



**ONGC SELF CONTRIBUTORY POST RETIREMENT & DEATH
IN SERVICE SUPERANNUATION BENEFIT TRUST**

(PRBS Section, Basement, Old Secretariat Bldg., Tel Bhavan, Dehradun)

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No. ONGC/PRBS/2018-19

Dated : 29 November, 2018

Circular No-73

Subject: Removal of condition of minimum 15 years of service and of superannuation for the purpose of eligibility of PRBS membership

Reference is invited to Circular No. 71 Dt. 26.11.2013 regarding modification of PRBS scheme into Defined Contribution Pension Scheme and Circular No. 72 Dt. 19.12.2015 incorporating changes in PRBS scheme in view of DPE guidelines Dt. 21.05.2014.

The new pay revision guidelines (w.e.f. 01.01.2017) for executives of CPSEs have been issued by DPE vide OM Dt. 03.08.2017. DPE vide Clause 12.2 of these guidelines has changed the eligibility conditions for membership of the Defined Contribution Pension Scheme and the same are stated as under:

“The existing requirement of superannuation and of minimum of 15 years of service in CPSE has been dispensed with for the pension.”

In view of above change in DPE guidelines and as approved by Board of Trustees in the 100th Meeting of PRBS Trust held on 18th April 2018, CMD, ONGC has approved the following changes in PRBS scheme:

Removal of requirement of minimum 15 years of service and of superannuation for the purpose of eligibility of PRBS membership to the employees who are on rolls as on 01.01.2017 and thereafter. The employer's contribution in these cases will be paid from 01.01.2017 onwards only

The same has also been approved by the Principal Commissioner of Income Tax, Dehradun on 25th Oct 2018 and are as under:

Reference Clause No.	Existing Clause as per Circular No 71 & 72 of PRBS scheme	Amended Provisions
1.4	As regards, Board level executives, who are contractual appointees, they too can enjoy the benefits under these Schemes <u>provided their total period of service rendered in continuity in CPSE(s) including the period at Board level in a CPSE is not less than 15 years, at the time of superannuation.</u>	As regards, Board level executives, who are contractual appointees, they too can enjoy the benefits under these Schemes <u>provided their total period of service rendered in continuity in CPSE(s) including the period at Board level in a CPSE is not less than 15 years, at the time of superannuation.</u>

		<u>However, the condition of minimum qualifying service of 15 years has been removed w.e.f. 01.01.2017.</u>
2.1	As hitherto the Scheme is applicable to all regular employees of ONGC. The employee should have served for a <u>minimum qualifying service of 15 years</u> for the grant of pension except in case of death/permanent total disablement, as given below.	As hitherto the Scheme is applicable to all regular employees of ONGC. The employee should have served for a <u>minimum qualifying service of 15 years</u> for the grant of pension except in case of death/permanent total disablement, as given below. <u>However, the condition of minimum qualifying service of 15 years has been removed w.e.f. 01.01.2017.</u>
5.1	Benefit shall be admissible to employees under the Scheme provided that the employee has put a minimum qualifying service as laid down above in para 2. Members of the earlier Defined Benefit PRBS scheme <u>but having less than 15 years' service</u> including the service rendered in CPSEs immediately prior to joining ONGC/OVL or service rendered on deputation in ONGC/OVL prior to getting absorbed; shall not be covered in the proposed Defined Contribution scheme as per DPE guidelines. For such members, benefits under the earlier Defined Benefit scheme (PRBS) shall continue.	Benefit shall be admissible to employees under the Scheme provided that the employee has put a minimum qualifying service as laid down above in para 2. Members of the earlier Defined Benefit PRBS <u>but having less than 15 years' service</u> including the service rendered in CPSEs immediately prior to joining ONGC/OVL or service rendered on deputation in ONGC/OVL prior to getting absorbed; shall not be covered in the proposed Defined Contribution scheme as per DPE guidelines. For such members, benefits under the earlier Defined Benefit scheme (PRBS) shall continue. <u>However, the condition of minimum qualifying service of 15 years has been removed w.e.f. 01.01.2017 and the employees who were earlier not covered under defined contribution scheme, will now be covered w.e.f. 01.01.2017. The employer's contribution in these cases will be paid from 01.01.2017 onwards only.</u>
5.3.7	In case of separation due to resignation/termination/removal-post implementation of the revised scheme, before completing a <u>minimum qualifying service of 15 years</u> as defined in para 2 above :	In case of separation due to resignation/termination/removal – post implementation of the revised schemes: In such cases, the pensionable benefits as per DPE guidelines are not admissible. Hence, employees own contribution with




<p>In such cases, the pensionable benefits as per DPE guidelines are not admissible. Hence, employees own contribution with accrued interest thereon shall be refunded, after deducting applicable tax on interest component. Any remaining amount in the employees account shall be transferred to the Trust income account.</p>	<p>accrued interest thereon shall be refunded, after deducting applicable tax on interest component. Any remaining amount in the employees account shall be transferred to the Trust income account.</p>
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The above changes will be effective from 01.01.2017 onwards.

All other terms, conditions, provisions of the Scheme and Rules thereto as well as instructions/decisions issued from time to time shall stand modified to the extent indicated above.

In case of any doubt / ambiguity in interpretation, final decision of the Board of Trustees, PRBS Trust shall be binding on all concerned.

All concerned may be informed accordingly through wide publicity.



(Sanjiv Sehgal)

GGM(HR)- Chief ER(Offtg.)