



THE FERTILISERS AND CHEMICALS TRAVANCORE LIMITED
CORPORATE OFFICE, ELOOR, UDYOGAMANDAL-683501

CGM(HR&A)-CO- 068

February 25, 2022

ALL CONCERNED

Sub : Pay/Wage Revision Arrears

The Scheme for Payment of Pay / Wage Revision Arrears for the period 01.01.1997 to 30.06.2001 as per the Pay Revision orders dated 28.08.2001 applicable for managerial personnel and Conciliation Settlement dated 28.08.2001 applicable for workmen as approved by the Government of India and accepted by the orders of the Hon. Supreme Court of India in SLP No(s) 5896-5899/2020 is notified herewith for information of all.

As the first installment under the Scheme, amounts will be disbursed to employees separated on account of retirement on attaining the age of superannuation or left on voluntary retirement or died whilst in service during the period from 01.01.1997 to 31.12.2003, by electronically crediting to bank accounts. Towards this, ex-employees are requested to submit request along with life certificate from a Gazatted Officer/ a serving Officer in the level of DGM and above of FACT, bank account details (cancelled cheque or copy of the face sheet of bank account/bank statement) and copies of PAN Card and Aadhar card. In the case of employees who died while in service and those who died after separation from service, the amount will be paid to their nominees/legal heirs for which they are requested to submit requests along with death certificate of the ex-employee, legal heirship certificate/certificate of administration, bank account details (cancelled cheque or copy of the face sheet of bank account/bank statement) and copies of PAN Cards and Aadhar cards of nominees/legal heirs.

The requests are to be made online through the application form provided in the link in FACT web site www.fact.co.in. The application form for ex-employees will be provided from 01.03.2022 in the link, and for nominees/legal heirs of ex-employees who died, from 04.03.2022. The format for life certificate for ex-employees can also be printed from the link. After submitting online, the applications are to be printed, signed and thereafter sent to Dy. General Manager (HR)-Est, Human Resources Department, FACT, FEDO Buildings, Udyogamandal-683501, along with prescribed documents/ certificates.

A R Mohan Kumar
Chief General Manager (HR&A)

**SCHEME FOR PAYMENT OF PAY / WAGE REVISION ARREARS
FOR THE PERIOD 01.01.1997 TO 30.06.2001**

This Scheme may be called "Scheme for Payment of Pay / Wage Revision Arrears for the Period 01.01.1997 To 30.06.2001".

1. As per the Pay Revision orders dated 28.08.2001 applicable for managerial personnel and Conciliation Settlement dated 28.08.2001 applicable for Workmen, the liability and payment of arrears relating to revision of basic pay/ wages and DA w.e.f. 01.01.1997 to 30.06.2001 for both executives and workers would be reviewed and decided upon by the Government when FACT starts earning continuous profit at least for three years. PF, Gratuity and Annual Bonus on revised wages for this period will also be subject to payment of arrears of wages during the period.
2. Based on a judgment of the Supreme Court, vide SLP 16429-16432 of 2003 dated 3.2.2004, the statutory payment of Gratuity and leave encashment was paid on revised wages to the employees separated. However, the arrears towards basic pay and DA were not paid since the condition of three years continuous profits for review has not been satisfied. Since the Company reported profits in the financial years 2018-19, 2019-20 and 2020-21, the Government has reviewed and directed to frame a scheme for payment of arrears for the period 01.01.1997 to 30.06.2001.
3. The arrears related to revision of basic pay/wages and DA from 01.01.1997 to 30.06.2001 eligible as per Pay Revision orders dated 28.08.2001 applicable for Managerial Personnel, and Conciliation Settlement dated 28.08.2001 applicable for workmen, shall be paid to all eligible employees, both on rolls and left services.
4. The payment of arrears shall be done on seniority basis and disbursed in three installments with 1st installment preferably be disbursed in the financial year 2021-22.
5. Any other amount due as outstanding to the Company from the separated employees shall be deducted from the amount payable as per this scheme.
6. No interest shall be payable on any amount paid under this scheme. Before releasing the payment, the employees will have to submit an affidavit that they would not claim any interest on pending arrears from FACT.



7. Payment will be as follows:.

Sl. No.	Eligibility	Date of payment	No. of Employees	Amount (Rs.Cr.)
1	Employees separated from 01.01.1997 to 31.12.2003	31.03.2022	2460	30.21
2	Employees separated from 01.01.2004 to 31.03.2012	31.03.2023	2459	27.72
5	Employees separated from 01.04. 2012 and serving employees	31.03.2024	3413	29.91
	Total		8332	87.84

8. The installment shall be credited electronically to the bank account of eligible separated employees based on written confirmation of their account details (Account number and IFSC Code) along with life certificate.

The amounts to employees on rolls shall be electronically credited to their salary account. In the case of employees who died while in service and of those who died after separated from service, the amount shall be paid to their dependents/legal heirs based on written requests after scrutiny of nominations/legal certificates by HR Department, as per due procedure.

9. FACT shall provide the details of the amount paid on payment.
10. On all matters of interpretation of the Scheme, CMD shall be the competent authority.

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