

EMPLOYEES' FAMILY BENEFIT SCHEME❖

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EMPLOYEES' FAMILY BENEFIT SCHEME*

1.0 OBJECTIVE:

To provide monetary benefit to an employee on cessation of his employment on account of permanent total disablement, permanent medical unfitness and to his nominee, in case of his death while in service of the Company.

2.0 DEFINITIONS:

2.01 `Scheme' means Employee's Family Benefit Scheme of RINL.

2.02 `The Company' shall mean Rashtriya Ispat Nigam Limited, (RINL). Every authority and discretion vested in the Company shall be exercisable by the Chairman -cum-Managing Director, RINL for the purpose of this Scheme.

2.03

1(A) `Employee' shall mean any person (executive, non-unionised supervisory personnel and non-executive) in the regular scale of pay in whole time employment of the Company and who is admitted in the Scheme.

(B) `Departmental Trainee' shall mean an employee who while in service of the Company is selected as Trainee for posts circulated/advertised by the Company.

2. COVERAGE:

i. All regular employees (Executives, Non-unionised Supervisory Personnel and Non-executives)

ii. Departmental candidates selected as Management Trainees/SOT/JOTs.

2.04 `Superannuation' in relation to an employee, means the attainment by the employee of the age of superannuation as per the applicable terms of employment.

2.05 `Masculine' shall include Feminine wherever not specifically mentioned.

2.06 `Permanent Total Disablement' means disablement of permanent nature which incapacitates an employee for all work which he was capable of performing at the time of the accident, resulting in such disablement on certification by the Chief Medical Officer of the Company. Provided that permanent total disablement shall be deemed to result from every injury specified in Part-I of Annexure-III or from any combination of injuries specified in Part II thereof where the aggregate percentage loss of the earning capacity, as specified in the said Part II against those injuries, amounts to one hundred per cent or more.

2.07 `Permanent medical unfitness' means medical unfitness of permanent nature which disqualifies an employee from continuing in employment in the Company in accordance with the Medical standards laid down by the Company for the purpose and as certified by the Chief Medical Officer of the Company, including a Medical Board constituted by the Director(Personnel).

2.08 `Notional PROVIDENT FUND' would consist of the employee's own contribution over the period of his service, interest accrued thereon and employer's matching contribution, interest accrued thereon (i.e., as if there had not been any temporary/permanent withdrawal over the period of his service), but will not include any voluntary contributions made by the employee and the interest accrued thereon.

❖ *Introduced vide PP Circular No. 15/96, dtd. 27.09.96.*

Provided further that transfer of contribution or part thereof if any to the 'Employees' Pension Scheme-1995' introduced by the Government under the Employees Provident Fund and Miscellaneous Provisions Act, 1952 or any other such Scheme shall be treated as a withdrawal by the employee for the purpose of this Scheme.

- 2.09 'Nominee' is the person whom the employee nominates to receive the benefit envisaged in the Scheme in the event of his/her death.
- 2.10 'Benefit' means the monthly payments made to the nominee/ex-employee as per the Scheme.
- 2.11 'The Amount' means the amount equivalent to Notional Provident Fund and Gratuity received by the employee or his nominee as the case may be, consequent on separation of the employee from the Company.

3.0 ELIGIBILITY:

All employees on putting in a minimum one year of continuous service in the Company in a regular scale of pay, who die while in service or suffer permanent total disablement/permanent medical unfitness on or after 1.8.1995.

NOTE:

Wherever employment has been provided to one of the direct dependants of the deceased employee, in pursuance of any agreement or on compassionate grounds, the benefit under the Scheme will not be extended to them. Wherever, benefit has already been extended, the same will be discontinued with effect from the date the direct dependent joins the Company on appointment.

4.0 EFFECTIVE DATE:

On notification by RINL Office, this Scheme would be effective from 1.8.1995. In cases of death/permanent total disablement/permanent medical unfitness which have occurred from 1.8.95 till the Scheme is notified, a period of six months from the date the Scheme is notified, will be allowed to the nominee/employee as the case may be to deposit the amounts, as mentioned in Clause 5.0, in case he/she opts for the scheme. This is one time opportunity to cover the past cases, and therefore, if option is not exercised then such cases would not be eligible thereafter to receive the benefit under the scheme.

