

C I R C U L A R S

- **PERTAINING TO AMENDMENTS
IN**
- **VARIOUS RULES/PROVISIONS
OF**
- **PERSONNEL MANUAL**

ANNEXURE-A

CODE	SCALE OF PAY (As on 31-12-1996)	CODE	REVISED SCALES (W.E.F.1.1.1997)	CODE	CORRECTED SCALES (W.E.F.1.1.1997)
S-1	2100-40-2660	N-1	3630-60-5130	S-1	4000-80-5600
S-2	2140-44-2448-49- 2791	N-2	3730-65-4510-70- 5420	S-2	4080-86-4682-91- 5865
S-3	2190-50-2540-55- 2925	N-3	3875-75-4775-85- 5880	S-3	4170-93-4821-98- 6095
S-4	2245-58-2651-65- 3106	N-4	4040-90-5120-95- 6355	S-4	4300-104-5028- 110-6458
S-5	2310-69-2793-78- 3339	N-5	4240-105-5500- 115-6995	S-5	4500-118-5326- 126-6964
S-6	2390-81-2957-90- 3587	N-6	4460-120-5900- 125-7525	S-6	4800-133-5731- 140-7551
S-7	2480-94-3138- 103-3859	N-7	4700-130-6260- 140-8080	S-7	5100-148-6136- 156-8164
S-8	2585-106-3327- 115-4132	N-8	4950-145-6690- 150-8640	S-8	5400-163-6541- 170-8751
S-9	2700-119-3533- 128-4429	N-9	5100-155-6960- 160-9040	S-9	5800-179-7053- 186-9471
S-10	3000-131-4048- 140-5028	N-10	5650-165-7630- 170-9840	S-10	6400-200-11200
	Ministerial Staff				
SL-0	2245-58-2651-65- 3106	M-0	4040-90-5120-95- 6355	M-0	4300-104-5028- 110-6458
SL-1	2220-69-2703-81- 3432	M-1	4000-110-5320- 120-6880	M-1	4800-133-5731- 140-7551
SL-2	2400-90-3120- 103-3944	M-2	4500-125-6000- 135-7755	M-2	5100-148-6136- 156-8164
SL-3	2585-106-3327- 115-4132	M-3	4950-145-6690- 150-8640	M-3	5400-163-6541- 170-8751
SL-4	2700-119-3533- 128-4429	M-4	5100-155-6960- 160-9040	M-4	5800-179-7053- 186-9471
SL-5	3000-131-4048- 140-5028	M-5	5650-165-7630- 170-9840	M-5	6400-200-11200

Note: 1. Employees will continue to draw increment in their respective pay scales during the operation of the Agreement.

**FERRO SCRAP NIGAM LIMITED
CORPORATE OFFICE, BHILAI**

Ref.No.FC/ 355706

Date : 01-07-06

CIRCULAR

Sub:-Amendment in Travelling Allowance (T.A.) Rules.

As approved by the Board of Directors in their 119th meeting held on 13th June 2006, Clause no.4.2, 4.7, 5.2, 5.9, 7.4 & 8.8 of the existing Travelling Allowance (T.A.) Rules of the company stands amended, as detailed below, w.e.f.1st July 2006:-

1) Clause 4.2 : Road mileage rates

	Category	Existing Rates (Rs./k.m.)	Revised Rates (Rs./k.m.)
a)	Employees in N1/N2 grades	0.87	1.40
b)	Employees in N3 to N10 / M0 to M5.	2.03	2.75
c)	Executives in E0 to E3	4.11	5.00
d)	Executives in E4 & above	5.57	6.70

2) Clause no.4.7 : Road mileage entitlement

EXISTING	REVISED
For every 10 paise or part thereof increase in cost of petrol, the rate of entitlement per Km by road would be escalated by 3.0% petrol rate base being Rs.4.05 per litre. Rate of road mileage would be based on the petrol price at Delhi and will be applicable to all plants/units.	DELETED

3) Annexure-I to Clause 5.2

a) Daily Allowance

Grades	Food and Incidentals, Hotels/Guest House All locations (Rs.)	
	Existing	Revised
N-1 to N6 and M0 to M1	75/=	} Rs.200/= (All non-executive } employees).
N7 to N10 and M2 to M5	110/=	
E-0 to E-3	150/=	250/=
E-4 to E-6	190/=	330/=
E-7 & E-8	225/=	400/=
E-9 & above	265/=	450/=

Contd..2...

