



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

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

No. CHO(HR)/IR/8/2/2011/1597

Dated: 14.6.2012

To

The Chief General Manager  
India Govt. Mint, Mumbai,  
All General Managers  
Mints, Presses & Paper Mill

**Sub: Updating MoS implementation status as on 31.5.2012**

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 1.11.2008.

2. In line with the above spirit, attached please find herewith the updated position of all MoS clauses as on 31.5.2012 for ready reference of the Units and also with the request to onpass the same to the Unions and Employees in keeping them informed so as to avoid any negativity.

3. As evident from the attached document most of the MoS clauses have since been implemented and a few taking its time because of consultation process and accordingly, marked with a "Cross".

Yours faithfully,

*[Signature]*  
(P.K.Sahoo)  
DGM (Pers.)

**Encl.:** As above.

**Copy to:**

- (i) OSD to CMD
- (ii) Director (T)/Director (HR)
- (iii) CVO (I/c)
- (iv) DGM (IR)/DGM (Fin.)
- (v) ACS

**STATUS OF MoS IMPLEMENTATION AS ON 31.5.2012**

Clause	Status
1 <del>The settlement shall remain in vogue in perpetuity</del>	The settlement is in perpetuity.
2 <del>SPMCIL shall continue to be wholly owned Corporation of Government of India</del>	Wholly owned by Govt. of India.
3 <del>Yardsticks for design, security features production, planning of coins &amp; currencies and other policy issues shall remain with the Government</del>	With the Government
4 <del>Government shall not use the process of corporatisation as means to privatize.</del>	No such plans
5 Government shall provide support to the Corporation to the tune of Rs.1200-1500 crores for modernization.	Matter already taken up with the Administrative Ministry.
6 <del>Government shall ensure that assets transferred to the Corporation on 10.02.2006 shall not be sold by the Corporation.</del>	No such plans.
7 <del>Efforts shall be made by SPMCIL to get more work orders through marketing.</del>	<ul style="list-style-type: none"> <li>• Concerted efforts are being made to get - more work orders from Domestic as well as Global Market.</li> <li>• Sales and Marketing Department is being strategically set up in the Company to generate business, hence, crossed.</li> </ul>

*[Signature]*

Clause	Status
<p>8</p> <ul style="list-style-type: none"> <li>Implementation of Sixth Central Pay Commission</li> <li>Option to migrate to wage pattern of PSUs</li> </ul>	<ul style="list-style-type: none"> <li>Sixth CPC has since been implemented.</li> <li>No Charter of Demands (CoD) forth coming from the Unions.</li> <li>Hence, not pending on the Account of Management and, therefore, Crossed.</li> </ul>
<p>9</p> <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"> <li>Job security has been assured unless and until the employees are involved in gross misconduct.</li> <li>No retrenchment after absorption contemplated by the Company.</li> </ul>
<p>10</p> <p>The service conditions of employees on deemed deputation would be protected even after Corporatization.</p>	<p>Since been protected.</p>
<p>11</p> <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>	<p>Since been implemented.</p>
<p>12</p> <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"> <li>En-masse transfer of erstwhile Govt. Employees has already taken place and all are now Company employees.</li> <li>SPMCIL HR Policy formulations are futuristic and in line with Public Enterprises norms. And while doing so, Thrust has been to ensure that it is not inferior than the Govt. system.</li> <li>Employees and the Unions will have to take a holistic view and not to expect the best from both Govt. system and PSUs benefits.</li> <li>The consultation with the Unions for formulation of HR Rules and Policies is a on-going process in the Company and hence, the clause is kept Open.</li> </ul>

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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"> <li>• SPMCIL Pension Fund Trust as per Rule 37-A has been constituted and pension from the Pension Fund Trust are being paid.</li> <li>• Since been implemented.</li> <li>• Since been implemented.</li> </ul>
<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"> <li>• Since been covered.</li> <li>• Yet to be transferred by the Govt.</li> </ul>
<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"> <li>• For pro-rata optees, Ministry of Health has already decided that the employees can retain the CGHS facility.</li> <li>• Four Units particularly ISP, CNP, SPM and BNP have Hospitals and providing basic domiciliary and hospitalization facility to the employees.</li> <li>• Medi-claim Policy proposed by the Company was vehemently resisted by the Unions and abandoned.</li> <li>• Then, the SPMCIL Medical Assistance Policy-2011 was documented and circulated to all concerned including the Unions inviting suggestions and inputs.</li> <li>• The consultation in the Apex Bipartite Forum was held over the issue of Medical Assistance Policy and the final meeting has been fixed on 19.6.2012.</li> </ul>

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Clause	Status
<p>23 The Recruitment Rules of the Corporation should not adversely affect as were prevalent during the Government time.</p>	<ul style="list-style-type: none"> <li>• The Company has already formulated a Recruitment Policy stipulating therewith eligibility criteria and norms for Direct Recruitment from the open market and a formal notification shall be issued to this effect after approval by the Competent Authority.</li> <li>• So far Promotion Policy is concerned draft Promotion Policy for both Executives &amp; Non-Executives have since been circulated inviting suggestion and inputs from the employees and the Unions.</li> <li>• The inputs have been received and being tabulated analyzing the pros and cons based on which decision of Competent Authority shall be solicited whether to Accept or Reject.</li> <li>• Formal consultations with the Unions to comprehensively decide, the Promotion Policy of the Company shall take place in 5<sup>th</sup> Apex Bipartite Forum Meeting.</li> </ul>
<p>24 <del>Formation of a structure in SPMCIL on lines of JCM</del></p>	<p>Since been formulated and stands implemented.</p>
<p>25 Rationalization of cadre structure and to sort out the anomalies in pay scale arising out of implementation of 5<sup>th</sup> CPC report on the basis of independent study.</p>	<ul style="list-style-type: none"> <li>• Unambiguous consent from the Unions in reference to the Corporate Office communication dated 7.3.2011 have not been received particularly from the Unions operating in Presses.</li> <li>• In the meantime as deliberated in the 43<sup>rd</sup> Board meeting held on 5.12.2011 the Sub-Committee of the Board of Directors has been constituted for their scrutiny and recommendations over the issue of 5<sup>th</sup> CPC anomalies based on which Board shall take a decision.</li> <li>• The KPMG was entrusted with the responsibility to conduct independent study including rationalization of cadre structure and their report was presented to the Steering Committee of Directors and GMs on 30.3.2012 in Kolkata.</li> </ul>

*How*

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*How*

Clause	Status
26 <del>Pending Court Cases - out of Court Settlement</del>	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 comprehensive recommendation to the Corporate Office in line with the instructions issued on 25.8.2009.
27 <del>Continuance of Night Shift in the Units depending on the workload and decided by the local Management.</del>	<ul style="list-style-type: none"> <li>• The Employees / Workers are deployed in the night shift as and when required to fulfill the operational load.</li> <li>• Company has allowed IGM Noida to start Night Shift to meet the targeted production on the request of the Unit.</li> </ul>
28 <del>Payment of Electricity and Water Charges at actuals.</del>	Instructions have already been issued by the Corporate Office to all the Units for compliance.
29 <del>Formulation of Scheme of Lumpsum Compensation in lieu of Compassionate Appointment.</del>	Since been formulated.
30 <del>a) Three additional increment not absorbable in future increase of pay (i.e. with cumulative effect) b) One time Lumpsum payment of Rs.3500/-</del>	Since been implemented.
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.	The Unions are opposing the introduction of VRS scheme in the Company because the employees strength has considerably reduced after Corporatization.
32 <del>Review of Security Requirements</del>	Since been reviewed.

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