

SECURITY PRINTING & MINTING CORPORATION OF INDIA LIMITED
(SPMCIL)

SCHEME FOR PAYMENT OF LUMP SUM COMPENSATION IN LIEU OF
COMPASSIONATE APPOINTMENT.

1. Background

Most of the Public Sector Enterprises (PSEs), Banking Companies and Autonomous Bodies coming under the Central sphere have introduced befitting scheme for Payment of Lumpsum Compensation in lieu of Compassionate Appointment because of inability to recruit manpower. SPMCIL which is a wholly owned Government of India Company has come into existence from ~~13.04.06~~ ~~01.04.2008~~ 13.04.06. The Government employees of Mints, Presses and Paper Mill have come to the roll of the Company w.e.f. ~~01.04.2008~~ and their en-masse transfer order has since been issued by the Administrative Ministry vide no.10/1/2009-SPMC dt.29.5.2009. In conformity with clause no.29 of the Memorandum of Settlement, the SPMCIL being a Public Enterprise has decided to put a scheme for Lumpsum Compensation to the Spouse/Legal heir in lieu of Compassionate Appointment. This is in addition to the Insurance coverage and other entitled dues.

2. Objective

To provide financial assistance to the Spouse/Legal heir of the deceased employees who die in harness during the course of employment in SPMCIL.

3. **Applicability**

The scheme which is in lieu of appointments on compassionate ground will be applicable to all categories of employees, which includes nine Units and Corporate Office, who are in regular employment of the Company till the date of demise.

However, any employee who has attained the age of 60 years at the time of his death and has not actually retired on account of the provisions of retirement on the last day of the month or any other reason, shall not be eligible for the relief under the scheme.

The benefit of Lumpsum Compensation shall not be extended in case the Spouse/Legal heir of the deceased employee, as the case may be, gainfully employed in the Company/other PSUs /Autonomous Bodies, Local authorities or any Govt. establishment.

4. **Scope and Coverage**

All cases including the then deemed deputationist and regular employees of SPMCIL who died in harness during the course of employment in the past after Corporatisation of SPMCIL shall be covered within the ambit of the Scheme and be decided diligently by the concerned Unit where the employee was last employed.

5. **Lumpsum Amount**

The Computation of Lumpsum Compensation under the Scheme shall be as per the following criteria :

- ❖ 30 months of Pay in the Pay Band + Grade Pay + DA last drawn by the deceased employee,

**SECURITY PRINTING & MINTING CORPORATION OF INDIA LIMITED
(SPMCIL)**

OR

- ❖ Pay in the Pay Band + Grade Pay + DA for the remaining months of service left before attaining the age of Superannuation, *whichever is less* subject to the following ceiling limits:

<i>Category of employee *</i>	<i>Maximum Lumpsum Amount</i>
Executives	Rs.10 Lakhs
Supervisors	Rs.7 Lakhs
Workmen	Rs.5 Lakhs

* As per Annexure 'A'

6. Competent Authority

- 6.1 Payment of Lumpsum amount to Workmen and Supervisory category, after careful scrutiny on merit of each case, shall be settled by the concerned Unit with prior approval of GM/HOD.
- 6.2 The cases of all Executives from grade pay of Rs. 4800/- and above need be referred by the Units to the Corporate Office with their recommendations or otherwise based on which Director(HR) shall take a considered decision.
- 6.3 Pre-Corporatisation cases, if any, depending on the merit of each case and having been recommended by the GMs/HODs of the Units shall be decided by the CMD.

SECURITY PRINTING & MINTING CORPORATION OF INDIA LIMITED
(SPMCIL)

7. General

7.1 The grant of Lumpsum Compensation in lieu of Compassionate Appointment under the scheme is purely at the sole discretion of SPMCIL Management.

7.2 A formal application has to be made in the prescribed format (Annexure-B) by the Spouse/ Legal heir of the deceased employee enclosing therewith all the requisite documents.

7.3 It is obligatory on the part of all the Units to process the applications diligently by using the prescribed format (Annexure-C) linking with the service record of the deceased employee.

7.4 The payment under the scheme shall only be made to the Spouse/Legal heir of the deceased employee after necessary verification of the antecedents.

7.5 CMD reserves the right to make any changes/amendments in the Scheme as he may deem fit.