Contd..2...

b) On Own Arrangement

Category	Daily Allowance		
	Existing		Revised
	Specified locations	Other locations	
N-1 to N6 and M0 to M1	165/=	145/=	}Rs.275/= (All non-executive employees)
N-7 to N-10 and M-2 to M5	210/=	195/=	
E-0 to E-3	400/=	350/=	450/=
E-4 to E-6	500/=	400/=	550/=
E-7 & above	550/=	450/=	600/=

c) Lodging charges

Grades	Specified Locations (Rs.)		Other Locations (Rs.)	
	Existing	Revised	Existing	Revised
Employees in N-1 to N-6 & M-0 to M-1	180/=	400/= or actual whichever is lower.	140/=	350/= or actual, whichever is lower.
N-7 to N-10 & M-2 to M-5	200/=	500/= or actual whichever is lower.	170/=	450/= or actuals whichever is lower.
Executives in E-0 to E-3	3 Star hotel or actuals, limited to Rs.550/=	3 Star hotel or actuals, limited to Rs.700/=	3 Star hotel or actuals, limited to Rs.400/=	3 Star hotel or actuals, limited to Rs.600/=
Executives in E-4 to E-6	4 Star hotel or actuals, limited to Rs.700/=	4 Star hotel or actuals, limited to Rs.950/=	4 Star hotel or actuals, limited to Rs.550/=	4 Star hotel or actuals, limited to Rs.850/=
Executives in E-7 & E-8	4 Star hotel or actuals, limited to Rs.850/=	4 Star hotel or actuals, limited to Rs.1100/=	4 Star hotel or actuals, limited to Rs.670/=	4 Star hotel or actuals, limited to Rs.950/=
Executives in E-9 & above.	Actuals	Actuals	Actuals	Actuals

Note

Existing

Revised

The ceiling on hotel charges would exclude the levies, taxes etc.

- (1) The ceiling on hotel charges would exclude the levies, taxes etc.
- (2) In case of stay at Company's Guest-house, and Tie-up hotels, actual lodging charges shall be admissible.

4) Clause 5.9 - Specified locations

EXISTING	REVISED
For the purpose of Annexure to clause 5.2, Delhi, Mumbai, Kolkata, Chennai, Hyderabad, Ahmedabad, Bangalore, Pune and Kanpur will be reckoned as "Specified locations".	For the purpose of Annexure to clause 5.2, Delhi, Mumbai, Kolkata, Chennai, Hyderabad, Ahmedabad, Bangalore, Pune, Kanpur, Nagpur, Lucknow and Jaipur will be reckoned as "Specified Locations". Any city classified as "A" for the purpose of CCA by the Central Government would be included in the "Specified Locations."

Contd..3...

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5) Clause 7.4 - Packing Charges

Category	Existing Rates (Rs.)	Revised Rates (Rs.)
All employees upto N-10 / M-5 grades	4,500/=	7,000/=
Executives in E-0 to E-6 grades	6,000/=	9,000/=
Executives in E-7 grade & above.	7,500/=	11,000/=

6) Clause 8.8 - Stay in Non-plant location

Existing	Revised
An employee, on transfer to a non-plant location, will be entitled to stay in a hotel of his entitlement for a period not exceeding 3 days, at the new station, provided that Guest House/Transit accommodation of the company is not available.	An employee, on transfer to a non-plant location, will be entitled to stay in a hotel of his entitlement for a period not exceeding 5 days, at the new station, provided that Guest House/Transit accommodation of the company is not available. During his stay in the hotel, Daily Allowance will be allowed at applicable rates for a period not exceeding five days.

Other provisions/terms & conditions of the existing Travelling Allowance (T.A.) Rules will remain unaltered.

This issues with approval of the competent authority.

(Handwritten signature)
(N.K.P.SINGH)
GM(P&A)

Distribution:-

Notice Boards (All Units / C.O.)
All Deptt.Heads - C.O.
All Unit Heads
AGM(F&A)Estt.-C.O.
All Unit P&A Heads
All Unit F&A Heads
File
Serial

FERRO SCRAP NIGAM LIMITED
CORPORATE OFFICE, BHILAI

REF.NO.FC/2835/09

DATE : 06-05-2009

OFFICE ORDER

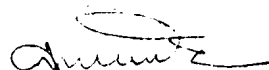
Sub:-Amendment to T.A.Rules - Reg.

