



SAIL Pension Scheme



SAIL Pension Scheme

- SAIL has introduced a Pension Scheme for its ex-employees vide Circular dated 29.4.2019
- In line with the Guidelines issued by Department of Public Enterprises (DPE), Government of India
- With the approval of Ministry of Steel & SAIL Board



SAIL Pension Scheme

■ Persons covered:

- Executives (including Management trainees) on rolls of the Company on or after 01.01.2007 (including those appointed at the Board level)
- Non-executives (including trainees recruited for eventual employment) on rolls of the Company on or after 01.01.2012.
- New entrants -
 - D.o.J - after 1.1.2007 (Executives incl. Board level Officers)
 - after 1.1.2012 (Non-executives)also covered from the date of their joining SAIL



SAIL Pension Scheme

■ Eligibility for benefits:

- Minimum 15 years of service and superannuation from the Company.
- Death/PTD/Medical invalidation leading to cessation of Service - irrespective of duration of service rendered



SAIL Pension Scheme

■ Contributions:

- The contribution under the Scheme shall be made to the SAIL Pension Fund to be managed by SAIL Pension Trust notified by the Management.
- The employer's contribution to the Scheme will be a percentage of Basic Pay plus DA. This percentage will be decided and notified by the Company from time to time, based on factors like affordability, capacity to pay and sustainability. The Company will pay its contributions in a staggered/deferred manner as per its financial and liquidity position. There shall not be any liability on account of interest.



SAIL Pension Scheme

Contributions:

Executives : Effective from 1.1.2007

Time period	Contribution
1.1.2007 to 31.3.2015	@ 9% of BP + DA
1.4.2015 to 31.3.2018	@ 3% of BP + DA

Non-Executives : Effective from 1.1.2012

Time period	Contribution
1.1.2012 to 31.3.2015	@ 6% of BP + DA
1.4.2015 to 31.3.2018	@ 2% of BP + DA



SAIL Pension Scheme

■ Benefits:

- Only in the form of annuities from various annuity options from the approved Annuity Provider(s), on notional date of superannuation.
- Commutation of accumulated Corpus not permissible.
- In case of Death/PTD/Medical Invalidation, benefits to accrue on separation of employee from Company.
- Payment to start from date of purchase of annuity by employee/nominee.
- Annuity would depend upon the accumulated corpus of employee (both Employer and Employee contributions along with interest accrued) as per the Annuity Plan opted by him/her.
- It has been decided to empanel Annuity Providers as empanelled under NPS.



SAIL Pension Scheme

■ Fund Management:

- The SAIL Pension Fund will be managed by the Trust constituted for the purpose of providing pension to the members.
- The Trust shall manage the SAIL Pension Fund 'in-house' as per guidelines issued by the government or partly/fully through PFRDA approved Professional Fund Manager or through an IRDA approved Life Insurance Company.



Voluntary Contribution & Withdrawal

- In case the total corpus in the account of member/beneficiary is less than Rs. 2 Lakhs on the date of purchase of annuity, the member or the beneficiary can avail the option of withdrawal of corpus in lump-sum.
- The withdrawal in such cases will be subject to Income Tax deduction as per the Income Tax Act 1961.
- A member/beneficiary may also contribute voluntarily to the corpus to make it sufficient for purchase of annuity.
- Members/beneficiaries who have a sufficient corpus for purchase of annuity, may still contribute voluntarily to the corpus to get higher pension.



SAIL Pension Trust

- Duly constituted & first meeting held on 30.4.2019
- Following decision taken by Trust –
 - a. Coverage in Ist Phase – employees separated till 31.3.2016
 - b. Annuity Service Providers empanelled with NPS to be empanelled with SAIL Pension Trust for purchase of annuity-
 1. [Life Insurance Corporation of India](#)
 2. [SBI Life Insurance Co. Ltd](#)
 3. [HDFC Life Insurance Co. Ltd](#)
 4. [ICICI Prudential Life Insurance Co. Ltd](#)
 5. [Star Union Dai-ichi Life Insurance Co. Ltd](#)
 - c. SAIL Pension Trust shall enter into a Master Policy under Group Pension Schemes of the ASPs for purchase of annuity by its members/beneficiaries.



Procedure for registration

An online portal has been developed for inviting application from eligible ex-employees for enrolment under SAIL Pension Scheme which can be accessed from internet through SAIL website i.e. www.sail.co.in.

Employees have to register online on the portal and submit the printed Annuity Application Form alongwith requisite documents for start of Annuity.

The members/beneficiaries can view the details of the company contribution in their pension account, annuity plans, rates provided by the ASPs, pension calculator, scheme/policy, details of Nodal Officers of their Plant/Unit, etc. through the portal after logging in with the PAN and date of birth of the concerned ex-employee.



