

## RTI REQUEST DETAILS

<b>Registration No. :</b>	CSLTD/R/E/22/00078	<b>Date of Receipt :</b>	06/06/2022
<b>Type of Receipt :</b>	Online Receipt	<b>Language of Request :</b>	English
<b>Name :</b>		<b>Gender :</b>	
<b>Address :</b>			
<b>State :</b>		<b>Country :</b>	
<b>Phone No. :</b>		<b>Mobile No. :</b>	
<b>Email :</b>			
<b>Status(Rural/Urban) :</b>		<b>Education Status :</b>	
<b>Is Requester Below Poverty Line ? :</b>		<b>Citizenship Status</b>	
<b>Amount Paid :</b>		<b>Mode of Payment</b>	
<b>Does it concern the life or Liberty of a Person ? :</b>	No(Normal)	<b>Request Pertains to :</b>	
<b>Information Sought :</b>	In CSL circular No. PERL/17(28)2014 Pt dated 20 May 2022, in Para 4 (iv) and (vi) two categories of employees are mentioned viz. VPRS and VRS. Could you provide the following clarifications regarding this. 1. The difference between VRS and VPRS. 2. Were both these categories of employees given the monetary benefit of golden handshake based on the number f years served with CSL / number of years left for superannuation, at the time of leaving the company		
<div>PrintSaveClose</div>			



## **Sub: Information Under Right to Information Act**

Dear Sir,

1. Please refer your RTI request no. CSLTD/R/E/22/00078 dated June 06, 2022. The information sought under the said request relating to the Voluntary Retirement Scheme (VRS) and Voluntary Premature Retirement Scheme (VPRS) mentioned in CSL circular No. PERL/17(28)2014 Pt dated May 20, 2022 is given below:

- (i) The difference between VRS and VPRS.

### **Answer**

A copy of the Office Order dated January 25, 2001 regarding Voluntary Retirement Scheme (VRS) and a copy of the Office Order dated March 16, 1998 regarding the Voluntary Premature Retirement Scheme (VPRS) are placed at **Annexure I** and **II** respectively.

- (ii) Were both these categories of employees given the monetary benefit of golden handshake based on the number of years served with CSL / number of years left for superannuation, at the time of leaving the company.

### **Answer**

The Monetary benefits as notified in the respective Schemes viz., VRS or VPRS were disbursed to those employees who have relieved under such schemes.

2. If you are not satisfied with the above reply, you may prefer an appeal within 30 days from the date of receipt of this letter to Shri Bejoy Bhasker, Director (Technical) & Appellate Authority, Cochin Shipyard Limited, Administrative Building, Cochin Shipyard Premises, Perumanoor, Kochi – 682 015.

Thanking You,



Yours faithfully,

**Syamkamal N**

**Company Secretary & CPIO**



COCHIN SHIPYARD LIMITED  
COCHIN 15

(Personnel Department)

No PERL/4(100)99

25 Jan 01

OFFICE ORDER NO PERL/020/2001

SCHEME OF VOLUNTARY RETIREMENT  
FOR EMPLOYEES OF COCHIN SHIPYARD LIMITED

1. Applicability

The Scheme will be applicable to all regular employees of the Company, ie workers, supervisors and executives, who have been appointed against regular vacancies in the Company.

2. Eligibility

An employee must have completed 10 years of service in this Company or completed 40 years of age to qualify for consideration under the Scheme.

3. Conditions Governing Voluntary Retirement

(a) Voluntary Retirement will be normally allowed in cases of incumbents whose service can be spared in the opinion of the Company.

(b) Voluntary Retirement cannot be claimed by any employee as a matter of right. The Company will have the right not to grant Voluntary Retirement.

(c) An employee, in whose case any disciplinary proceedings is pending or is contemplated, will not be considered under the Scheme until the disposal of the Proceedings.

5. Procedure

The Company will invite applications from employees desirous of seeking Voluntary Retirement. Interested employees should submit a written request in the prescribed proforma through their HOD/GM. Where the retirement under the scheme is accepted by the Company, the employee will be relieved within a reasonably short period. Once an application is sanctioned it cannot be withdrawn.