In partial modification of the Office Order no.FC/7942/99, dated 31.12.99, Clause no.4.3 of the existing T.A.Rules of the company, stands amended to the following extent, with immediate effect:-

EXISTING RULE	AMENDED RULE
<p><u>Rule 4.3</u></p> <p>Further to para 4.2, employees would be entitled to the following on travel:-</p> <p>1) Actual fare for journey from residence/ place of stay to Railway station/Airport and vice-versa, and for journeys undertaken by road at outstations, conveyance charges will be reimbursed subject to a maximum of Rs.300/= at any one station at any time for a continuous halt not exceeding 7 days. The limit of Rs.300/= can be relaxed in exceptional cases by the Managing Director upto Rs.400/=. The limit of Rs.300/400, as the case may be, can be increased proportionately when stay at outstation is longer than 7 days.</p> <p><u>Note:</u> For the purpose of the above rule the conveyance charges spent at outstation for journeys performed between Airport/Railway station to the temporary residence and vice-versa will be excluded from the ceiling prescribed under the above rules.</p>	<p><u>Rule 4.3</u></p> <p>Further to para 4.2, employees would be entitled to the following on travel:-</p> <p>1) Actual fare for journey from residence/ place of stay to Railway station/Airport and vice-versa; and for journeys undertaken by road at outstations, the Conveyance/Taxi charges will be reimbursed on Actuals for the Executives in the rank of General Manager & above/Deptt.Heads in the rank of AGM & above. For other categories of executives/employees, the maximum ceiling of reimbursement will be Rs.500/= at any one station at any time for a continuous halt not exceeding 7 days. The limit of Rs.500/= can be relaxed in exceptional cases by the Managing Director upto Rs.600/=. The limit of Rs.500/600, as the case may be, can be increased proportionately when stay at outstation is longer than 7 days.</p> <p><u>Note:</u> For the purpose of the above rule the conveyance charges spent at outstation for journeys performed between Airport/Railway station to the temporary residence and vice-versa will be excluded from the ceiling prescribed under the above rules.</p>

Other contents of the Circular under reference and subsequent amendments thereof, shall remain unaltered.

This issues with approval of the competent authority.


 (K.L.PATEL)
 MANAGER(P&A)

Distribution:-

Notice Boards (All Units/C.O.)

All Deptt.Heads-C.O.

All Unit Heads

All Unit P&A Heads

All Unit F&A Heads

JM(MDS)

File

Serial

FERRO SCRAP NIGAM LIMITED
CORPORATE OFFICE, BHILAI

Ref.no. FC/5499/06

Date : 22-09-06

OFFICE ORDER

**Sub:-Reimbursement of Entertainment Expenses to executives - Reg.
Ref:-Office Order no.FC/2229/98, dated 13th April 1998.**

In supersession of the Office Order under reference on the subject cited above, the Management is pleased to enhance the rates of Entertainment Expenses, as detailed hereunder, which are being reimbursed to the executives towards entertainment of the official guests, business associates, customers etc. in company's interest:-

SCALE CODE -----	EXISTING CEILING (Rs. per month) -----	REVISED CEILING (Rs. per month) -----
E-1 to E-4	250.00	325.00
E-5	400.00	525.00
E-6	500.00	660.00
E-7	600.00	800.00

Other terms & conditions regarding reimbursement of Entertainment Expenses will remain unaltered. The above enhanced rates will come into force w.e.f.1st August 2006.

Eligible executives may claim the excess amount of entertainment expenses, if any, incurred during the month of August 2006, in accordance with the above revised ceiling, by filling-up the prescribed format applicable for this purpose.

This issues with approval of the competent authority.

N.K.P. Singh
22/9/06
(N.K.P.SINGH)
GM(P&A)

Distribution:-

All Deptt.Heads - C.O.

All Unit Heads

AGM(F&A) - C.O.

All Unit P&A Heads

: This may be brought into the notice of the concerned executives of your unit.

All Unit F&A Heads

File : 0201

Serial

FERRO SCRAP NIGAM LIMITED
CORPORATE OFFICE, BHILAI

Ref.no. FC/ 5501 /06

Date : 22-09-06

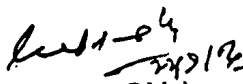
OFFICE ORDER

Sub:-Reimbursement of Entertainment Expenses to M.D., FSNL.
Ref:-Office Order no.FC/2229/98, dated 13th April 1998.