5.0 BENEFIT:

On the separation of an employee from the service of the Company on account of death/permanent total disablement/permanent medical unfitness, his nominee/the employee, as the case may be, on depositing with the Company the amount equivalent to the notional Provident Fund and Gratuity of the employee, would be entitled to monthly payment equivalent to his basic plus DA last drawn. Such monthly payment shall commence from the month of deposit and shall continue till the normal date on which the employee concerned would have attained the age of superannuation, had the employee been in the service of the Company.

Note❖: In case the amount equivalent to notional Provident Fund and Gratuity is deposited within three months from the date of death/permanent total disablement/permanent medical unfitness of the employee, such monthly payment shall commence from the day following the date of death/permanent total disablement/permanent medical unfitness of the employee.

❖ Amended vide Personnel Policy Circular No.3/2007(PL/RR/8(8)/2007/254 dated 07.03.07.

In case of :

- i) Employees who have effected temporary/permanent withdrawals from the Provident Fund,

AND/OR

- ii) Who may like to retain part of the funds out of the amount equivalent to the notional Provident Fund and/or Gratuity to meet their family commitments, the monthly payments in the above cases will be reduced in the same proportion, which the shortfall in the Fund deposited at the time of separation on account of death/ permanent total disablement/ permanent medical unfitness of employee bears to the aggregate of Gratuity and the notional Provident Fund which would have accrued had the withdrawal not been made.

For example:

Gratuity Amount Due	Rs.1,00,000/-
Notional Provident Fund, had the temporary/ permanent withdrawal not been made	Rs.2,00,000/- -----
Total	Rs.3,00,000/- -----
Actual Provident Fund at the time of separation	Rs,150,000/-
Provident Fund and Gratuity deposited with the Company	Rs.2,32,000/-
Amount of monthly payment as a percentage of last Basic Pay + DA	2,32,000 x 100 ----- = 77.33% 3,00,000

NOTE:

In the above example it is presumed that the employee had already withdrawn a sum of Rs.50,000/- from his Provident Fund and he/his nominees further wanted to retain the sum of Rs.18,000/- from the accumulated funds from the said sources.

The benefit under the Scheme will be admissible from the date of separation of the employee. The payment, however, to the employee/nominee shall start from the date of deposit of the amount as stated in the above clause.

5.1 In case of death/permanent total disablement of the employee while in service, the dependants of such employee will have the following options to choose:

- 1 a)❖ Death or Permanent Total Disablement arising out of and in course of employment while on duty/ Death or Permanent Disablement arising out of accidents while coming to duty or going back from duty within one hour before or after the end of the shift on normal route of journey between the place of work and normal residence :

❖ Amended vide PP Circular No.1/99, dated 09.01.99.

- i) One of the dependants (wife/husband, son, unmarried daughter) may opt for employment and he/she may be considered for regular employment to any of the posts mentioned in the Annexure-V depending on age, qualifications, experience etc.
The dependants who are not otherwise qualified to be inducted at higher intake points may be provided regular employment in S-1 Grade.

OR

- ii) The dependant may opt for monthly payment equivalent to last pay (Basic+DA) drawn till the notional date of superannuation of the deceased employee without requiring to deposit with the Company the amount equivalent to Notional Provident Fund & Gratuity.

OR

- iii) The dependant may opt for a lumpsum one time amount equivalent to (ii) above at a discount rate of 20% per annum without depositing the amount equivalent to Notional Provident Fund and Gratuity amounts with the Company.

Note:❖❖

In case none of the dependants is eligible to exercise the option of employment, the dependant will be allowed the option under Clause (a)(ii). On attaining the eligible age of employment, the dependent will be given the option to opt out from the benefit of availing monthly payment under Clause - a(ii) and exercise the option for employment under clause -a(i), subject to the condition that the option is exercised within one year from the date of attaining the eligible age of employment.

2. In addition to the above, the following benefits will also be available to the dependants.

- i) Children of the deceased/permanently disabled will be allowed to continue in the schools running under the aegis of VSP. The school fee to be charged from the children of such employees will be at the same rate as applicable to serving employees of VSP. However, no reimbursement of school fee will be made.
- ii) Dependent family members will be entitled to treatment in Company run hospitals. No reimbursement of medical expenses, in case of treatment outside, will be given.