6. Benefits under the Scheme

An employee who takes Voluntary Retirement will be eligible to the following refunds/payments:-

(a) Balance in his Provident Fund account as per rules of Provident Fund applicable to him.





(b) Encashment of accumulated Earned Leave as per rules of CSL applicable to him, as if he retires under the normal rules of retirement.

(c) Gratuity under the Rules/Scheme applicable to him for the qualifying period of service.

(d) An exgratia payment equivalent to 45 days emoluments, (Pay + DA) but excluding adhoc relief/ interim relief, if any, for each completed year of service or the monthly emoluments (pay + DA) at the time of Voluntary Retirement, multiplied by the balance months of service left before normal date of retirement, whichever is less.

(e) Travel by the entitled class for the employee and his/her family comprising his/her spouse and dependent children from the place of his/her posting to his native place. Entitlement includes transportation cost of personal effects as may be admissible in the case of superannuation/retirement.

7. All amounts due to the Company will be adjusted against the payments under 6(d) above. The employee concerned should clear any outstanding dues/advances taken before the date of effect of Voluntary Retirement.

8. The scheme will become operative, subject to approval of the Government, and from time to time as desired by the Company.

9. The above Voluntary Retirement Scheme supersedes the Voluntary Retirement Scheme notified vide Office Order No PERL/115/98 dated 05 Aug 98.



*[Signature]*

(P S Kurian)

ASST GENERAL MANAGER i/c (PERL)

To

All employees - thro' HODs for circulation  
GMs/DGMs/HODs/CVO

Copy to:-

SPS to CMD/DPS to D(O)/DPS to D(F)  
Sr M(Estt)/CVO/Internal Audit

COCHIN SHIPYARD LIMITED  
COCHIN 15


(Personnel Department)

No PERL/4(99)/98

16 Mar 98

VOLUNTARY PREMATURE RETIREMENT SCHEME

CMD is pleased to notify a Voluntary Premature Retirement Scheme as in the Annexure. The Scheme will be applicable to Executives and Supervisors and will come into force with immediate effect.

  
(V N Girijavallabhan)  
DGM (PERL)

Encl:- Scheme

To

All CGMs/GMs/HODs  
All Notice Boards

Copy to:-

SO to CMD/APS to D(O)  
Finance Estt. EVO  
General Secretary, CSSSA/CSOA

(PTO)





ANNEXURE I  
COCHIN SHIPYARD LIMITED  
COCHIN 15

SCHEME FOR VOLUNTARY PREMATURE RETIREMENT

1. Introduction

A Voluntary Premature Retirement Scheme is hereby promulgated with a view to permit Executives and Supervisors desiring to take early retirement before their normal age of superannuation. Such employees opting for premature retirement will be eligible for all normal retirement benefits for the years of service put in as if they were retiring from service on reaching superannuation.

2. Applicability

The Scheme will be applicable only to all regular supervisory and executive personnel of the Company. However, the Scheme will not be applicable to Functional Directors and the Chief Executive who are appointed by the President of India.

3. Eligibility

A Supervisor/Executive who has completed twenty years of service in the Company or completed 50 years of age, will qualify for consideration under the Scheme.

4. Conditions governing Voluntary Premature Retirement

(a) A Voluntary Premature Retirement cannot be claimed as a matter of right. The Company will have the right not to grant Voluntary Premature Retirement under the Scheme. All cases of Voluntary Premature Retirement will require the approval of CMD.

(b) A Supervisor/Executive in whose case any disciplinary proceedings is pending or is contemplated will not be considered under the Scheme, until the disposal of the proceedings.

(c) Voluntary Premature Retirement will be sanctioned subject to clearance from Vigilance Cell.

5. Procedure

Interested eligible employees opting for premature retirement from service should submit a written request through their HODs. The Company will consider such requests and communicate the decision within one month.

6. Benefits under the Scheme

Voluntary Premature Retirement will be treated at par with retirement on superannuation and those who avail Voluntary Premature Retirement will be entitled to all the benefits for the years of service rendered by them.



MA  
16/3/2015  
Dharmapalan