In supersession of Office Order under reference on the subject cited above, the Board of Directors, in their 120th meeting held on 4th September 2006, had decided to enhance the rate of reimbursement of Entertainment Expenses w.e.f. 1st August 2006 from Rs.1,500/= to Rs.3,000/= per month, for entertainment of official guests, business associates, customers etc. by M.D., FSNL.

Other terms & conditions of the reimbursement of Entertainment Expenses to M.D. shall remain unchanged.

This issues with approval of the competent authority.


(N.K.P.SINGH)
GM(P&A)

Distribution:-

GM(F&A)
AGM(F&A)

Executive(MDS) : For kind information of M.D. please. The excess amount of entertainment expenses, if any, incurred by M.D. in the month of August 2006, may be claimed accordingly by completing the required formalities.

✓ File
Serial

फेरो स्कैप निगम लिमिटेड
निगमन कार्यालय, भिलाई

एफसी/ 5500 /06

22.09.06

कार्यालय आदेश

विषय:- संचार भत्ता की प्रतिपूर्ति - बाबत।

Sub :- Reimbursement of Communication Allowance - Reg.

दिनांक 4 सितंबर 2006 को संपन्न निदेशक मण्डल की 120^{वीं} बैठक में लिए गए निर्णयानुसार ई-5 एवं उपर के वेतनमान में कार्यरत कंपनी के वरिष्ठ अधिकारियों के व्यावसायिक विकास गतिविधियों को बढ़ावा देने के उद्देश्य से दिनांक 1 अगस्त 2006 के प्रभाव से "संचार भत्ता प्रतिपूर्ति योजना" लागू करने का निर्णय लिया गया है।

उपरोक्त योजना के अंतर्गत प्रत्येक पात्र अधिकारी को संचार भत्ता के रूप में रुपये 175/- (रुपये एक सौ पचहत्तर मात्र) प्रतिमाह की दर से प्रतिपूर्ति की जाएगी।

व्यय की गई राशि की प्रतिपूर्ति हेतु प्रत्येक पात्र अधिकारी को पृष्ठ-भाग पर दर्शाए गए विहित प्रपत्र को प्रतिमाह भरकर कार्यालय में जमा करना होगा।

In order to enhance the professional development of senior executives, the Board of Directors, in their 120th meeting held on 4th September 2006, were pleased to approve Reimbursement of an amount of Rs.175/= (Rupees One hundred and seventy five only) per month, w.e.f.1st August 2006, to the senior Executives in the scale of E-5 & above, towards Communication Allowance.

The expenses incurred towards enhancement of professional development activities will be reimbursed to the concerned senior executive on submission of the prescribed format, printed overleaf, every month.

यह सक्षम प्राधिकारी के अनुमोदन से निर्गत किया जाता है।

22/9/06
(एन.के.पी.सिंह)

महाप्रबंधक(का. एवं प्रशा.)

वितरण :

सभी विभाग प्रमुख - नि.का.

सभी इकाई प्रमुख

सहायक महाप्रबंधक(वि.व ले.)

सभी इकाई का.व प्रशा.प्रमुख:- इकाई के सभी संबंधित अधिकारियों को इसकी जानकारी दी जाए।

सभी इकाई वि. व ले. प्रमुख

संचिका : 0201

क्रम

FERRO SCRAP NIGAM LIMITED
CORPORATE OFFICE, BHILAI

REF.NO.FC/2836/09

DATE : 06-05-2009

OFFICE ORDER

Sub:-Incorporation of MBA Degree/Diploma as one of the prescribed qualifications for Recruitment / Promotion of Executives - Reg.

Consequent upon approval accorded by the Board of Directors in their 131st meeting, held on 27th April 2009, the qualification of MBA Degree/Diploma (2 Years Course) is incorporated in the list of minimum required educational qualification for Recruitment/Promotion of Executives in FSNL in the Non-technical disciplines of Finance & Accounts, Personnel & Administration and Materials Management.

Accordingly, MBA Degree/Diploma (2 Years Course), with specialization in H.R., Finance, and Marketing will also be reckoned as one of the requisite qualifications for Recruitment/Promotion of Executives in the disciplines of Personnel & Administration, Finance & Accounts and Materials Management, respectively, with immediate effect.

This issues with approval of the competent authority.


