

कोचीन शिपयार्ड लिमिटेड / COCHIN SHIPYARD LTD

कोच्ची / KOCHI-15

(कार्मिक व प्रशासन विभाग / P&A DEPARTMENT)

सं/No.CSL/P&A/Welfare/Emp.Welf/Retired Employee Welfare/2022/18

दिनांक/Date: 05 जनवरी/January 2023

सीएसएल सायं प्रभा योजना (सीएसपीएस)

CSL SAYAM PRABHA SCHEME (CSPS)

1. कोचीन शिपयार्ड लिमिटेड ने वर्ष 2022 में अपने अस्तित्व का 50 वर्ष पूरा कर लिया है और देश की शानदार ढंग से सेवा करना जारी रखा है। सीएसएल के स्वर्ण जयंती समारोह के उपलक्ष्य में कई गतिविधियों का आयोजन किया गया। 2007 से पहले सेवानिवृत्त हुए और 75 वर्ष या उससे अधिक की आयु वाले कर्मचारियों के अच्छे कार्य, प्रतिबद्धता और समर्पण की सराहना करना उचित माना जाता है। तदनुसार, अध्यक्ष एवं प्रबंध निदेशक को अनुबंध- I के अनुसार 'सीएसएल सायं प्रभा' नामक एक योजना की घोषणा करते हुए प्रसन्नता है।


Cochin Shipyard Limited has completed 50 years of existence in the year 2022 and continues to serve the nation gloriously. To commemorate the occasion of CSL's Golden Jubilee Celebration, a host of activities were undertaken. It is considered appropriate to appreciate the good work, commitment and dedication of employees who retired prior to 2007 and have attained the age of 75 years and above in a befitting manner. Accordingly, C&MD is pleased to announce a Scheme called '**CSL Sayam Prabha**' as per Annexure-I.

2. दिनांक 07 मई 2016 को आयोजित बोर्ड की 225 वीं बैठक में लिए गए संकल्प के अनुसार इस योजना के संचालन के लिए एमएएसआरई न्यास से निधि पूरा किया जाएगा।

The fund for the operation of this Scheme shall be met out of the MASRE Trust as per the Resolution of Board in its 225th Meeting held on 07 May 2016.



3. सीएसएल सायं प्रभा योजना (सीएसपीएस) तत्काल प्रभाव से लागू की जाएगी।
The **CSL Sayam Prabha Scheme (CSPS)** will be implemented with immediate effect.
4. यह अध्यक्ष व प्रबंध निदेशक के अनुमोदन से जारी किया जाता है।
This issues with the approval of CMD.


(ए के सुबाष / A K Subash)
महाप्रबंधक (मा.सं.व प्रशि.) / General Manager (HR&Trg)

सेवा में / To

सभी पात्र सेवानिवृत्त कर्मचारीगण / All eligible retired employees

प्रतिलिपि / Cc:

नि(तक)/नि(वि)/नि(प्र)/D(T)/D(F)/D(O)

मु.स.अ./CVO

मु.म.प्र./म.प्र./उ.म.प्र./CGMs/GMs/DGMs

मु.क.अ./CWO

CSL SAYAM PRABHA SCHEME (CSPS)

1. **Title of Scheme:** CSL Sayam Prabha Scheme

2. **Objective:** To recognize and honour the commitment of employees who retired prior to 2007 for their contribution in building the Shipyard on the occasion of CSL's Golden Jubilee Year 2022 and to maintain a lifelong connect with them.

3. **Coverage:** Those employees who retired prior to 2007 on Superannuation or VRS/PMVRS and enrolled / continuing under MASRE Scheme (Executives and Supervisors retired prior to 01.01.2007 and workmen retired before 01.04.2007); subject to meeting minimum service and other mandatory conditions as under:

- a) Retired on superannuation: Minimum of 15 years of service in CSL.
- b) Retired on VRS/PMVRS :
 - i) Separated from CSL on or after attaining 50 years of age after having rendered minimum of 20 years of service in CSL.
 - ii) Attained the age of 60 years as on 31.12.2006 in respect of Executives and Supervisors and 31.03.2007 for workmen.
- c) Resigned employees are not eligible for benefits under this scheme.
- d) In case the ex-employee is not alive, the Spouse or other family members of retired employees are not eligible for benefits under this scheme.

4. **Effective Date:** The scheme shall be effective from 05.01.2023 onwards.

5. **Eligible Persons:** Retired employees fulfilling conditions as per Clause-3 above.

6. **Benefits:**

- a) CSL shall disburse a gift in the form of Cash payment to the eligible retired employees on their birthday on attaining the age of 75 years, 80 years, 85 years and 90 years respectively as under:

Sl. No.	Age	Gift Amount (Rs.)
(i)	75 th Birthday	75000
(ii)	80 th Birthday	80000
(iii)	85 th Birthday	90000
(iv)	90 th Birthday	100000

- b) The gift amount will be credited to the bank account of the eligible retired employee.
- c) The initial Gift under this Scheme shall be paid to the eligible persons as per para (a) above.
- d) To implement the scheme initially, those who have already crossed the age of 75, 80, 85 and 90 respectively also shall be considered for presenting the gift and subsequent disbursement of birthday gift will be applicable on their birthday as indicated at para (a) above. Accordingly, the following will be considered:

- i) Those who have crossed 75th year of age and not attained the age of 80 years will be presented Rs. 75000/- and subsequently they shall be given the gift on their 80th birthday.
- ii) Those who have crossed 80th year of age and not attained the age of 85 years will be presented Rs. 80000/- and subsequently they shall be given the gift on their 85th birthday.
- iii) Those who have crossed 85th year of age and not attained the age of 90 years will be presented Rs. 90000/- and subsequently they shall be given the gift on their 90th birthday.
- iv) Those who have crossed 90th year of age will be presented Rs. 100000/-.

7. **Fund:** The payment of benefits under this Scheme shall be met from MASRE Trust.

8. **Modus Operandi of the scheme:**

- i. P&A Dept. shall verify and confirm the list of eligible retirees who are meeting the conditions for benefits under this Scheme and the same will be forwarded to Finance Dept.
- ii. The ex-employee will be intimated the same in an appropriate manner.
- iii. CSL Finance Dept. shall credit the gift amount under the Scheme directly to the bank account of the ex-employee.

9. C&MD has full powers to amend, modify, delete or add any terms / condition of the scheme or withdraw the same due to any reasons as deemed fit considering organisational requirements.

