

भारत प्रतिभूति मुद्रण तथा मुद्रा निर्माण निगम लिमिटेड
Security Printing and Minting Corporation of India Limited

मिनीरत्न श्रेणी-I, सीपीएसई
(भारत सरकार के पूर्ण स्वामित्वाधीन)
Miniratna Category-I, CPSE
(Wholly owned by Government of India)

No.CHO(HR)/IR/8/2/2011/4231

Dated: 19.09.2013

To

All the General Managers,
Mints, Presses & Paper Mill.

Sub: MoS implementation status as on 31.08.2013

Sir,

It has been our effort by the Corporate HR Team to update the Units, Unions and the employees about the implementation position of tripartite agreement arrived at during the course of conciliation proceedings on 15.09.2008 over the en-masse transfer of Govt. employees of Mints, Presses and Paper Mill to the roll of the Company from 01.11.2008.


2. In line with the above spirit, attached please find herewith the updated position regarding implementation of all the clauses of MoS as on 31.08.2013 for ready reference of the Units and also with the request to on-pass the same to Unions and Employees so as to keep them abreast.

3. As evident from the attached document, all clauses of MoS have since been implemented in letter and spirit and accordingly marked with a "Cross". The only clause relating to cadre-restructuring and resolution of anomalies was comprehensively discussed with the Unions for which a draft Understanding was signed on 27.02.2013 during the 6th Bipartite Forum Meeting and now been placed before the highest decision makers of the Company for final decision.

भारत सरकार द्वारा जारी, नया

4. It is also clarified with reference to Promotion Policy for Non-Executives that joint consultation in the Apex Bipartite Forum is presently an ongoing process and policy shall be firmed-up only after signing a draft understanding with the recognized Unions and therefore, can't be construed as non-implementation and hence crossed.

Yours faithfully,


(B.J. Gupta)
DGM (IR)

Encl: As above.

Copy to:

- (i) OSD to CMD
- (ii) EA to Director (HR)/EA to Director (Tech.)
- (iii) CVO (I/c) / GM (IT)
- (iv) DGM (Pers.)/DGM (Fin.)
- (v) ACS, SPMCIL
- (vi) HR Master Folder

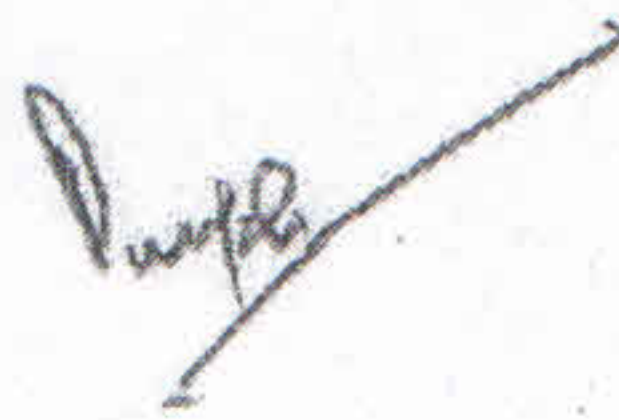
STATUS OF MoS IMPLEMENTATION AS ON 31.08.2013

Clause	Status
1 The settlement shall remain in vogue in perpetuity	The settlement is in perpetuity.
2 SPMCIL shall continue to be wholly owned Corporation of Government of India	Wholly owned by Govt. of India.
3 Yardsticks for design, security features production, planning of coins & currencies and other policy issues shall remain with the Government	With the Government
4 Government shall not use the process of corporatisation as means to privatize.	No such plans
5 Government shall provide support to the Corporation to the tune of Rs.1200-1500 crores for modernization.	<ul style="list-style-type: none"> The modernisation of SPMCIL Units has become an on-going process including the Indigenisation of bank note papers.
6 Government shall ensure that assets transferred to the Corporation on 10.02.2006 shall not be sold by the Corporation.	No such plans.
7 Efforts shall be made by SPMCIL to get more work orders through marketing.	<ul style="list-style-type: none"> Marketing Department has come into existence and functioning from the Corporate Office. System at place in the Units also to promote sales and marketing activities of SPMCIL products.

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	Clause	Status
8	<ul style="list-style-type: none"> • Implementation of Sixth Central Pay Commission • Option to migrate to wage pattern of PSUs 	<ul style="list-style-type: none"> • Sixth CPC has since been implemented. • No Charter of Demands (CoD) forth-coming from the Unions. • Not pending on the Account of SPMCIL Management and hence Crossed.
9	<p>Job security to the erstwhile Govt. employees after Corporatization. No employee could be retrenched after absorbed in the Corporation.</p>	<ul style="list-style-type: none"> • Job security has been assured unless and until the employees are involved in gross misconduct. • No retrenchment contemplated by the Company.
10	<p>The service conditions of employees on deemed deputation would be protected even after Corporatization.</p>	<p>Since been protected.</p>
11	<p>(a) Creation of Non-contributory provident fund under PF Act 1925. The balance along with interest in the GPF Account shall be transferred to their new PF Account.</p> <p>(b) Formation of Trust under EPF Act, 1952.</p>	<ul style="list-style-type: none"> • Not only implemented but the functioning of the Trusts have become robust.
12	<p>Employees as on the date of transfer on deemed deputation will be governed by the rules of the Corporation which will be modeled on CCS Rules.</p>	<ul style="list-style-type: none"> • En-masse transfer of erstwhile Govt. Employees has already taken place and all are now Company employees. • SPMCIL HR Policy formulations are futuristic and in line with Public Enterprises norms. And while doing so, care has been taken to ensure that they are not inferior to the Govt. system as was prevalent.