6.0 DEPOSIT OF THE AMOUNT (EQUIVALENT TO NOTIONAL PROVIDENT FUND AND GRATUITY):

- 6.01* Employee/Nominee shall deposit the amount as mentioned at para 5.0 in one lumpsum with the Company within a maximum period of twelve months from the date of permanent total disablement/permanent medical unfitness/death.

The Employees or their Nominees, as the cases may be for the cases of separation on or after 1.8.95 and before the date of notification of the Scheme would be allowed to deposit the amount within a maximum period of six months from the date of notification of the Scheme.

7.0 PROVISION OF MAKING GOOD THE SHORTFALL RESULTING FROM WITHDRAWALS:

Employee/Nominee, have the option of making good the shortfall bearing to the total amounts mentioned at para 6.0 by depositing the difference to get full benefit under the scheme, as one option at the time of volunteering for this scheme. The benefit under the scheme arising out of deposit of shortfall will commence from the month immediately succeeding the month of deposit of such shortfall.

❖❖ Incorporated vide PP Circular No.14/97, dated 05.08.97

* Amended vide PP Circular No.5/2000 dated 02.06.2000. Modifications are w.e.f. 23.05.2000.

8.0 TERMINATION OF BENEFIT:

- 8.01 On the normal date of superannuation of the separated employee, the monthly payments under this scheme would cease and the amount deposited with the Company under this scheme would be refunded to the employee or his/her nominee, as the case may be. Under the Scheme, no interest on the amount deposited with the Company will be admissible for the period of deposit.
- 8.02 If the employee/nominee desires to permanently withdraw the amount deposited with the Company under the scheme at any point of time, he/she will be allowed to do so. In such cases the employees/nominee would be entitled to receive the benefit upto the end of month immediately preceding month of withdrawal and also would not be entitled to any other benefit, whatsoever. No partial withdrawal of the amount deposited with the Company would be allowed.

9.0 CONDITIONS FOR BEING A BENEFICIARY UNDER THIS SCHEME:

- 9.01 The Scheme is voluntary. Employees opting for the Scheme are required to submit their application in the format given at Annexure-I.
- 9.02* The employee/nominee will be eligible for the benefits under this scheme only if amounts are deposited with the Company within a maximum period of twelve months from the date of permanent medical unfitness/permanent total disablement/death. Otherwise, he/she will not be eligible to become a member subsequently to receive benefit under this scheme.
- 9.03 The employee/nominee will be eligible to get the benefit under this scheme only after;
- a) the loans/advances taken by the employee from the Company and other dues, if any, to the Company, have been repaid by the employee/nominee in full. However, the Company may at its discretion, allow the amount due to the Company on account of loan/advances etc., availed by the separated employee, to be deducted in monthly instalments from the payments to be made under this scheme, subject to the condition that such recovery does not exceed 50% of the monthly payments due to the employee/nominee.
- b) Vacation of Company's Quarters.

10.0 NOMINATIONS:

- 10.01 All employees opting for the scheme will be required to make their nominations for receiving the benefits under the scheme in case of their death in the format given at Annexure-II.
- 10.02* The person nominated to receive the benefit under this scheme shall be one or more of the nominees under the PROVIDENT FUND Rules. If an employee nominates more than one person, he/she shall, in his/her nomination, specify the amount or share payable to each of the nominee in such a manner as to cover the whole amount payable per month.
- 10.03 An employee separated on account of permanent total disablement/permanent medical unfitness and joining the scheme, shall himself draw the amount under the scheme notwithstanding any nomination made by him. In the event of his death prior to the normal date of superannuation, then his/her nominee shall receive the benefit under the scheme.

* Amended vide PP Circular No.5/2000, dated 02.06.2000, w.e.f. 23.05.2000.

- 10.04 In the absence of nomination under the scheme, the nomination made by the employee for this purpose, of the payment of Provident Fund dues would be treated as nomination under this scheme. In case there are more than one nominee for PROVIDENT FUND purpose, the nominee for the purpose of this scheme will be decided in the following order:
1. Wife/husband, as the case may be;
 2. Eldest dependent child (daughter, on marriage will cease to be the beneficiary and the benefit will pass on to the next eligible dependent child),.
 3. Mother.
 4. Father.
- 10.05 In the absence of nomination for Provident Fund, the issue of nomination would be resolved as provided in Clause 10.04 above.
- 10.06 The nominee of the deceased employee will be required to nominate a person, in line with para 10.2 above, who will receive the benefit in the event of his/her death.
- 10.07 In the event of the nominee predeceasing the employee, the employee will be required to make a fresh nomination.

