the time of absorption.

(d) In the event of there being an efficiency bar stage in the scale of pay held by the employee, the grant of additional increments shall be

worked out at the rate of next increment ignoring the stage of efficiency bar.

- (e) However, the increments granted as absorption benefit shall not count for fixation of pay on promotion or consideration of seniority or for allotment of residential accommodation or for TA & DA or for LTC.
- (f) The additional increments on promotion shall be granted at the rate equivalent to the rate of next increment (in the promoted scale) where the pay is fixed on promotion.
- (g) The increments will not count for contributory provident fund, pensionary or other retirement benefits.
- (h) The increment(s), however, will count for dearness allowance calculation and leave encashment on retirement. However, the dearness allowance, so calculated at such percentage/rates announced by Government of India, from time to time in respect of such pay slab wherein the employee has been placed and such DA shall be kept separately for the purpose of accounting etc.

(ii) Grant of Lumpsum Payment:

<i>Group</i>	<i>Rupees</i>
Group A	Rs. 3000/-
Group B	Rs. 2250/-
Group C	Rs. 2000/-
Group D	Rs. 1500/-

NOTE: The lumpsum amount is a one time payment and the same shall be determined on the basis of Group to which the deputationist belongs in his/her parent department at the time of absorption.

APPENDIX III

EXTRACTS OF MINUTES OF THE 12TH SITTING OF THE STANDING COMMITTEE ON ENERGY HELD ON 26TH FEBRUARY, 1996

The Committee sat from 1600 hrs. to 1645 hrs.

PRESENT

Shri Jaswant Singh – *Chairman*

MEMBERS

2. Shri Bhawani Lal Verma
3. Shri S. Thota Subba Rao
4. Shri Dalbir Singh
5. Shri Laxminarain Tripathi
6. Prof. Rita Verma
7. Shri Anil Basu
8. Shri Chitta Basu
9. Shri Parmeshwar Kumar Agarwalla
10. Shri Bhubaneswar Kalita
11. Shri Dipankar Mukherjee
12. Shrimati Ila Panda
13. Shri Rajni Ranjan Sahu
14. Shri Joy Nadukkara

SECRETARIAT

1. Smt. Roli Srivastava – *Joint Secretary*
2. Shri G.R. Juneja – *Deputy Secretary*
3. Shri A. Louis Martin – *Under Secretary*

The Committee first took up the following draft reports for consideration:-

- (i) Draft Report on "Problems of Rajasthan Atomic Power Stations".
- (ii) Draft Report on "Finalisation of Service Conditions and absorption of Deputationists in Nuclear Power Corporation of India Ltd.".

The Chairman mentioned in this connection that the Sub-Committee on Atomic Energy of Standing Committee on Energy (1994-95) under took an on-the-spot study visit to Rajasthan Atomic Power Stations at Ravatbhata and held discussion with the officials on various issues concerning Rajasthan Atomic Power Stations. The Chairman indicated that these reports were prepared based mainly on the information furnished by the Department of Atomic Energy on the points raised by the Sub-Committee during the study visit. Thereafter, the Committee adopted the two reports mentioned above.

2.	**	**	**
3.	**	**	**
4.	**	**	**

5. The Committee authorised the Chairman to finalise the reports adopted by the Committee and present them to the Parliament.

6.	**	**	**
7.	**	**	**
8.	**	**	**
9.	**	**	**

The Committee then adjourned.

* Paras 2, 3, 4, 6, 7, 8 and 9 of the Minutes relating to consideration of two other draft Reports, matter pertaining to a Bill and Procedural Matters have not been included.