(K.L.PATEL)
MANAGER(P&A)

Distribution:-

All Deptt.Heads-C.O.
All Unit Heads
All Unit P&A Heads
All Unit F&A Heads
JM(MDS)
File
Serial

FERRO SCRAP NIGAM LIMITED
CORPORATE OFFICE, BHILAI

Ref.:FC/6206/09

Date: 20-10-09
21

CIRCULAR

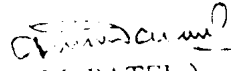
Sub:-Amendment in the ceiling of Gainful Employment of dependents
under Medical Rules of the company.

In partial modification of the existing rules, the following amendment is made with regard to "Gainful Employment" of dependent family members under the Medical Rules of the company for Executives & Non-executive employees:-

EXISTING RULE	AMENDED RULE
<p><u>For Executives</u> <u>Clause:2.3</u></p> <p>"Gainful employment" means the income of the dependent concerned from all sources should not exceed Rs.1,500/= per month.</p>	<p><u>For Executives</u> <u>Clause 2.3</u></p> <p>Family members (other than parents) will be deemed to be dependent on the employee, if the individual monthly income from all sources does not exceed Rs.3,000/= per month.</p> <p>Parents of the employees will be deemed to be dependent on the employee, if the combined income of parents from all sources does not exceed Rs.6000/= per month, including original basic pension at the time of retirement.</p>
<p><u>For Non-executives</u> <u>Clause:1.4</u></p> <p>Family members will be deemed to be dependant on the employee if individual monthly income from all sources does not exceed Rs.1,500/=.</p>	<p><u>For Non-executives</u> <u>Clause: 1.4</u></p> <p>Family members (other than parents) will be deemed to be dependent on the employee, if the individual monthly income from all sources does not exceed Rs.3,000/= per month.</p> <p>Parents of the employees will be deemed to be dependent on the employee, if the combined income of parents from all sources does not exceed Rs.6000/= per month, including original basic pension at the time of retirement.</p>

This will come into force with immediate effect.

This issues with approval of the competent authority.


(K.L.PATEL.)
MANAGER(P&A)

DISTRIBUTION:-

Notice Boards (All Units / C.O.)
All Deptt.Heads-C.O.
All Unit Heads
All Unit P&A Heads
All Unit F&A Heads
JM(MDS)
File, Serial

FERRO SCRAP NIGAM LIMITED
CORPORATE OFFICE, BHILAI

Ref.:FC/6206/09

Date: 20-10-09
21

CIRCULAR

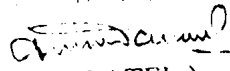
**Sub:-Amendment in the ceiling of Gainful Employment of dependents
under Medical Rules of the company.**

In partial modification of the existing rules, the following amendment is made with regard to "Gainful Employment" of dependent family members under the Medical Rules of the company for Executives & Non-executive employees:-

EXISTING RULE	AMENDED RULE
<p><u>For Executives</u> <u>Clasue:2.3</u></p> <p>"Gainful employment" means the income of the dependent concerned from all sources should not exceed Rs.1,500/= per month.</p>	<p><u>For Executives</u> <u>Clause 2.3</u></p> <p>Family members (other than parents) will be deemed to be dependent on the employee, if the individual monthly income from all sources does not exceed Rs.3,000/= per month.</p> <p>Parents of the employees will be deemed to be dependent on the employee, if the combined income of parents from all sources does not exceed Rs.6000/= per month, including original basic pension at the time of retirement.</p>
<p><u>For Non-executives</u> <u>Clasue:1.4</u></p> <p>Family members will be deemed to be dependant on the employee if individual monthly income from all sources does not exceed Rs.1,500/=.</p>	<p><u>For Non-executives</u> <u>Clause: 1.4</u></p> <p>Family members (other than parents) will be deemed to be dependent on the employee, if the individual monthly income from all sources does not exceed Rs.3,000/= per month.</p> <p>Parents of the employees will be deemed to be dependent on the employee, if the combined income of parents from all sources does not exceed Rs.6000/= per month, including original basic pension at the time of retirement.</p>

This will come into force with immediate effect.

This issues with approval of the competent authority.


(K.L.PATEL)
MANAGER(P&A)

DISTRIBUTION:-

Notice Boards (All Units / C.O.)
All Deptt. Heads-C.O.
All Unit Heads
All Unit P&A Heads
All Unit F&A Heads
JM(MDS)
File, Serial

FERRO SCRAP NIGAM LIMITED
CORPORATE OFFICE, BHILAI

CIRCULAR

Ref.No.FC/1007/07

13-02-07

Sub:-Amendment in FSNL Mediclaim Insurance coverage scheme.
Ref:-(1)Circular no.FC/7618/93, dated 02-12-1993.
(2)Circular no.FC/537/04, dated 02-02-2004.

