

INCENTIVE FOR PROMOTING SMALL FAMILY NORMS

With a view to promote Family Welfare Programme amongst the employees for undergoing Family Planning Operation the following two types of schemes were introduced.

I CASH INCENTIVE SCHEME OF 1979

Authority 1. The scheme of 1979 : A cash incentive of Rs.200/-
PC No.149 payable to the employee or his/her spouse undergoing
Dt.5-2-1979 Family Planning Operation was introduced in 1979.

1.1 The payment of cash incentive is subject to the following conditions:

- (a) While claiming the cash incentive, the employee should produce a certificate, for having undergone tubectomy/vasectomy operation, as the case may be, from any Government Hospitals. If an employee wants to undergo the operation in a Private Nursing Home, a prior sanction indicating the name of the private nursing home, should be obtained from the management. The certificate issued by Medical Officer-in-charge of the Family Planning Centre/ Maternity Centres recognized by the Government or incharge Medical Officer of the Private Nursing Home will be valid.
- (b) Before undergoing the operation the employees are required to fill-in the form (enclosed), based on which the claim for the cash incentive will be admitted.
- (c) If both the employee and his/her spouse undergo tubectomy/vasectomy operation the payment shall, however, be limited to only one of them.
- (d) The cash incentive that BDL gives shall be in addition to any other benefits (including cash) that may be given, by the State/Central Government/ESI Corporation, etc.

1.2 Leave Facility on Family Planning Operation:

1.2.1 The employees are also eligible for the following types of leave in addition to the above incentive as already indicated in Personal Circular No.92 dt.30-3-1977.

- (a) 14 days special casual leave to female employees who undergo non-peuperal tubectomy operation.



- (b) Maximum 7 days special casual leave to male employee whose wife undergone non-purporal tubectomy operation provided the Doctor certificate that his presence is needed to look after his wife.
- (c) 6 days special casual leave to a male employee who undergoes vasectomy operation.

II GRANT OF SPECIAL INCREMENT

Authority

1. PC No.3/81

Dt.20-04-1981

2. PC No.71/92

Dt. 19-11-1992

1. However, an alternative scheme was introduced w.e.f. 4th Dec 1979 whereby employees who undergo voluntary sterilization after having 2 or 3 surviving children (extended to employees or his/her spouse who undergoes sterilization operation after having one child w.e.f. 19.11.1992 vide PC No.71/92 dt.19.11.1992) will be granted a special increment in the form of personal pay, not to be absorbed in future increments in pay, either in the same post or on promotion to higher posts. The rate of personal pay would be equal to the amount of the next increment due at the time of grant of the incentive and will remain fixed during the entire service. The special increment will be treated as basic pay for all purposes. In the case of employees drawing pay at the maximum of the scale, the rate of personal pay would be equal to the amount of the increment last drawn.

The grant of the incentive will be subject to the following conditions:

- (i) The employee must be within the productive age group. In the case of a male employee, this would mean that he should not be over 50 years and his wife should be between 20 and 45 years of age. In the case of a female employee, she must not be above 45 years and her husband must not be over 50 years of age. The employee should have not exceeding three living children.
- (ii) The sterilization operation must be conducted and the sterilization certificate must be issued by a Central Govt. Hospital or under auspices of the Central Govt. Health Scheme. Where this is not possible, the sterilization certificate issued by a State Government Hospital or an Institution recognized by the Central Government for purpose will suffice.
- (iii) The sterilization operation can be undergone either by the employee or his/her spouse provided the conditions at sub-para (i) and (ii) above are fulfilled.



- (iv) The employee will have the option to choose either of the two incentives i.e. lumpsum payment as per Personnel Circular No.149 dated 5-2-1979 (Lump sum amount of incentive has been revised by an amount equal to one increment as payable on the date of Sterilisation) or special increment in the form of personal pay as per this scheme.
- (v) If both, the employee and his/her spouse, are employed in BDL or in different organizations where such incentive scheme is in operation the payment shall be made to one of them at the option of the employee.

Authority*PC No.3/81**Dt.20-04-1981*

III As regards the family particulars the declaration furnished in the service records will be the criteria for admitting the claims. Any fraudulent claims will be construed as misconduct and apart from recovering the pecuniary losses, Management may institute disciplinary proceeding and impose deterrent punishment.

