



ಪ್ರಧಾನ ಕಛೇರಿ

ಮುಖ್ಯಾಲಯ

CORPORATE OFFICE

ಹಿಂದೂಸ್ತಾನ್ ಏರೋನಾಟಿಕ್ಸ್ ಲಿಮಿಟೆಡ್

ಹಿಂದುಸ್ತಾನ್ ಏರೋನಾಟಿಕ್ಸ್ ಲಿಮಿಟೆಡ್

HINDUSTAN AERONAUTICS LIMITED

HAL/HR/24(1)/Vol.IV/2017

22nd May 2017

President,
Association of Former Executives
of Hindustan Aeronautics Ltd (R),
Suranjandas Road, Opp. HAL Market,
Vimanapura P.O,
Bangalore – 560 017.

Sir,

Sub: Higher Pension under Para 11(3) of the EPS, 1995

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Please refer to HALE's letter dated 15/05/2017, on the above subject.

2. EPFO's Circular dated 23/03/2017 is an Internal Circular wherein directions have been issued to all the Regional & Sub-Regional Offices of EPFO to take necessary actions in accordance with the Orders of the Hon'ble Supreme Court. EPFO has not issued the Guidelines / Procedure to be followed by Employers & Employees in this regard.
3. As EPFO has not issued the Guidelines to be followed, Corporate Office has taken up the matter with the Employees' Provident Fund Organization, New Delhi, vide letter dated 11/05/2017, to notify the following for implementation of the decision:
 - a) Detailed procedure to be followed by the Employer; serving Employees; and superannuated Employees, to join the Scheme to derive the benefit of Pension on higher Salary;
 - b) Method of calculation to be adopted in respect of existing Employees as well as superannuated Employees to determine the quantum of money to be deposited to derive the higher benefit;
 - c) Mode of depositing the Amount to EPFO;
 - d) Other Guidelines, Instructions, etc., on the matter for compliance by the Employer and the Employees.
4. Corporate Office had earlier taken up the matter with the RPF, Bangalore vide letter dated 18/04/2017.
5. HAL Divisions at various locations have also been advised to take up the matter with the concerned RPFs.

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15/1, ಕಬ್ಬನ್ ರೋಡ್, ಬೆಂಗಳೂರು - 560 001, ಭಾರತ, 15/1, ಕಬ್ಬನ್ ರೋಡ್, ಬೆಂಗಳೂರು - 560 001, ಭಾರತ

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CIN: U35301KA1963GOI001622

6. HAL would be able to initiate action in this regard only after receipt of the Guidelines, Procedure to be followed etc., from the EPFO Authorities.

7. Forwarded for information, please.

Thanking you.

Yours Faithfully
For Hindustan Aeronautics Limited



(Jose Jacob)
General Manager (HR-ER)