

THE COCHIN PORT TRUST EMPLOYEES (FAMILY WELFARE) REGULATIONS, 1980

1. Short Title and Commencement

- (i) These regulations may be called The Cochin Port Trust Employees (Family Welfare) Regulations 1980.
- (ii) They shall come into force on the date on which Central Government's approval thereto is published in the Official Gazette.

2. Application

These Regulations shall apply to all employees of the Board including 'B' Category Workers but shall not apply to those employees who are on deputation from other organisations in the service of the Board and those who are permanent employees of the Board and are on deputation for the time being to other organisations.

3. Object

The object of these Regulations is to ensure some immediate financial relief to the families of the employees who die while in service and who are medically incapacitated for further continuance in Trust's service, and also to provide some terminal benefits at the time of retirement.

4. Definition

In these Regulations, unless the context otherwise requires:-

- (a) 'Board' and "Chairman' shall have the meanings assigned to them under the Major Port Trusts Act, 1963.
- (b) 'Fund' means the Cochin Port Trust Family Security Fund.
- (c) 'Committee' means the committee constituted under regulation 6.
- (d) 'Employee' means an employee of the Board other than casual labour.

5. Constitution of the Fund

The Board shall constitute a Fund by contributions from the employees and the Board as under.

- (a) Every employee shall make monthly contribution of Rs. 10 to the Fund to be recovered from his monthly pay bill.
- (b) The Board shall make an annual contribution of Rs. 3 Lakhs to the Fund at such intervals as may be decided upon by the Chairman from time to time.
- (c) The interest accumulated thereon from time to time.
- (d) The Quantum of contribution by the Board and the employees will be subject to alteration by the Board in the light of the average annual number of casualties from time to time.

6. Administration of the Fund

- (a) A Committee consisting of three officers nominated by the Chairman shall administer the fund.
- (b) The accumulations in the Fund shall be invested by the committee in any of the nationalised banks and in the manner prescribed by the Board from time to time.

7. Advisory Committee

An Advisory committee consisting of three officers of the Management other than those nominated for administering the Fund and the Labour Trustees of the Board shall be constituted by the Chairman to advise him on the administration of the Regulations.

8. Quantum of Assistance

- (1) A lump sum payment as indicated below shall be made:
 - (a) to the nominee of every employee who dies while in service ¹Rs.15,000/-
 - (b) to the employee who becomes totally disabled for further employment due to accident while on duty making him lose 100% earning capacity as scheduled in the workmen's compensation Act- 1923 as amended from time to time.

| Category | Amount |
|---|--------------|
| (i) In respect of an employee who is due to retire within 1 year from the date of his joining the Fund | Rs. 2,000/- |
| (ii) In respect of an employee who is due to retire after 1 year but not later than 2 years from the date of his joining the Fund. | Rs. 4,000/- |
| (iii) In respect of an employee who is due to retire after 2 years but not later than 3 years from the date of his joining the Fund | Rs.6,000/- |
| (iv) In respect of an employee who is due to retire after 3 years from the date of his joining the Fund | Rs. 10,000/- |

Note: For this purpose Provident Fund nomination holds good in the absence of a nominee, the amount shall be paid to the person to whom the pensionary benefits are normally payable.

- (2) (a) An employee who superannuates or retires voluntarily or is retired compulsorily otherwise than as a measure of disciplinary action or invalidated from service during the periods specified below shall be entitled to a lump sum payment as indicated against each

¹ Substituted w. e. f. 5-12-86 vide Notification No. PW / PER - 15 / 85 dt. 5-12-86 published under G.S.R. No. 1260 (E)

| Period | Amount |
|--|---------------|
| (i) Within 1 year from the date of his joining the Fund | Rs. 1,000/- |
| (ii) After 1 year but not later than 2 years from the date of this joining Fund | Rs. 2,000/- |
| (iii) After 2 years, but not later than 3 years from the date of his joining the Fund. | Rs. 3,000/- |
| (iv) After 3 years, from the date of his joining the Fund. | Rs. 5,000/- |

(b) An employee who is compulsorily retired, discharged, dismissed or removed from service as a penalty or who resigns his post, shall be entitled to receive back the entire contribution made by him together with the same percentage of interest applicable to Provident Fund accounts computed at the end of every year or Rs.5,000/- whichever is less.

9. General

- (a) The payment from the Fund shall be in addition to the other terminal benefits and statutory payments if any, to which the family of the deceased or the medically incapacitated employee is entitled to.
- (b) The procedure for the payment shall be as laid down by the Chairman from time to time.
- (c) The contribution made by the employee to the Fund shall not be refunded except as provided for in sub-regulation (2) of Regulation 8.
- (d) The decision of the Chairman shall be final in respect of all matters connected with the Fund.

(Approved by the Government of India vide Ministry of Shipping & Transport (Ports Wing) Notification No. PW-PEX-36/79 dated 31-7-1981. Published under G.S.R. No. 769 in Part-II, Section 3, Sub Section (i) of the Gazette of India dated 15th August 1981 and effective from 15-8-1981)