



NATIONAL BUILDINGS CONSTRUCTION CORPORATION LTD.
[A Government of India Enterprise]

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NBCC Bhawan
Lodhi Road
New Delhi –

No.: 3(13)/2012-HRM/234

Dated : 17th January, 2013

C I R C U L A R

SUB : "CONTRIBUTORY REVISED VOLUNTARY BENEVOLENT FUND SCHEME".

1. Reference this Office Circular No.3(13)/99/112 dated 06.08.1999 regarding implementation of Contributory Voluntary Benevolent Fund Scheme to provide monetary assistance, in addition to the terminal benefits, to the dependents of the employees who die in harness.
2. Pursuant to the discussions held with all the Functional Unions / NBCC Executive Forum, the Competent Authority is pleased to give effect to the "Contributory Revised Voluntary Benevolent Fund Scheme" with effect from the date of issuance of this Circular i.e. 17.01.2013.
3. In respect of earlier cases i.e. deaths which occurred on or before 16.01.2013 will be dealt as per the earlier Scheme dated 06.08.1999.
4. This scheme is applicable only to the regular employees of the Corporation .
5. Henceforth, in the event of death of an employee in harness, the rate of contribution shall be :-
 - 1) All regular employees, both Non-executives and executives including the board level appointees : Rs.150/-
 - 2) Corporation's Contribution : Rs.2,00,000/-
6. The total compensation payable shall be Rs.5.00 lacs in each case in two instalments, as under :-
 - a) In the event of death coming to the knowledge of the Corporation, Management shall contribute Rs.2,00,000/- (Rupees two lacs only) to the Fund on each occasion & this amount shall be paid immediately to the dependants of the employees who die in harness.
 - b) The disbursement of the balance amount of Rs.3,00,000/- (Rupees three lacs only) shall be paid after the contribution from employees is received.

7. A complete detailed Revised Scheme is enclosed.

The contents of this Circular may please be brought to the notice of all employees under your control.

This issues with the approval of competent authority.

**ENCL. : As stated above.
(HRM)**

**(S.K. GAMBHIR)
EXECUTIVE DIRECTOR**

Distribution :

1. All EDs / HODs / Sections in Corporate Office.
 2. All RBG / SBG / Zonal Offices
 3. AGM to CMD / EO to Director (Projects) / EO to C.V.O.
 4. Company Secretary, NBCC Ltd., HO
 5. GM(F) – (ERP) : with a request to up-load the same under the Circular Portal in ERP System.
 6. The Secretary, NBCC Retired Employees Welfare Association, 59, Lok Nayak Apartments, Plot No. 30, Sector-9, Rohini, Delhi-85.
 7. NBCC Executive Forum
 8. All India NBCC Employees (Lal Jhanda) Union, New Delhi.
 9. All India NBCC Shramik Union, New Delhi.
 10. NBCC Karamchari Congress, New Delhi.
 11. NBCC Limited Workers' Union, New Delhi.
 12. NBCC Workers' and Employees Association, New Delhi.
 13. All India NBCC Employees Association, New Delhi.
 14. NBCC SC/ST Employees Welfare Association, New Delhi.
 15. Notice Board in Corporate Office / RBG Offices / SBG Offices / Zonal Offices
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**Sd/-
(S.P. RUSTOGI)
DY. GENERAL MANAGER (HRM)**

“CONTRIBUTORY REVISED VOLUNTARY BENEVOLENT FUND SCHEME” - 2012

1. PREAMBLE

In terms of the memorandum of Settlement entered into by the Management of the Corporation with NBCC Officers Association, All India NBCC Employees (Lal Jhanda) Union, NBCC Workers & Employees Association, NBCC (Cal) Workers Union (CITU), NBCC (Cal) Workers Union (INTUC), All India NBCC Employees Association, NBCC Ltd., Workers Union, All India NBCC Shramik Union, and NBCC Karamchari Congress, Management of the Corporation is pleased to introduced with a view to providing monetary assistance in addition to the terminal benefits, both statutory and non-statutory, to the dependants of the employees who die in harness, for their rehabilitation. The original Scheme is effective from 07.01.1999.

With the passage of time & due to various other factors and in consultation with the Representatives of Trade Unions & NBCC Executive Forum on 10.12.2012 & 24.12.2012 respectively, the Management is pleased to revise the Scheme from 16.01.2013 i.e. the date of issuance of this Revised Scheme.

2. TITLE

The revised scheme is called the **“CONTRIBUTORY VOLUNTARY BENEVOLENT FUND SCHEME”** for financial assistance to the family members of the employee who dies in harness for their rehabilitation” during the service in the Corporation.

3. COMMENCEMENT

This Revised Scheme shall come into effect w.e.f. the date of issue of this Circular.

4. DEFINITIONS

4.1 *‘Employee’* in this Scheme shall mean an employee in the regular pay scale (both Non-executives and executives). The Scheme will also be applicable to Board level appointees of NBCC. It is not applicable to employees who are on contract / lien / deputation.

4.2 *‘Corporation’* shall mean NBCC Limited.

4.3 *‘Management’* for the purpose of this Scheme shall mean the Chairman & Managing Director, Director (Projects), Director (Finance) & Executive Director (HRM) of NBCC Limited.

5. CONTRIBUTION

All regular employees, both Non-executives and executives including the Board level appointees shall contribute Rs.150/- in the event of death of an employee in harness. NBCC shall contribute Rs.2,00,000 (lump sum) in the event of death of an employee in harness.

6. PROCEDURE & FUND MANAGEMENT

- 6.1 The total compensation payable shall be Rs.5.00 lacs in each case in two Instalments.
- 6.2 In the event of death coming to the knowledge of the Corporation, Management shall contribute Rs.2,00,000 (Rupees Two lacs) to the Fund on each occasion & this amount shall be paid immediately to the dependants of the employees who die in harness.
- 6.3 In the event of death coming to the knowledge of the Corporation an amount of Rs.150/- shall be deducted from the salary bill of each employee. This amount will be deducted in the month in which the death occurs or the succeeding month.
- 6.4 In the event more than one death occurs in a month, the first deduction of the amount will be made during the month in which the first death has occurred and in the subsequent month in respect of the death which has occurred next and so on so forth.
- 6.5 The disbursement of the balance amount of Rs.3.00 lacs shall be paid after the contribution from employees is received
- 6.6 In case the amount received from the employee's + Corporation's share is more than Rs.5.00 lacs, then the excess amount shall be kept in a separate Corpus Fund A/c. In case the amount received from the employee's + Corporation's share is below Rs.5.00 lacs, as the manpower is likely to reduce due to superannuation / death / voluntary retirement, then the short amount will be paid from Corpus Fund A/c. or by the Corporation .

7. GENERAL

- 7.1 *Financial Assistance will not be admissible in case of death due to suicide or accidental death due to drunken drive / Alcoholic influence.*
- 7.2 *For any clarification and/or interpretation relating to this scheme, decision of the Chairman and Managing Director and/or the HOD (HRM) of the Corporation shall be final and binding.*