

RASHTRIYA CHEMICALS & FERTILIZERS LTD.

CIRCULAR No. 624

No. HR/Legal/2014

February 26, 2014

Sub: Amendment in Clause 9-Supperannuation of the RCF (Conduct, Discipline & Appeal) Rules 2005.

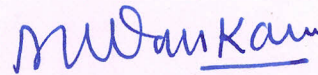
This is to inform to all the Officers that the existing Clause of Superannuation age in RCF Employees' (Conduct, Discipline & Appeal) Rules 2005 (For Officers) is amended as under:

Clause 9. Superannuation (Amended):

Every employee shall retire from the service of the Company on completing the age of 60 years. The retirement from the services of the Company shall take place on the afternoon of the last date of the month in which he/she attains the age of 60 years. Those employees whose date of birth is the first of the month shall retire from service on afternoon of the last date of the preceding month on attaining the age of 60 years. On retirement, every employee will be entitled to superannuation benefits as per Rules of the Company existing at the time of Superannuation.

If any employee voluntarily opts for separation at the age of 58 years, he/she will be allowed for the same with normal retirement benefits. The option has to be submitted 3 months prior to attaining the age of 58 years.

The option of separation with normal retirement benefits will also be permitted at any time between the age of 58 to 60 years on health grounds. In case of any other reason (other than health ground), the consideration of such requests shall be only at the discretion of the Management. However, in both these cases, the option/request has to be exercised/submitted with THREE months prior written notice.



(M.P. Wankar)

Chief General Manager (HR)-Corp.

To: All officers