EFFECT OF PAY REVISION ON INCENTIVE AMOUNT :**Authority***PC No.32.90**Dt.06-07-1990*

1987 Pay Revision : The rate of personal pay in respect of those workmen who were already in receipt of the same prior to 01-01-1987 will be paid an amount equivalent to the lowest rate of increment in the revised pay scale (1987 scale of pay) corresponding to the pay scale of the post against which the workmen had been granted the personal pay in the pre-revised scale of pay made applicable to the workmen who were on the rolls of the company as on the date of the issue of the circular (i.e. 06-07-1990).

5.2**1992 Pay Revision :****Authority***PC No.23/95**dt.13-10-1995**(para -10)***(I) In respect of executives**

Employees who have undergone sterilization operation prior 01-01-1992 will be allowed to draw the Personal Pay equivalent to the lowest rate of increment in the revised pay scale corresponding to the pay scale against which the individual had earned the Personal Pay in the pre-revised scale of pay. This will be allowed with effect from 01-01-1992.

(Note : It will not be reckoned for calculation of DA)



(II) In respect of Non-executives :**Authority**

1. PC No.4/95

Dt.27-03-1995

(Para-8.16)

Government orders/practices regarding grant of increments to the employees when they/their spouse undergo family planning operation will be followed.

5.2.3 Non- Executives (Open ended scale) :**Authority**

PC No.28/95

Dt.22-12-1995

(a) Since, the 1992 scales of pay applicable to workmen are open ended with percentage rates of increment. The Special Increment payable to the non-executives under Family Welfare Programme who or whose spouses had undergone sterilization operation on or before 31-12-1991 shall be as per the rationalized rates specified here-under :

WAGE GROUP	RATE OF SPECIAL INCREMENT
1 & 2	Rs. 50/-
3 & 4	Rs. 70/-
5 & 6	Rs. 90/-
7 & 8	Rs.110/-
9 & 10	Rs.140/-

(b) The rate of increment already sanctioned to the employees who/whose spouses underwent sterilization between 01-01-1992 and 30-11-1995 will be rationalized as above w.e.f. 01-12-1995. The payment already made to these employees from 01-01-1992 to 30-11-1995 will not be reopened.

(c) The rate of increment for those employees who/whose spouse undergone/undergo sterilization operation from 01-12-1995 onwards will be regulated as per the rationalised rates of increment specified under para (a) above.

(d) The above provisions will also be applicable to non-executives who were promoted to Grade-I.

(f) These orders are effective from 01-01-1992 and will be applicable to the employees who are on the rolls of the Company as on the date of issue of this circulars.



Authority
 IDN No. BDL/04
 51/062/C-P&A
 dt.29-01-1998

The benefit of family planning operation may be granted to all the employees benefited and absorbed notionally in WG-3 or WG-5, as the case may be, under PC No.35/97 dated 03-12-1997, as if they were in WG-3 or WG-5, i.e. they may be granted incentive of special slab rate of increment @ Rs.70/- (to those absorbed in WG-3) and @ Rs.90/- (to those absorbed in WG-5), as mentioned in PC No.28/95 dated 22-12-1995, provided that they are otherwise eligible for the same. But, they will be eligible for this revised rate of incentive only with effect from 01.11.1997, i.e. the date from when they became eligible for revised pay in WG-3/WG-5.

1997 Pay Revision

Authority
 PC No. 19/99
 Dt.25-08-1999
 (Part VIII/5)

For Executives : Employees who have undergone sterilisation operation prior to 01-01-1997 will be allowed to draw the Personal Pay equivalent to the lowest rate of increment in the revised pay scale corresponding to the pay scale against which the individual had earned the Personal Pay in the pre-revised scale of pay. This will be allowed with effect from 01-01-1997. It will not be reckoned as pay for calculation of DA.

Authority
 PC No.09/2001
 Dt.31-05-2001

For Non-Executives : (a) In respect of workmen who himself/herself or his/her spouse underwent family planning operation on or after 01-0-1997 and was allowed monthly cash incentive under the Family Welfare Programme at the rationalized rates in 1992 pay scale will be allowed revised rate of increment in the corresponding revised scale of pay of the Wage Group in which the workman had been allowed the monthly cash incentive.

(b) The workman who himself/herself or his/her spouse underwent family planning operation prior to 1-Jan-1997 will be allowed to draw monthly cash incentive equivalent to the lowest rate of increment in the revised scale of pay corresponding to the scale of pay against which the individual had earned the monthly cash incentive in the pre-revised scale of pay.

6 CARRY FORWARD OF INCENTIVE AMOUNT :

Authority*BDL/04/83**Dt.09-01-1991*

6.1 It has been decided that there is no objection to extend the benefit of special increment in the form of personal pay to such of the employees who joined the company from another Public Sector Undertaking/ Government Department where they were drawing special increment for having undergone the family planning operation.

