

OFFICE OF THE TRUSTEES
DURGAPUR STEEL PLANT PROVIDENT FUND
STEEL AUTHORITY OF INDIA LIMITED

Provident Fund Section
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स्टील अथॉरिटी ऑफ इण्डिया लिमि:
न्यासी कार्यालय
इस्पात भवन (कमरा सं० ५०१), दुर्गापुर- ७१३२०३
फैक्स : (०३४३) २५७४३४४, २५७४३०७
दुरभाष : (०३४३) २५७४३०७
मेल : botdspf@yahoo.in

Ref. No. _____

Date _____

Annexure-1

Certificate in lieu of permission required under clause 26(6) of the EPF Scheme

This certificate is being issued to the employees/ ex-employees of Steel Authority of India Limited, Durgapur Steel Plant, as per the requirement mandated vide EPFO Circular No. Pension/2022/56259/16541 dated 20th February 2023.

As per clause 6(vii) of this circular, members are required to submit the proof of remittance of employer's share in Provident Fund on higher wages exceeding the prevalent wage ceiling and proof of joint option under Para 26(6) of EPF Scheme.

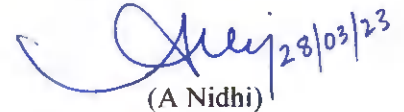
Durgapur Steel Plant Provident Fund Trust (DSP PF Trust) is an exempted Provident Fund Trust received exemption under Para 27A of the EPF & MP Act 1952 and the rules of DSP PF Trust is duly approved by the EPFO.

We hereby certify that the employees / ex- employees of SAIL/Durgapur Steel Plant, are/were members of the DSP PF Trust, is an exempted Provident Fund Trust received exemption under para 27A of the Employees' Provident Fund Scheme, 1952.

As per the approved rules of the DSP PF Trust, (Certified copy of the Extract of relevant Rules governing the membership Rule(10(a) and Rule 11(a) are being annexed herewith), contribution by members and contribution by employer are 12%, As per the above rules, employer and employee have been contributing to Provident Fund on full / actual wages / salary ever since the employee becoming a member of the Fund. It is further certified that inspection charges are being paid on actual wages and accounts of DSP PF Trust, are being audited by EPFO, from time to time.

SAIL/Durgapur Steel Plant employees are, therefore, fulfilling criteria stipulated in EPFO circular dated 20.02.2023 and are eligible for exercising option for higher pension. This certificate is being submitted as a proof of remittance of employer's share in Provident Fund on higher wages exceeding the prevalent wage ceiling and proof of joint option under Para 26(6) of Employees' Provident Fund Scheme, 1952 to enable the members to submit their option for higher pension.

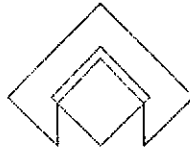
For and on behalf of DSP PF Trust


(A Nidhi)

Member Secretary

Member Secretary
DSP PF TRUST

REVISED MODEL PROVIDENT FUND RULE



STEEL AUTHORITY OF INDIA LIMITED
DURGPUR STEEL PLANT
PROVIDENT FUND SECTION

MODEL RULES (REVISED)

Rule 1

The Fund shall be called (Durgapur Steel Plant Provident Fund Trust) and these rules, framed under the EPF & MP Act, 1952 shall be deemed to be applicable from (the date of grant of exemption).

Rule 2

Definitions:- In these rules unless there is anything repugnant in the subject or context:-

(a) '**Employer**' means :-

(i) In relation to an establishment which is a factory, the owner or occupier of the factory, including the agent of such owner or occupier, the legal representative of a deceased owner or occupier and, where a person has been named as manager of the factory under clause (b) of sub-section (1) of section 7 of the Factories Act, 1948 (63 of 1948), the person so named; and

(ii) In relation to any other establishment, the person who, or the authority which, has the ultimate control over the affairs of the estt., and where the said affairs are entrusted to a manager, managing director or managing agent such manager, managing director or managing agent.

(b) '**Establishment**' :- means (Durgapur Steel Plant, a unit of SAIL) whose registered office is at ISPAT BHAWAN , LODHI ROAD, NEW DELHI-110003 and administrative office at (Ispat Bhawan,G.T.Road,Durgapur-713203).

(c) '**Employee**' :- means any person who is employed for wages in any kind of work manual or otherwise, in or in connection with the work of the estt. and who gets his wages directly or indirectly from the employer and includes any person.

(i) Employed by or through the contractor in or in connection with the work of the estt. :-

(ii) Engaged as an apprentice, not being an apprentice under the Apprentices Act, 1961(52 of 1961) or under the standing orders of the estt.

(d) '**Fund**' :- means the Provident Fund established under these rules.

(e) '**Trustees**' :- means and includes the trustees of the fund for the time being.

