

कोचीन शिपयार्ड लिमिटेड/COCHIN SHIPYARD LIMITED

कोच्ची/Kochi – 682 015

कार्मिक एवं प्रशासन विभाग / P&A DEPARTMENT

सं.No.PERL/17(28)/2004 Pt

21 Nov 2016

शिपयार्ड सांत्वना स्पर्श : मार्ग निर्देश

SHIPYARD SANTHWANA SPARSHAM: GUIDELINES

1. कोचीन शिपयार्ड में दिनांक 01.01.2007 के पूर्व सेवानिवृत्त हुए उन कर्मचारियों के संबंध में, सेवानिवृत्त कर्मचारियों के लिए चिकित्सा सहायता योजना नामक सेवानिवृत्ति के बाद चिकित्सा और आकस्मिक सहायता योजना शुरू की है। इस योजना में मामले व मेरिट आधार पर सेवानिवृत्त कर्मचारियों की किसी आकस्मिक आवश्यकताओं को पूरा करने की ओर योजना के अधीन योग्य सेवानिवृत्त कर्मचारियों को वित्तीय सहायता देने के लिए सीएसएल के अध्यक्ष एवं प्रबंध निदेशक को सक्षम करने वाली एक शर्त परस्पर शामिल है। सीएसएल बोर्ड दिनांक 07 मई 2016 को आयोजित बैठक में एमएसआरई योजना के अधीन समर्पित कोष के समग्र वित्तीय व्यवहार्यता के अंतर्गत "शिपयार्ड सांत्वना योजना" द्वारा वित्तीय सहायता देने के लिए अध्यक्ष एवं प्रबंध निदेशक को प्राधिकृत किया है। सांत्वना स्पर्श के प्रचालन के लिए सामान्य मार्ग निर्देश या ढांचा संदर्भ के लिए संलग्न किया है। यह अधिसूचित किया जाता है कि मार्गनिर्देश संपूर्ण नहीं है लेकिन सूचक है।

Cochin Shipyard has introduced a post retirement medical and contingent assistance scheme called Medical Assistance Scheme for Retired Employees, in respect of those employees who superannuated prior to 01.01.2007. The scheme inter-alia contains a proviso enabling the C&MD of CSL to extend financial assistance to those retired employees, eligible under the scheme towards meeting any contingent requirement of the retired employees on a case to case cum merit basis. The CSL Board in its meeting held on 07 May 2016 authorized C&MD to extend financial assistance by a Scheme namely 'Shipyard Santhwana Sparsham' within the overall financial feasibility of the dedicated corpus under MASRE Scheme. The general guidelines or framework for operation of the Santhwana Sparsham are enclosed for reference please. It is notified that the guidelines are not exhaustive but indicative.

2. यह सक्षम प्राधिकारी के अनुमोदन से जारी किया है।

This issues with the approval of the Competent Authority.

(एम डी वर्गीस/ M D Varghese)

महा प्रबंधक (औ.सं.व प्रशा)/ General Manager (IR&Admn)

सेवा में/ To

All employees – Through Intranet

प्रतिलिपि/ Copy to:

D(F) / D(T) / D(O)

CGMs/GMs/Co Secy/DGMs

AGM (Admn) to C&MD / MO / VO

General Secretary CSEO/CSEF/CSEU / SES / CSSSA / CSOA

Cochin Shipyard Retired Officer's Association

Cochin Shipyard Retired Employees' Welfare Forum

Federation of Retired Cochin Shipyard Employees (FORCE)

All India Shipyard (Retired) Employees Confederation

SHIPYARD SANTHWANA SPARSHAM

(A contingency support scheme for CSL employees retired prior to 01.01.2007)

GUIDELINES

1. CSL introduced a post retirement medical and contingent assistance scheme called Medical Assistance Scheme for Retired Employees in respect of those employees who superannuated from CSL services prior to 01.01.2007. The scheme, inter alia, contains a proviso enabling the C&MD of CSL to extend financial assistance to those retired employees eligible under the scheme towards meeting any contingent requirement of the retired employee on a case to case cum merit basis. The following are some general guidelines/frame work within which the said proviso may be operated. These guidelines are not exhaustive but indicative. Notwithstanding these general guidelines, C&MD of CSL shall have the absolute and unquestionable discretionary powers to make appropriate decisions in this regard as deemed fit by him at any point of time of its operation in that it is to be understood that decision of C&MD of CSL in this regard shall be final and binding on all.
 - i. Contingencies or emergencies qualifying special assistance could be:
 - a. Prolonged illness of either the retired employee or his spouse involving substantial non-reimbursable medical treatment expenses under the MASRE.
 - b. Abject poverty of the family.
 - c. Damages to the dwelling unit of the retired employee on account of natural calamities or disaster.
 - d. Immobility of the retired employee or his spouse.
 - ii. Only those employees who superannuated from the services of CSL and covered under MASRE and his spouse shall be the potentially eligible beneficiaries for the special contingent assistance.
 - iii. The eligible retired employees may apply for the assistance to the Chief Welfare Officer of CSL either directly or through any of his friends or relatives or through any of the fraternity group of retired employees of CSL.

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Cochin Shipyard Ltd.
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- iv. CSL management is also free to consider any of the eligible retired employee for the assistance on suo-moto basis.
 - v. All such applications or cases are to be thoroughly scrutinised and evaluated vide home based in-situ enquiry by the CSL Ad Hoc Committee appointed for the purpose. The Committee shall submit its report with recommendation to C&MD through proper channel within two weeks of the receipt of the application/reference for assistance.
 - vi. Based on the report of the fact finding committee and endorsement/concurrence by the concerned officers/directors, C&MD would make his independent decision.
2. The following could be the main factors for consideration by C&MD while deciding up on the application for assistance.
- i. Financial capability of the applicant retired employee and or his children.
 - ii. Intensity of financial crunch or liability cast on either the retired employee or his family on account of the contingencies afore-stated.
 - iii. Fund availability or financial health of the Corpus under MASRE.
3. The following could be the rate/volume of the special assistance:
- i. For contingency under 1. i. a. = Maximum Rs 1,50,000/- together for a retired employee and his spouse either in lump sum or in instalments as may be decided by the C&MD.
 - ii. For contingency under 1. i. b. = Maximum Rs 2,000/- per month for maximum of 100 months.
 - iii. For contingency under 1. i. c. = Maximum one time assistance of Rs 1,00,000/-
 - iv. For contingency under 1. i. d. = Maximum Rs 25,000/- together for the retired employee and his spouse against bill of purchase of suitable mobility aides.
 - v. Over all expenditure limit under this proviso shall be Rs 20,00,000/- per year.

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