6.1.1 The quantum of special increment drawn by the employee in Government/other Public Sector Undertaking, as the case may be will continue to remain the same for the entire service of the employee in BDL. It may be ensured that the amount of special increment indicated by the candidate at the time of their initial appointment in the company should not be taken into account as part of their total emoluments while fixing their basic pay in BDL so as to avoid giving double benefit to such candidates.

Payment of family planning increment for such of those eligible employees will be effective from 01-09-1990.

Authority*PC No.49/96**Dt.30-09-1996*

6.2 The rate of the special increment in the form of personal pay in respect of workmen who/whose spouse underwent sterilization and were in receipt of Personal pay prior to 01-01-1987 was revised to an amount to be equal to the lowest rate of increment in the revised scale of pay corresponding to the scale of pay of the post held by the workmen at the time of family planning operation. Thus, the rate of said special increment in the form of personal pay in cases of workmen who are joined BDL from the Govt/Other PSUs prior to the effective date of the revision of wage/salary structure in the Government/other PSUs was also revised accordingly, i.e. the lowest rate of increment in the revised scale of pay corresponding to the scale of pay of the post held by the workmen at the time of family planning operation and it became effective from 01-01-1987.

Authority*PC No.49/96**Dt.30-09-1996*

6.3 Consequent to the 1992 wage/salary revision in PSUs, the rate of the subject special increment in the form of personal pay for family planning operation

Payable to employees who had joined BDL prior to the effective date of the 1992 revision of pay scales in the concerned PSUs would be as follows :



6.3.1 In respect of employees in non-executives cadre who or whose spouse had undergone family planning operation and who had joined BDL prior to the effective date of 1992 revision of pay scale, the said special increment in the form of personal pay would be an amount equal to the rationalized rates specified in para02 of PC No.28/95 dt.22-12-1995. These rationalized rates would be considered according to the corresponding scale of pay in which the employee held the post at the time of family planning operation.

6.3.2. In respect of employees in executive cadre who or whose spouse had undergone family planning operation and who had joined BDL prior to the effective date of the 1992 revision of pay scales, the said special increment in the form of personal pay would be an amount equivalent to the lowest rate of increment in the revised scale of pay in the concerned PSU corresponding to the scale of pay of the post held by the employee at the time of undergoing the family planning operation.

6.3.3 However, this benefit as in para-6.3.1 & 6.3.2 above, will not be admissible to such employees in whose cases the special increment in the form of personal pay granted for promoting small family norm was taken into account while fixing their initial pay in BDL.

Authority

PC No.49/96

Dt.30-09-1996

(Para 6.4 to 6.6)

6.4 The entitlement of the revised benefit will be given effect from the date from which the pay scales have been revised in the concerned PSU (1.1.92 or otherwise). In case the scales of pay revised in the concerned PSU on a date otherwise than 1.1.1992, the employee would continue to draw the said special increment as personal pay as at present till the effective date of revision in the concerned PSU. Necessary details should be obtained by the concerned Divisional P&A Department from the concerned organization (i.e. the organization where the concerned employee served before joining BDL and family planning operation done).

6.5 As regards similar employees who have joined BDL from the Government, the above benefit could be extended only after the pay scales in the Government are revised. Till then, such employees would continue to draw the said special increment in form of personal pay as at present.

6.6 In respect of those employees who have joined BDL after the effective date of the wage/salary revision in the PSUs concerned, carry forward of the special increment in the form of personal pay would continue to be regulated in



terms of the circular BDL/04/83 dt.09.01.1991. (Para – 6.1, 6.1.1. & 6.1.2 above)

Authority 6.7 The pay scales in respect of Executives have
PC No.02/2000 now been revised w.e.f. 01.01.1997 vide PC No.19/99
Dt.27-01-2000 dt.25.08.1999 and in para-9 of the said PC it has
 been agreed that -

“Employees who have undergone sterilisation operation prior to 01.01.97 will be allowed to draw the Personal Pay equivalent to the lowest rate of increment in the revised pay scale corresponding to the pay scale against which the individual had earned the Personal Pay in the pre-revised scale of pay. This will be allowed with effect from 01.01.97. It will not be reckoned as pay for calculation of DA. “

6.7.1 As regards similar employees who have joined BDL from the Central/State Govt. or other PSUs, the above benefit could be extended as per the scales as revised in the Govt./other PSUs, but shall be given effect from the date of effecting the revision in the Govt. or other PSU from where the employee joined BDL, or in BDL (i.e. 01.01.1997) whichever is later and the incentive amount shall be equivalent to the lowest rate of increment of the corresponding pay scale as revised in the Govt./other PSU (For example : The Revision under Vth Pay Commission's Recommendations effected from 01.01.1996 while in BDL the revision has been effect from 01.01.1997 – BDL's effective date and lowest rate of increment of the corresponding scale as revised in the Govt. shall be taken into consideration. However, such employees would continue to draw the incentive amount for promoting small family norms at the existing rate till the revision in the incentive amount as above takes place.

