

DETAILED TERMS AND CONDITIONS FOR ENGAGEMENT OF SUPERANNUATED EMPLOYEES

1. Applicable to employees working in any discipline at Unit/Office who superannuated from the services of the Company at or below the level of Chief Manager (E-6) except those who were removed from services on disciplinary grounds or those who resigned from the Company.
2. Candidates should be clear from Vigilance angle at the time of retirement.
3. Candidate should not be beyond 65 years of age as on 31.01.2022
4. Period of engagement will be six months which can be extended for another 6 months on the basis of performance.
5. Facilities:
 - (a) Emoluments:
 - (i) Executives: 50% of Last drawn Pay (Basic Pay +DA) (rounded off to the next higher 100 rupees).
 - (ii) Non-Executives:- 50% of Last drawn Pay (Basic Pay +DA) (rounded off to the next higher 100 rupees).
 - (iii) Special Pay, Personal Pay / HRA / Stagnation Increment, etc. being drawn at the time of superannuation shall not be payable. No other allowance / perks shall be payable.
 - (b) A/'B' type unfurnished accommodation in NFL Township would be provided, as per availability on payment of Normal License Fee at par with regular employees. Electricity and water shall also be chargeable at par with regular employees. This would be for engagement at Units only.
 - (c) The person so engaged shall submit medical fitness certificate from NFL Hospital or authorised Medical Officer before joining.
 - (d) One day's leave shall be allowed for each month of service from the date of engagement.
 - (e) If a person does not attend office on any working day, the remuneration shall be on pro rata basis.
 - (f) Facility of Clubs in the Townships shall be available at par with serving employees. This would be for persons engaged at Units only.
 - (g) The Income Tax or any other tax liable to be deducted as per the prevailing Govt. Of India rules shall be deducted at source before effecting the payment, for which the Department will issue TDS Certificate as applicable at prevalent rates.
6. Selection of the candidates will be made through a personal interview. No TA/DA will be payable for appearing in the interview or for joining at Unit in case of selection.

For any clarification please contact Ms. Sushmita Kapoor, Mgr (HR) – Mob: 9811029025, email: sushmita@nfl.co.in/ Ms. Lily Pathak, Dy. Mgr.(HR), Mob: 9818459441, email: lily.pathak@nfl.co.in Central Marketing Office, NOIDA during office hours, Monday to Friday.



