

**BRIEF ON IROWA APEX BODY MEETING WITH DIRECTOR (HR) INDIAN OIL ON 20<sup>TH</sup>  
FEBRUARY, 2016**

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A meeting was held on 20<sup>th</sup> February, 2016 between Director (HR), IndianOil along with his team and IROWA Apex Body Members.

At the outset, Mr. VergheseCherian, Director (HR) welcomed all the Apex Body Members of IROWA. He complimented IROWA for doing an excellent job and maintaining the link between IndianOil Management, Retired Officers and their families.

Some of the important things IROWA is doing are :

- 1) Quarterly Bulletin
- 2) Maintaining the website and
- 3) Brining out the Members Directory periodically.

Mr. V.C.Agrawal, President IROWA thanked Director (HR) and his team for taking out time to meet the Apex Body. He also thanked IOCL Management for not only reviewing the various schemes for Retired Officers periodically, but also maintaining constant link with them. All the Location Heads in Refineries, Marketing and Pipelines, organise various events to maintain the link with Retired Officers and their families.

Following points were discussed :

1) **Expeditious Implementation of the benefit of 1.5% PBT Scheme.**

This scheme is basically for those who retired before 1/1/2007. At one stage there was an ambiguity in the definition of beneficiary of this scheme. Now, that has been sorted out by Department of Public Enterprises (DPE) and management is hopeful to implement the scheme soon.

2) **Review of Annuity Amount for those who retired after 1/1/2007.**

Presently, annuity amount for the old SABF Scheme is being calculated on the salary as on 31/12/2006, since the new Pension scheme started operating from 1/1/2007. There is a proposal to consider the revised salary as on 1/1/2007 for the purpose of calculation of the annuity amount for the old SABF Scheme. Management mentioned that the Board has already approved the proposal and the same is in discussion with the Administrative Ministry for final approval. Management is hopeful of implementing it shortly.

3) **Extension of Ex-gratia for Retirees upto 31/12/2006**

It was brought out by IROWA Members that Government has approved Pension Scheme for PSU employees with effect from 1/1/2007 out of 30% Basic Pay + DA. There was no pension scheme prior to that. However, an internal SABF Scheme was created w.e.f. November, 1987 which was mainly being funded by employees. Considering the hardship of employees, IOCL Management has already approved giving help in the form of ex-gratia amount. Presently, this ex-gratia amount is paid only to those employees who retired before November, 1987 (introduction of SABF Scheme). Since SABF scheme was not a regular pension scheme and was being funded by employees themselves, request is to extend the ex-gratia help to all those employees who retired upto 31/12/2006, before introduction of pension scheme w.e.f. 1/1/2007. This will mitigate the hardship of retired employees to a certain extent. Management agreed to consider.

4) **Review of Post Retirement Medical Scheme**

Post Retirement Medical Scheme is reviewed by the Management once in four years. Last, it was reviewed w.e.f. 1/4/2012 and, therefore, it is now due for renewal from 1/4/2016. Management agreed to review the same at the earliest. It was also agreed that the management will consult IROWA members for various suggestions related to Medical Scheme. Suggestions for review of medical scheme was given to the management.

5) **Simplification of Procedures**

IROWA members suggested following points for simplification of various procedures concerning schemes related to retired employees.

- Introduction of Smart Card for hospitalisation. This will avoid any hardship for the retired employees or family members at the time of hospitalisation.
- Submission of Single Life Certificate which can meet the requirement of various schemes.
- On-line booking of Holiday Homes.
- Better communication with retired employees regarding deduction from their medical bills.
- Communication with retired employees at the time when someone become eligible for ex-gratia payment.

Meeting was concluded with a vote of thanks by Mr. J.K. Puri, General Secretary, IROWA.