The Management of Ferro Scrap Nigam Limited is pleased to increase the Hospitalization benefits from Rs.2.00 Lakhs to Rs.4.00 Lakhs per annum, and Domiciliary benefits from Rs.35,000/= to Rs.50,000/= per annum, under FSNL Medical Insurance Coverage Scheme (Mediclaim) for the retired employees & their spouse, w.e.f.1st February 2007.

Clause no.3 (b) & (c) of the above scheme stand modified accordingly.

This supersedes Circular no.FC/537/04, dated 02.02.2004.

Other terms & conditions of the scheme will remain unaltered.

This issues with approval of the competent authority.


(K.L.PATEL)
DY.MANAGER(P&A)

Distribution:-

All Deptt.Heads - C.O.

All Unit Heads

All Unit P&A Heads

AGM(F&A)-RNJ : For information of all members of the scheme.

File

Serial

FERRO SCRAP NIGAM LIMITED
CORPORATE OFFICE, BHILAI

REF.NO.FC/2827/09

DATE : 06-05-2009

OFFICE ORDER

Sub:-Enhancement in Ex-gratia assistance
towards Funeral Expenses - Reg.
Ref:-Circular no.FC/227/03, dtd.08.01.2003.

The management of Ferro Scrap Nigam Limited is pleased to enhance the amount of Ex-gratia assistance towards Funeral expenses, from Rs.2,500/= to Rs.3,500/=, which is paid to the next of kin of an employee who dies while in service in the company, whether the death is caused by accident arising out of and in the course of his employment, or due to natural cause.

The above enhancement in the quantum of Funeral expenses will come into force with immediate effect, superseding the earlier Circular no.FC/227/03, dated 08th January 2003.

Other benefits/terms & conditions of extending the ex-gratia assistance towards funeral expenses, as in vogue, will remain unaltered.

This issues with approval of the competent authority.


(K.L.PATEL)
MANAGER(P&A)

Distribution:-

Notice Boards (All Units/C.O.)
All Deptt.Heads-C.O.
All Unit Heads
All Unit P&A Heads
All Unit F&A Heads
JM(MDS)
File
Serial

FERRO SCRAP NIGAM LIMITED
CORPORATE OFFICE, BHILAI

Ref.No.FC/ 19 /09

Date : 01-01-09

OFFICE ORDER

Sub:-Conduct, Discipline & Appeal Rules of FSNL - amendments reg.

As approved by the Board of Directors in their 129th meeting held on 1st December 2008, Rule-16(3) & Rule-16(4) of the Conduct, Discipline & Appeal Rules, 1982 of FSNL stand amended, as below, w.e.f. 1st January 2009:-

EXISTING RULE

AMENDED RULE

Rule-16.3

Every employee of the company shall, within one month report to the competent authority every transaction concerning movable property owned or held by him in his own name or in the name of a member of his family, if the value of such property exceeds Rs.10,000/=.

Rule-16.3

Every employee of the company shall, within one month report to the competent authority every transaction concerning movable property owned or held by him in his own name or in the name of a member of his family, if the value of such property exceeds Rs.20,000/=.

Rule-16.4

Every employee shall, on first appointment in the Corporation/Company, submit a return of assets and liabilities in the prescribed form, giving the particulars regarding -

Rule-16.4

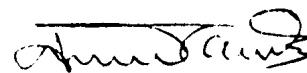
Every employee shall, on first appointment in the Corporation/Company, submit a return of assets and liabilities in the prescribed form, giving the particulars regarding -

(c) Other movable property inherited by him if similarly owned, acquired or held by him, if the value of such property exceeds Rs.10,000/=.

(c) Other movable property inherited by him if similarly owned, acquired or held by him, if the value of such property exceeds Rs.20,000/=.

Excepting the above amendments, other rules/provisions of the existing CDA rules of FSNL shall remain unchanged.

This issues with approval of the competent authority.