6.7.2 Such of those employees who had joined BDL after 01-01-1997 and/or had undergone sterilization after 01-01-1997 shall be paid incentive equivalent to one increment in the pay scale against which the employee earned it (ordinarily revised pay scales).

6.7.3 However, such of those employees who had joined BDL after the effective date of salary revision in BDL (i.e. 01-01-1997) from Govt. or other PSUs, carry forward of the incentive amount as granted for promoting small family norms, in the form of personal pay, would continue to be regulated in terms of the Circular No.BDL/04/83 dt.09-01-1991 (Para 6.1, 6.1.1 & 6.1.2). However, it will be revised from the date of revision of pay scales in the Govt./other PSU or BDL whichever is later and the lowest rate of increment in



the corresponding revised pay scale in the Govt./other shall be taken into consideration, if not already revised in the Govt./other PSUs.

6.7.4 However, the above benefit shall not be admissible to such employees in whose cases this incentive amount (equal to one increment granted as personal pay) was taken into account while fixing their initial basic pay at the time of their joining BDL.

Authority 6.8 In respect of employees in Non-executive
PC No.02/2000 cadre the terms and conditions as enumerated in PC
Dt.27-01-2000 No.49/96 dt.30.09.1996 will continue to follow till
 wage revision take place and further order is issued.

6.8.1 It is further clarified that the employees in the non-
Authority executives cadre those who have been promoted to
PC No.17/2001 executive cadre and were in receipt of this cash
Dt.12-07-2001 incentive will get their incentive amount revised in
 terms of para-12 of PC No.09/2001 dt.31.05.2001.
 (para – 5.2.2. above) (came into force from
 01-01-1997).

7. EXTENSION OF THE BENEFIT UNDER THE SCHEME IN CASE OF HAVING ONLY ONE SURVIVING CHILD, STERILIZATION OPERATION AT PRIVATE HOSPITAL, ETC. :

Authority (i) An employee or his/her spouse who undergoes
PC No.71/92 sterilisation operation after having one surviving child
Dt.19-11-1992 may also be granted one special incentive increment
 For promoting small family norms.

(ii) An employee of his/her who undergoes sterilisation operation in a private Nursing Home/Private Hospital, after having atleast one surviving child, will also be allowed one special incentive increment for promoting small family norms, provided he or she produces a certificate from the Private Medical Practitioner/Private Hospital duly counter-signed by the Civil Surgeon/District medical Officer/Authorised Medical Attendant (under CS MA Rules)/Medical Officers of CGHS/Central Government Hospital, who would before counter-signing the certificate, satisfy himself that the concerned or his/her spouse has actually undergone the sterilization on the date mentioned in the certificate. In case, the operation is undergone in a Trust Hospital, the certificate issued by the concerned Hospital, Counter-signed by the company Medical Officer will be sufficient to claim the incentive.



(iii) The concession will be admissible only to those employees who are whose spouses have undergone the sterilization operation on or after the date of issue of orders (i.e. 19-11-1992). Past cases, if any may be settled on these lines, but the benefit would be admissible prospectively from the date of sanction and not retrospectively.

8 Clarification :

Authority

*IDN No.BDL/04/51/
062/C-P&A
dt.23-07-2002*

8.1 A doubt has been raised as to whether incentive (equivalent to one increment as applicable to the concerned employee) for promoting small family norms be payable to an employee having FOUR surviving children, TWO each from two wives (the second marriage was contracted after the expiry of the first wife).

8.2 The point of doubt has been examined. The following clarifications, with the approval of the competent authority, are issued :

According to the Scheme under PC No.3/81 dt.20-01-1981, "employees who undergo voluntary sterilization after having 2 or 3 surviving children will be granted a special increment in the form of personal pay". Hence the incentive i.e. one special increment in the form of Personal Pay for promoting small family norms, according to the Scheme, is payable to an employee who undergo sterilization after having maximum of 3 surviving children and it is independent of the number of wives of the employee concerned. In other words, the number of surviving children as on the date of sterilization is the criteria for granting incentive for promoting small family norms and not the number of wives of the employee.