Clause	Status
<p>13 (a) Combined pension optees would be eligible for pension as per Rule 37-A of CCS (Pension) Rules 1972 on the basis of the combined service rendered by the Govt. and in the Corporation.</p> <p>(b) Pro-rata optees will be eligible to receive retirement benefits for the service rendered under Central Govt. in accordance with the CCS (Pension) Rules from the Consolidated Fund of India.</p> <p>(c) The pro-rata optees having less than 10 years of service to be rendered in SPMCIL shall be compensated on retirement by the Company by an additional ex-gratia amount.</p>	<ul style="list-style-type: none"> • SPMCIL Pension Fund Trust as per Rule 37-A has been constituted and pension from the Pension Fund Trust are being paid. • Since implemented. • Since implemented.
<p>14 (a) Insurance coverage in line with CGEGIS preferably from LIC.</p> <p>(b) CGEGIS liabilities lying in the accounts of Govt. shall be transferred to the Corporation.</p>	<ul style="list-style-type: none"> • Since covered. • Since implemented.
<p>15 (a) The Corporation would formulate a medical benefit scheme in line with CGHS / CS(MA) provisions for its employees including pro-rata pensioners.</p> <p>(b) In house medical facilities, wherever these exists, will be continued in the same manner.</p>	<ul style="list-style-type: none"> • A comprehensive Medical Policy has since been formally notified by the Company on 23.04.2013
<p>16 The leave salary liability as on the date of absorption would be borne by the Government and transferred to SPMCIL.</p>	<p>Leave salary liability in respect of all absorbed employees have been calculated and preferred by the Units to PAO's office for scrutiny and authorization based on which the amount shall be transferred to SPMCIL by the Govt. and hence, marked as Crossed.</p>



Clause	Status
17 All the absorbed employees shall be confirmed in SPMCIL	<ul style="list-style-type: none"> • Consequent upon absorption on the rolls of SPMCIL, no employee has been kept on probation. • After the en-masse transfer of Govt. employees of Mints, Presses & Paper Mill to the Company, the process is complete.
18 Payment of Bonus to the employees as applicable to CPSUs	Govt. in consultation with DPE and integrated Finance Division has communicated that payment of Bonus Act is not applicable to SPMCIL because income from competitive nature of business is less than 20% of the gross Income of the Company and hence Crossed.
19 Central Pool Accommodation	The occupants of Central Pool Accommodation are advised to shift to Company accommodations, where available because Govt. has informed that Rules do not permit SPMCIL employees to occupy Govt. quarters and hence Crossed.
20 Rationalisation of Incentive Scheme in the Units of SPMCIL.	<ul style="list-style-type: none"> • Rationalized Incentive Schemes have since been implemented by the Units and, hence Crossed.
21 The officers and employees in the pay-scales of Rs 6500-10500 (pre-revised) shall be liable for transfer to any of the Units.	<ul style="list-style-type: none"> • Transfer from one Unit to other depending on the functional requirement and operational priority has become a routine practice in the Company and hence stands implemented.
22 The workers for the purpose of giving overtime will be defined as per the Factories Act 1948.	<ul style="list-style-type: none"> • Compliance of Factories Act 1948 is mandatory for SPMCIL and accordingly working hours and overtime payments are regulated.

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Clause	Status
23 The Recruitment Rules of the Corporation should not adversely affect as were prevalent during the Government time.	<ul style="list-style-type: none"> The Company has already notified a comprehensive Recruitment Policy as a corporatised entity. "SPMCIL Promotion Policy for Executives" has since been placed before the Board for consideration. The draft SPMCIL Promotion Policy for Non-Executives was made available to the Unions in the 4th Apex Bipartite Forum Meeting and was formally discussed in the 5th, 6th & 7th Apex Bipartite Forum Meeting. The common points have been frozen for future deliberations.
24 Formation of a structure in SPMCIL on lines of JCM	<ul style="list-style-type: none"> Since been formulated and stands implemented.
25 Rationalization of cadre structure and to sort out the anomalies in pay scale arising out of implementation of 5 th CPC report on the basis of independent study.	<p>A draft understanding was signed on 27.02.2013 by the Unit Management and Corporate HR team with the recognized Unions wherein inter-alia it was agreed for rationalization of cadre structure by accepting six uniform levels, Uniform designations and uniform grade pay. The draft understanding is under consideration of SPMCIL Board.</p>
26 Pending Court Cases - out of Court Settlement	<p>The response from the Units is not encouraging which indicates that cases are not having potential for out of Court settlement. However, the Unions may take up the cases if any, with the GMs of the Units for consideration on merit and then send with comprehensive recommendation to the Corporate Office in line with the instructions issued on 25.8.2009.</p>
27 Continuance of Night Shift in the Units depending on the workload and decided by the local Management.	<ul style="list-style-type: none"> The Employees / Workers are deployed in the night shift by the local management to fulfill the operational load.
28 Payment of Electricity and Water Charges at actuals.	<ul style="list-style-type: none"> Instructions have already been issued by the Corporate Office to all the Units for compliance.

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Clause	Status
29 Formulation of Scheme of Lumpsum Compensation in lieu of Compassionate Appointment.	<ul style="list-style-type: none"> • Compensation in lieu of Compassionate Appointment was notified as back as in the month of August, 2009. • Now a Scheme for Compassionate Appointment has also been introduced from February, 2013.
30 a) Three additional increment not absorbable in future increase of pay (i.e. with cumulative effect) b) One time Lumpsum payment of Rs.3500/-	<p>Since been implemented.</p>
31 Corporation shall offer a VRS for the employees who opt for absorption on the basis of DPE guidelines dated 5.10.1988 as amended from time to time.	<ul style="list-style-type: none"> • The Unions are opposing to the introduction of VRS Scheme in the Company because the employees strength has considerably reduced after Corporatization.
32 Review of Security Requirements	<p>Since been reviewed.</p>

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