11.0 MODALITIES:

- 11.01 RINL shall administer the scheme. The records regarding nominations, applications etc., shall be maintained by the concerned Zonal Personnel Executive and the accounts shall be maintained in the Provident Fund Section of Finance Department.
- 11.02* The deposits under the scheme shall be made by the employee/nominee, as the case may be, by an A/c Payee cheque/bank draft (which would be reckoned only after its realization) along with an application in the prescribed format. Alternatively, on an application from the employee/nominee and with the concurrence of the Provident Fund Trust on due settlement of his account with them, the amount may be directly transferred by the Trust and similarly, the Gratuity amount may be got transferred for deposits under the scheme by a letter of authority by the concerned employee/nominee.
The Company will issue receipt for the deposit made by the employee or his nominee, as the case may be (Annexure-VI).
- 11.03 The concerned Zonal Personnel Executive will examine the eligibility of the employee/nominee concerned and will approve and notify the amount of monthly payment and the period of payment under the scheme on the basis of data/certificates given in the application after due verification. Thereafter monthly payments shall be made by the Finance Deptt. of the Company by A/c payee cheque or by crediting to the Bank A/c of the employee/nominee after due deduction of tax at source, wherever applicable, latest by the 10th of the following month.
- 11.04 Refund of the deposit made under this scheme will be made on or after the due date by the Company on surrender and full discharge of the receipt by the concerned employee/nominee.
- 11.05 All payments under the scheme shall be subject to statutory provisions, as applicable from time to time.
- 11.06 The working of the scheme would be reviewed from time to time, by the Company.

* *Incorporated vide Circular No.PL/RR/8(8)/2005/514 dated 19.07.2005.*

12.0 MISCELLANEOUS:

- 12.01 Clarifications, on these rules and their interpretation, as and when required, shall be issued by the Rules Section of Personnel Deptt., Visakhapatnam Steel Plant.
- 12.02 In case of employees joining from other organisations, and their Provident Fund being transferred, they shall be required to declare at the time of their joining about the permanent withdrawals in the previous employments indicating the amount thereof with documentary proof.
- 12.03 Employees/nominees may address their grievances relating to the implementation of the scheme, if any, to the concerned Zonal Personnel Executive for their redressal.
- 12.04 Where any doubt arises as to the interpretation of these rules, it shall be referred to the Personnel Department for decision, whose decision would be final and binding.
- 12.05* Beneficiaries under EFBS will be required to submit a Certificate in the proforma as at Annexure-VII to Personnel-Welfare and Finance-Pay that he/she is receiving the payment regularly. This Certificate is required to be submitted once in six (6) months, i.e. within 15th October for the period April to September and within 15th April for the period October to March.

13.0 REVIEW:

The Company retains the right to amend, review or alter the rules under the scheme at any time with the approval of Chairman-cum-Managing Director.

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* *Incorporated vide IOM No. PL/RR/8(8)/2005 dated 17.5.2005.*

**RASHTRIYA ISPAT NIGAM LIMITED
VISAKHAPATNAM STEEL PLANT**

**APPLICATION FOR ADMISSION TO
EMPLOYEES' FAMILY BENEFIT SCHEME**

1. Name in Full :
2. Address:
Temporary

Permanent:
3. Sex : M/F
4. Date of Birth: DD MM YY
5. Date of joining in VSP(in regular employment): DD MM YY
6. Marks of Identification :
i.
ii.
7. Marital Status : Married Bachelor Spinster Widower Widow

I agree to become a member and to be bound by the rules and regulations of the scheme in force and as may from time to time be prescribed by the authorities specified in the rules.

Signature :
Name :
Employee No.:
Grade
Designation :
Department :
Date :

RASHTRIYA ISPAT NIGAM LIMITED
VISAKHAPATNAM STEEL PLANT

Photograph of
Nominee duly
Attested by
Employee

NOMINATION FOR EMPLOYEES'
FAMILY BENEFIT SCHEME

I hereby nominate the person mentioned below to receive the benefit under the Scheme as envisaged in the Employees' Family Benefit Scheme of RINL as envisaged in its Rules & Regulations in the event of my death. This is in supercession of any previous nominations made by me in this regard. I am also enclosing attested photographs and appended below the signature/ LTI/ RTI of the nominee duly attested by me.

