

**GOVERNMENT OF INDIA
SHIPPING
LOK SABHA**

UNSTARRED QUESTION NO:302
ANSWERED ON:22.02.2001
VOLUNTARY RETIREMENT SCHEME
CHANDRAKANT BHAURAO KHAIRE

Will the Minister of SHIPPING be pleased to state:

- (a) whether the Government propose to reduce the work force at major ports and also planning to introduce voluntary retirement scheme for port and dock workers;
- (b) if so, the details thereof; and
- (c) the number of employees likely to be reduced under this scheme?

Answer

MINISTER OF STATE IN THE MINISTRY OF SHIPPING(SHRI HUKUMDEO NARAYAN YADAV)

(a) & (b) : Yes, Sir. A Voluntary Retirement Scheme for employees and workers was in existence in 1991 in Ports and Dock Labour Boards. The Government has recently requested all Major Ports and Dock Labour Boards to keep this Scheme open till 31.3.2001. The details of this Voluntary Retirement Scheme are as under:-

I. An employee who has completed 10 years` of service or completed 40 years of age may seek voluntary retirement by a written request.

II. The Port Trusts and Dock Labour Boards will have the right not to grant voluntary retirement for reasons to be recorded in writing.

III. The terminal payments available to an employee who seeks voluntary retirement would be:-

- (i) the balance in his Provident Fund Account payable as per the GPF/CPF regulations applicable to him;
- (ii) cash equivalent of accumulated earned leave as per the rules of the Port Trust/Dock Labour Board;
- (iii) gratuity as per Gratuity Act or the gratuity scheme applicable to the employee;
- (iv) one month`s/three months` notice pay (as per the conditions of service applicable to him).
- (v) pension as per the rules of the Port Trust/Dock Labour Board.

IV In addition, an employee whose request for Voluntary Retirement is accepted would also be entitled to an ex-gratia payment equivalent to 11/2 months` emoluments (Pay + DA) for each completed year of service or the discounted value of the emoluments (at 12% rate of discount) that would have become payable for the balance months of service left, whichever is less.

(c) It is not possible to provide specific figures for the workers/employees who will take benefit under this Scheme as the same depends on the submission of request by the eligible workers and employees subject to acceptance of the same by the Port/Dock Labour Board.