(K.L.PATEL)
MANAGER(P&A)

Distribution:

All Deptt.Heads - C.O.
All Unit Heads
All Unit P&A Heads
File : CDA Rules
Serial

FERRO SCRAP NIGAM LIMITED
CORPORATE OFFICE, BHILAI

Ref.No.FCI 3 9/4 107

Date : 11-07-07

OFFICE ORDER

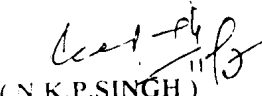
Sub:-Conduct, Discipline & Appeal Rules of FSNL - amendment reg.

In partial modification of the Conduct, Discipline & Appeal Rules, 1982 of the company, the following provision no.(1) & (2) are also added under Rule-37(B) with immediate effect, thereby amending the existing CDA rules of the company to the extent as indicated below:-

RULE-37 (B) EXISTING	AMENDED
No functional Director of the Company, including the Chief Executive, who has retired from the service of the company, after such retirement, shall accept any appointment or post, whether advisory or administrative, in any firm or company, whether Indian or foreign, with which the company has or had business relations, within two years from the date of his retirement without prior approval of the Government.	No functional Director of the Company, including the Chief Executive, who has retired from the service of the company, after such retirement, shall accept any appointment or post, whether advisory or administrative, in any firm or company, whether Indian or foreign, with which the company has or had business relations, within two years from the date of his retirement without prior approval of the Government. Proviso 1. The term "retirement" includes resignation, but not cases of those whose term of appointment was not extended by Government for reasons other than proven misconduct. Proviso 2. The term "business relations" include 'official dealings' as well.

Excepting the above amendments, other rules/provisions of the existing CDA rules of FSNL shall remain unchanged.

This issues with approval of the competent authority.


(N.K.P.SINGH)
GM(P&A)

Distribution:

- All Deptt.Heads - C.O.
- All Unit Heads
- All Unit P&A Heads
- ✓ File : CDA Rules
- Serial



Ref.No.FC/ 20 /09

Date : 01-01-09

OFFICE ORDER

Sub:-Conduct, Discipline & Appeal Rules of FSNL - amendments reg.

As approved by the Board of Directors in their 129th meeting held on 1st December 2008, Rule-37(B) of the Conduct, Discipline & Appeal Rules, 1982 of FSNL stands amended, as below:-

EXISTING RULE

Rule-37(B)

"No functional Director of the Company, including the Chief Executive, who has retired/resigned from the service of the company, after such retirement/resignation, shall accept any appointment or post, whether advisory or administrative, in any firm or company, whether Indian or foreign, with which the company has or had business relations, within One year from the date of his retirement/resignation, without prior approval of the Government. The term retirement includes resignation; but not the cases of those whose term of appointment was not extended by Government for reasons other than proven misconduct. The term "business relations" includes 'Official dealings' as well."

AMENDED RULE

Rule-37(B)

"No functional Director of the Company, including the Chief Executive, who has retired/resigned from the service of the company, after such retirement/resignation, shall accept any appointment or post, whether advisory or administrative, in any firm or company, whether Indian or foreign, with which the company has or had business relations, within One year from the date of his retirement/resignation, without prior approval of the Government. The term retirement includes resignation; but not the cases of those whose term of appointment was not extended by Government for reasons other than proven misconduct. The term "business relations" includes 'Official dealings' as well."

In confirmation to the above, the Director/ Managing Director/Chairman-cum-Managing Directors of the company will be required to execute & deliver a Bond, as per Annexure-A, before taking over the charge. "

Excepting the above amendments, other rules/provisions of the existing CDA rules of FSNL shall remain unchanged.

This issues with approval of the competent authority.


(K.L.PATEL)
MANAGER(P&A)

Distribution:

M.D's Sectt.
Company Secretary
GM(F&A)
File
Serial

2. That in the case of my breaching this condition at any time during the said period of One Year, I bind myself to pay the Government of India/the Company a sum of Rs.5,00,000/= (Rupees Five Lakhs);
3. That the said sum becomes payable by me to the Government of India/ the Company immediately upon the occurrence of the breach;
4. That the Government of India/the Company has all the right to proceed against me to recover the said sum in the case of my failure to pay it up after its becoming due and that the Government of India/the Company may do so even beyond the said period of One Year for any breach if committed by me during the bond period;
5. That it is on my own volition I have agreed to the above conditions and commitments;
6. That this Bond will become void and of no effect after the said period of One Year.

IN WITNESS WHEREOF, I _____ have put my
hand on the date aforementioned.

(Signature)

Witness:

1.

2.

[Handwritten Signature]