Sl No.	Name and address of the nominee	Nominee's relationship. If any, with the member	Age of the Nominee	Contingencies happening of which the nominations shall become invalid	Name, address & Relationship of the person, if any, on whom the right of the nominee is conferred in the event of his / her pre deceasing the member.

1. Certified that the above entries were made by me/ read out to me.

(Signature/ LTI or RTI of the member)

(Name of member in block letters)

Design : Emp. No. :

Station: Date:

2. Certified that the above entries were read out by me to the member and he/ she has affixed his/ her LTI/ RTI in my presence in accordance thereof.

Signature/ LTI/ RTI of the nominee
(to be attested by the employee)

Date: Station:

Signature of Employee & Date:

- i) Signature of witness
Name in full block letters:

Designation:
Employee No.

Address:

Station:

Date:

- ii) Signature of witness
Name in block letters:

Designation:

Emp. No.:

Address:

Station:

Date:

PART-I

LIST OF INJURIES DEEMED TO RESULT IN PERMANENT
TOTAL DISABLEMENT

Sl. No.	Description	Percentage of Loss of earning Capacity
1.	Loss of both hands or amputation at higher sites	100
2.	Loss of hand and a foot	100
3.	Double amputation through leg thigh or amputation through leg or thigh on one side and loss of other foot	100
4.	Loss of sight to such an extent as to render the claimant unable to perform any work for which eye-sight is essential	100
5.	Very severe facial disfigurement	100
6.	Absolute deafness	100

(Cont'd.....)

PART-II
LIST OF INJURIES DEEMED TO RESULT IN
PERMANENT PARTIAL DISABLEMENT

Sl. No.	Description	Percentage of loss of Earning Capacity
<u>Amputation Cases-Upper Limbs(either arm)</u>		
1.	Amputation through shoulder joint	90
2.	Amputation below shoulder with stump less than 8" from tip acromion	80
3.	Amputation from 8" from tip of acromion to less than 4.5" below tip of olecranon	70
4.	Loss of a hand or of the thumb and four fingers of one hand or amputation from 4.5" below up of olecranon	60
5.	Loss of thumb	30
6.	Loss of thumb and its metacarpal bone	40
7.	Loss of four fingers of one hand	50
8.	Loss of three fingers of one hand	30
9.	Loss of two fingers of one hand	20
10.	Loss of terminal phalanx of thumb	20
11.	Amputation of both feet resulting in end-bearing stumps	90
12.	Amputation through both feet proximal to the metatarso phalangeal joint	80
13.	Loss of all toes of both feet through the metatarso-phalangeal joint	40
14.	Loss of all toes of both feet proximal to the proximal inter-phalangeal joint	30
15.	Loss of all toes of both feet distal to the proximal inter phalangeal joint	20
16.	Amputation at hip	90
17.	Amputation below hip with stump not exceeding 5" in length measures from tip of great trenchant	80
18.	Amputation below hip with stump exceeding 5" in length from tip of great trenchanter but not beyond middle thigh	70
19.	Amputation below middle thigh to 3-1/2" below knee	60
20.	Amputation below knee with stump exceeding 3-1/2" but exceeding 5"	50
21.	Amputation below knee with stump exceeding 5"	40
22.	Amputation of one foot resulting in end-bearing	30
23.	Amputation through one foot proximal to the metatarso- phalangeal joint	30
24.	Loss of all toes of one foot through the metatarso- phalangeal joint	20
OTHER INJURIES		
25.	Loss of one eye, without complications, the other being normal	40
26.	Loss of vision of one end, without complication of disfigurement of eye-ball, the other being normal	30

RASHTRIYA ISPAT NIGAM LIMITED
APPLICATION FORM FOR DEPOSIT OF AMOUNT IN
EMPLOYEES' FAMILY BENEFIT SCHEME

Ref. No.
(For office use only)

Any attempt to get the benefit under the Employees' Family Benefit Scheme on the basis of false information or on forged/ fake documents will entail rejection of application and even render the Employee/ Nominee liable for prosecution.

