

DETAILED TERMS AND CONDITIONS FOR ENGAGEMENT OF SUPERANNUATED EMPLOYEES

1. The Date of Birth of Applicant should not be before 01/07/1957.
2. Period of engagement will be six months which can be extended another six months on the basis of performance and discretion of management.
3. Emoluments:
 - (i) Executives: - 50% of Last drawn Pay(Basic Pay +DA) (rounded off to the next higher 100 rupees).
 - (ii) Non-Executives:- 50% of Last drawn Pay(Basic Pay +DA) (rounded off to the next higher 100 rupees).

Special Pay, Personal Pay / Stagnation Increment, etc. being drawn at the time of superannuation shall not be payable. No other allowance / perks Shall be payable.

- (iii) 'A/B' type unfurnished accommodation in NFL Township would be provided, as per availability on payment of Normal License Fee at par with regular employees. Electricity and water shall also be chargeable at par with regular employees. This would be for engagement at Units only
- (iv) One day's leave shall be allowed for each month of service from the date of Engagement.
- (v) If a person does not attend office on any working day, the remuneration shall be on pro rata basis.
- (vi) Facility of Clubs in the Townships shall be available at par with serving Employees. This would be for persons engaged at Units only.
- (vii) The Income Tax or any other tax liable to be deducted as per the prevailing rules Shall be deducted at source before effecting the payment, for which the Department will issue TDS Certificate as applicable at prevalent rates.
- (viii) Selection will be made through a personal Interview. Retired employees having experience in the plant/ Section where deployment is required only be considered for engagement. No TA/DA is payable for appearing in the interview or for joining at unit in case of selection.