Procedure for registration

In case of any discrepancy, ex-employees/nominees can approach their respective nodal officers/cross-functional committee constituted at each Plant/Unit, online through portal, e-mail or in person.

10 days time would be available to ex-employees/nominees to verify the details, raise grievance, if any and get it resolved before the portal shall finally be opened for registration.

After going through all the details, ex-employees/nominees who have separated till 31.3.2016 have to register themselves by filling up details of the concerned ex-employee like SAIL personnel number, PAN, bank account number, e-mail, mobile no., nominee details, Aadhaar number etc., along with option of ASP and annuity plan.



Procedure for registration

Ex-employees/nominees will also have to upload photographs of self and spouse to complete the registration process.

Ex-employees/ nominees will be requested to examine the annuity options to be opted very carefully as per their requirement as no request for change in annuity option will be entertained once it has been exercised.

Overview of Annuity Options

Sl. No.	Annuity Plans	Explanation
1.	Annuity for life	<ul style="list-style-type: none"> ▪ The annuity will be payable at uniform rate for the life of annuitant. ▪ On the death of the annuitant, the annuity payments will cease and no further amount will be payable.
2.	Annuity for life with return of purchase price on death	<ul style="list-style-type: none"> ▪ The annuity will be payable at uniform rate for the life of the annuitant. ▪ On the death of the annuitant, the annuity payments will cease and 100% of the purchase price (net of statutory levies) will be paid to the annuitant's nominee.
3.	Joint Life Annuity with 100% annuity to the secondary annuity	<ul style="list-style-type: none"> ▪ The annuity will be payable at uniform rate for the life of the annuitant. ▪ On death of the primary annuitant, secondary annuitant will receive 100% of original annuity throughout life. ▪ On death of the last survivor, Purchase price is NOT returned to the nominee.
4.	Annuity for life with 100% annuity to spouse on death of annuitant with return on purchase	<ul style="list-style-type: none"> ▪ The annuity will be payable at uniform rate for the life of the annuitant. ▪ On death of the primary annuitant, secondary annuitant will receive 100% of original annuity throughout life. ▪ On death of the last survivor, 100% of the purchase price is returned to the nominee.

Details of the Annuity Schemes shall be shared by the Annuity Service Providers



Procedure for registration

After completion of the registration process, the Ex-employees/nominees will be required to take a print of the Registration Form, sign it and submit it to the respective Nodal Officer/Personnel Officer

Following supporting documents are to be submitted alongwith printed Annuity Form:

1. PAN Card & Aadhaar Card of the ex-employee/nominee
2. Cancelled Bank Cheque having name of the ex-employee/nominee printed on it
3. Proof of deposit of Voluntary Contribution, if any.
4. Death certificate of ex-employee/employee in case of deceased ex-employee/employee



Procedure for registration

The verification of the registration data, corpus & Annuity Form will be completed by respective Plant/Unit.

Pension Trust Representatives have been nominated at each of the Plant/Unit to sign on the annuity forms for confirmation of membership.

Plants/Units will forward the consolidated list of members/beneficiaries to SAIL Pension Trust, which in turn will transfer the Fund to ASP for purchase of annuity as per option of the member/beneficiary.

The annuity option forms alongwith supporting documents collected by the Nodal Officers shall be forwarded to respective ASPs for start of pension.



Nominations under SAIL Pension Scheme

- An employee separated on account of superannuation/ permanent disablement & incapacitation (including PTD) may draw the benefits under the Scheme notwithstanding any nomination made by him.
- Each eligible employee will be required to make his/her nominations for receiving the benefits under the Scheme in case of his/her death. All nominations under the Pension Scheme shall be as per the provisions of Provident Fund & Miscellaneous Provisions Act, 1952
- Nomination once made will continue until the employee requests a change in nomination. An eligible employee may, at anytime, without the consent of the nominee, if any, revoke or change the nominee by filing a written notice of the change to the Trustees.
- If a nominee is either a minor or is unable to give a legal receipt/discharge to the Trustees, the Member employee at the time of nomination, shall appoint a guardian who is capable of giving a legal receipt/discharge to the Trust.



Nominations under SAIL Pension Scheme

- In the event of death of a member employee, wherein more than one beneficiaries were nominated and the Member employee had failed to specify their respective shares, the benefits of the Pension Scheme shall be shared equally amongst the beneficiaries. If any designated Beneficiary dies, the share of such Beneficiary shall terminate and his share shall be payable equally to the remaining Beneficiaries.
- In the absence of nomination under the Scheme, the nomination(s) made by the employee under Provident Fund/Gratuity (nomination under PF to prevail in case two separate nominations are given in PF & Gratuity) would be treated as the nomination under this Scheme.
- Nominee of the deceased member employee will be required to nominate the person who will receive the benefits under the Pension Scheme in the event of his/her death.



Thank You