

IIFCL: RTI: 2014-15:/3792

29th September 2014

To
Ms. Mukta Radhakishan Tandon,
Barelia Mill Compound,
B/h Railway Station,
Himatnagar, Dist: Sabarkantha
Gujarat

Sub. RTI Application seeking information related to Human Resources

Sir,

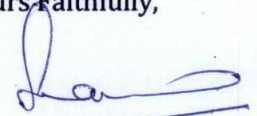
With regards to your RTI Application received by IIFCL on 3rd September 2014 please find below the point wise information as requested by you.

S. No.	RTI Question	Reply from IIFCL
1.	Does IIFCL has compensatory appoint scheme in force?	No, IIFCL do not have such scheme in force.
2.	If Yes, kindly provide the copy of same in soft copy	NA
3.	At what interval, salary rise affected and who decides on settlement of salary for IIFCL?	The last wage revision was effected from 1 st November 2007. The wage revisions are implemented with the approval by the Board of Directors of IIFCL and the concerned administrative ministry i.e. Department of Financial Services. The annual increments are being released to the employees on yearly basis and the periodicity of wage revision is five years.
4.	What are employee's benefits apart from salary?	Apart from salary, the employees are extended benefits like lease accommodation facility (in lieu of HRA), PF/NPS, gratuity, LFC, Reimbursement of medical, Conveyance facility, mobile, newspaper, children education allowance, household expenses etc. as admissible under IIFCL Staff Service Regulation.

(Handwritten signature)

5.	Is there any employee welfare scheme in force? If yes provide the soft copy of the same.	<p>Yes. The employee welfare scheme implemented as on date are as follows:</p> <table border="1" data-bbox="560 387 1289 1113"> <thead> <tr> <th data-bbox="560 387 663 439">S. No.</th> <th data-bbox="663 387 940 439">Name of scheme</th> <th data-bbox="940 387 1289 439">Aim of the scheme</th> </tr> </thead> <tbody> <tr> <td data-bbox="560 439 663 573">(i)</td> <td data-bbox="663 439 940 573">Financial Aid to Families of Deceased Employees.</td> <td data-bbox="940 439 1289 573">Life insurance coverage in case of death of the employee.</td> </tr> <tr> <td data-bbox="560 573 663 678">(ii)</td> <td data-bbox="663 573 940 678">Periodic Get Together of Employees.</td> <td data-bbox="940 573 1289 678">To create the team building spirit among the employees.</td> </tr> <tr> <td data-bbox="560 678 663 813">(iii)</td> <td data-bbox="663 678 940 813">Scheme For Grant of Reward For Academic Excellence.</td> <td data-bbox="940 678 1289 813">To appreciate the Academic Excellence of the children of the employees.</td> </tr> <tr> <td data-bbox="560 813 663 913">(iv)</td> <td data-bbox="663 813 940 913">Greetings on Birthday of Employees:</td> <td data-bbox="940 813 1289 913">To greet the employees on their Birthday.</td> </tr> <tr> <td data-bbox="560 913 663 1048">(v)</td> <td data-bbox="663 913 940 1048">Support to Mentally / Physically Disabled Children.</td> <td data-bbox="940 913 1289 1048">Loan assistance for treatment of physically challenged children of employees.</td> </tr> <tr> <td data-bbox="560 1048 663 1113">(vi)</td> <td data-bbox="663 1048 940 1113">Fitness Centre.</td> <td data-bbox="940 1048 1289 1113">To ensure health & fitness of the employees.</td> </tr> </tbody> </table>	S. No.	Name of scheme	Aim of the scheme	(i)	Financial Aid to Families of Deceased Employees.	Life insurance coverage in case of death of the employee.	(ii)	Periodic Get Together of Employees.	To create the team building spirit among the employees.	(iii)	Scheme For Grant of Reward For Academic Excellence.	To appreciate the Academic Excellence of the children of the employees.	(iv)	Greetings on Birthday of Employees:	To greet the employees on their Birthday.	(v)	Support to Mentally / Physically Disabled Children.	Loan assistance for treatment of physically challenged children of employees.	(vi)	Fitness Centre.	To ensure health & fitness of the employees.
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Yours Faithfully,



S. K. Sharma

Deputy General Manager - PIO