Photograph of Employee or Nominee
 (Attested)
 Attestation of Signature/ Photograph
 to be made by any Gazetted Govt.
 Officer/ RINL Officer

Name of Employee:
 (Surname first)
 Address
 for correspondence:

Permanent Address:

Employee No.
 Department
 Designation
 Date of superannuation(separation)
 Occurrence of Death/
 Permanent total disability
 Amount received on settlement :
 Provident Fund (Rs.) :
 Gratuity (Rs.) :
 Total (Rs.) :
 Amount deposited with the Company: (Rs.)

**RASHTRIYA ISPAT NIGAM LIMITED
APPLICATION FOR DEPOSIT OF AMOUNT IN
EMPLOYEES' FAMILY BENEFIT SCHEME**

Dear Sir,

*i. Shri/ Ms. _____ met with death on _____
The death certificate issued by _____ in his/her case is enclosed.

*ii. I _____ suffered from permanent total disablement and a
certificate issued by empowered competent medical authority is enclosed.

In terms of the Employees' Family Benefit Scheme, I (Self/Nominee) enclose herewith an account payee
Cheque/Draft No. _____ dtd. _____ for Rs. _____
(Rupees _____)
drawn in favour of _____ payable at _____ to receive the benefits
under the Scheme as per the relevant rules and regulations.

Kindly issue me a receipt for the amount deposited under the Scheme.

Thanking you,

Yours faithfully,

Signature :
Name :
Employee No. :
Department :
Date :

*Strike off which is not applicable
(i) for nominee (ii) for self

The induction points for the dependants seeking the option for employment will be :

(a)* **For the post of Khalasi/ Attendant in S-1 Grade:**

Age : Minimum age limit of 18 years. (No minimum educational qualification stipulated).

(b)* **For the post of Junior Trainee:**

Age : Minimum age limit of 18 years.

Qualification : Matric + ITI / Diploma in Engineering
(On successful completion of 18 months training he will be appointed in the regular grade of S-3 as Technician).

(c)* **For the post of Junior Assistant (S-3):**

Age : Minimum age limit of 18 years.

Qualification : Graduate in any discipline

**Amended vide PP Circular No. 14/2009, dated 15 July, 2009*

**RASHTRIYA ISPAT NIGAM LIMITED
VISAKHAPATNAM STEEL PLANT
VISAKHAPATNAM - 530 031
DEPOSIT RECEIPT**

Receipt No. _____ Date _____ Due Date _____

Received from: _____ (Employee/Nominee)

Address: _____

a sum of Rs. _____ (Rupees _____ only) vide Demand Draft /Banker's Cheque/Pay Order No. _____ dt. _____ drawn on _____ Bank as deposit under RINL Employees' Family Benefit Scheme.

This deposit receipt is valid subject to realisation of the Demand Draft/Banker's Cheque/Pay Order No. _____ dt. _____ through which the depositor has rendered deposit.

for and on behalf of Rashtriya Ispat Nigam Limited/Visakhapatnam Steel Plant,

AUTHORISED SIGNATORY

Conditions overleaf

1. The deposit is non-transferable and non-negotiable.
2. No interest is payable on this deposit.
3. In case of death of depositor, the payment will be made to his/her nominee on production of death certificate and other legal documents.
4. This receipt must be sent for repayment duly discharged by the depositor or nominee at least three weeks before due date.
5. Change in nomination/address should be intimated.

Receipt

(To be used at the time of discharge)

Received Demand Draft/Banker's Cheque/Pay Order No. _____ dt. _____ for Rs. _____ (Rupees _____ only).

Revenue Stamp
Signature of the Depositor/Nominee

Deposit Receipt incorporated vide Circular No.PL/RR/8(8)/2005/514 dated 19.07.05.

CERTIFICATE

(To be submitted in duplication)

This is to certify that I have been receiving an amount of Rs. _____ (Rupees _____) per month towards monthly benefit under EFBS by way of A/C payee cheque / crossed D.D. from RINL, Visakhapatnam Steel Plant, Visakhapatnam for the period from _____ to _____ and the same was credited in my saving bank A/C No. _____ of _____ Bank, _____ Branch.

LTI/RTI/Signature of the beneficiary

Name in full: _____

Relationship with
deceased employees _____

Membership No. _____

Date: _____

Attested by:

Signature with date
(Seal of the Banker / Gazetted Officer)