(f) '**Member**' means an employee who is required under these rules to subscribe to the fund, and shall include such other persons to whom the employees P.F. scheme may be extended.

(g) '**Family**' means:-

(i) In case of a male member, the wife, his children whether married or unmarried, and dependent parents of the member, and the widow and children of a deceased son of the member.

Provided that, if a member proves that his wife has ceased under the personal law governing him or the customary law of the community to which the spouses belong to be entitled to maintenance, she shall no longer be deemed to be a part of the member's family for the purpose of these rules, unless the

Durgapur Steel Plant

and

Rajendra Choudhary

D. Dandapat

N.

B. B. B. B.
Member-Secretary

R. K.

W. B. B. B.

S. B. B. B.

M. V.

Rule 10. Contribution of Members:-

(a) Every member shall subscribe to the Fund every month a sum equal to 12% of the total of his monthly basic pay, D.A. and retaining allowance, if any, with effect from 22nd September, 1997.

(b) Every member contributing to the Provident fund under sub-rule (a) herein may, if so desires, contribute voluntarily to the provident fund an amount exceeding 12% of his basic pay and D.A. A member desiring to contribute to the Provident Fund an amount exceeding 12% of his basic pay and DA per month shall submit an application in the form set out in Annexure 'E'. A member who is permitted to contribute to the provident fund an amount exceeding 12% of his total monthly basic pay and D.A. shall be allowed to change the rate of voluntary contribution on his applying for such change in contribution, only at intervals of a minimum period of one year. Such a change in the rate by way of voluntary contribution shall only be given effect to from the beginning of an accounting period of the fund.

Explanation: The term D.A. shall include the cash value of food concession and retaining allowance, if any.

(c) Each monthly contribution to the Fund shall be calculated to the nearest rupee that is 50 paise or more shall be counted as the next higher rupee and any fraction of a rupee less than 50 paise shall be ignored.

(d) The estt. shall every month deduct from the emoluments of the member, such sum as may be required under sub-rule(a) and (b) herein and shall transfer every month not later than 15th of the following month to the Board of Trustees. The money so deducted shall be credited to the member's individual account.

(e) No subscription shall be recovered from an employee for such period as he is absent from duties without pay.

Rule 11. Employer's contribution to the Fund:-

a) The employer shall not later than the fifteenth day of the succeeding month, in respect of each of the members of the fund, pay to the trustees as employers contribution to the Fund a sum equal to the total of the member's compulsory contribution under Rule 10(a) hereinbefore.

b) From and out of the contribution payable by the employer each month under Rule 11 above, a part of contribution representing 8.33% of the Employees pay shall be remitted by the employer to the Employee's Pension Fund within 15 days of the close of every month by a separate bank draft of cheque on account of Employee's Pension Fund contribution in such manner as may be specified in this behalf by the Regional Provident Fund Commissioner. The cost of the remittance,

if any, shall be borne by the employer. Provided that where the pay of the member exceeds Rs.6500/- per month the contribution payable by the employer be limited to the amount on his pay of Rs.6500/- only. The balance of employer's contribution after the remittance of contribution to the Employees' Pension Fund shall be credited to the member's individual account. The estt. shall not be liable to make any contribution in respect of the voluntary contribution, if any, made by the member to the provident fund under Rule 10(a) hereinbefore.

- c) The contribution shall be calculated on the basis of the basic wages, dearness allowance (including the cash value of any food concession) and retaining allowance (if any) actually drawn during the whole month whether paid on weekly, fortnightly or monthly basis.
- (d) The contribution to Employees Pension Fund shall be applicable only in case the employee in question is a member of the Employee's Pension Scheme, 1995 as laid down in Para 6 of the Employee's Pension Scheme, 1995, and shall cease on the employee attaining the age of superannuation as defined in the Employees' Pension Scheme, 1995.

Provided further that if the employee continues in service even after the date of superannuation the entire contribution payable by the employer as per Rule 11(a) shall be credited to the member's account.

Rule 11A. Payment of contribution:-

- (i) The employer shall, in the first instance, pay both the contribution payable by himself towards employer's contribution and also, on behalf of the member employed by him directly or by/ through a contractor, the contribution payable by such member (in the rules referred to as the member's contribution).
- (ii) In respect of employees employed by or through a contractor, the contractor shall recover the contribution payable by such employee (i.e. member's contribution) and shall pay to the principal employer the amount of member's contribution so deducted together with an equal amount of contribution (in this rule referred to as the Employer's contribution) and also inspection charges.
- (iii) It shall be the responsibility of the principal employer to pay both the contributions payable by himself in respect of the employees directly employed by him and also in respect of the employees employed by or through a contractor and also inspection charges.