

Jawaharlal Nehru Port Trust  
Administration Department

JNP/A/P&IR/SVRS-JNPT/2021/12

Date: 01/09/2021

**C I R C U L A R**

Jawaharlal Nehru Port Trust has decided to offer a Special Voluntary Retirement Scheme to all the eligible employees in accordance with the Standard Guidelines issued by the Ministry of Ports, Shipping and Waterways vide its letter No. LB-16016/4/2014-L dated 13.11.2020.

1. **TITLE:**

The Scheme will hereinafter be known as '**Jawaharlal Nehru Port Trust Special Voluntary Retirement Scheme - 2021 (JNPT-SVRS-2021)**'.

2. **ELIGIBILITY:**

The scheme will be applicable to the employees of the Port who have completed 10 years of service and completed 40 years of age, on the date of completion of notice period.

3. **THE SCHEME SHALL NOT APPLY TO THOSE :**

- a) In casual/contract employment, if any;
- b) On deputation from other Organizations;
- c) Deputed to other Organizations and opting for permanent absorption in those Organizations.

4. **SALIENT FEATURES OF THE SVRS SCHEME-2021:**

- (a) SVRS Scheme will remain open for the period of six months i.e. from 01.09.2021 to 28.02.2022 which includes the notice period. Any Eligible Employees who wishes to avail of SVRS will have to submit their request for SVRS online, and submit the duly signed hard copy to the respective Head of The Department (HOD) through the reporting officer. The link for submission of application is [vms.jnport.com:9092](https://vms.jnport.com:9092) and can be accessed through internal network of JNPT.
- (b) Employees can withdraw their SVRS application before completion of notice period.



- (c) Consideration of requests for SVRS will be at the discretion of the Management. The Management reserves the right to accept/reject any application by recording the reasons in writing. Acceptance of SVRS applications will be based on the Management decision.
- (d) All the applications received would be scrutinized by the Management and the acceptance or rejection of the application would be communicated to the concerned employees within the notice period.
- (e) All employees, whose applications are approved for grant of SVRS would be voluntarily retired as employees of the JNPT on the date mentioned on their acceptance letter.

5. **BENEFITS OF THE SCHEME:**

SVRS employees would be deemed to have voluntarily retired from the JNPT's service from the date of release (as per acceptance letter) on the following terms and conditions. They would not be eligible for any benefits other than those mentioned below:-

(a) **SVRS Compensation:**

- i) The employees opting for SVRS would be entitled to an ex-gratia payment equivalent to 1/½ months emoluments (Basic pay plus DA) for each completed year of service or the value of the emoluments that would have become payable for the balance months of service left, whichever is less.
- ii) All those who have completed not less than 30 years of service, will be eligible for a maximum of 60 (sixty) months salary/wage as compensation. This will be subject to the amount not exceeding the salary/wage for the balance period of service left (at the rate of monthly salary/wage at the time of voluntary retirement.)

(b) **Notice Period:**

The employee will give 3 months' notice as per the conditions of service applicable to the employee.

- (c) **Settlement of Loans:** SVRS optees will be required to settle all outstanding loans/other dues with interest etc., as per the norms applicable to any other staff separating from JNPT.

- (d) **Other benefits:** The Employee who seeks voluntary retirement would be eligible to get other terminal benefits such as balance in his/her PF account, cash equivalent of accumulated earned leaves,





gratuity, pension, commutation as per the existing rules/ JNPT Regulations formulated in this regard.

- (e) **Medical Benefits**: Jawaharlal Nehru Port Trust (Contributory Medical benefits after Retirement) Regulations, 1997, read with Jawaharlal Nehru Port Trust (Retirement) Regulations, 1995 contains the medical benefits scheme for retired employees. If the SVRS Optee satisfies the eligibility criteria for applicability of the aforesaid medical scheme then only he/she may avail the medical benefit under the scheme.

6. **RELEASE / RIGHT OF REFUSAL:**

Release / Right of Refusal: Notwithstanding meeting the eligibility criteria, the release of employees under JNPTSVRS - 2021 will be decided at the sole discretion of the Management.

Management would, on scrutiny of applications, accept or reject any applications by recording the reasons in writing.

7. **RESTRICTIONS ON RE-EMPLOYMENT:**

SVRS optees under the Scheme will not be eligible for re-employment in Port Sector. However there will be no bar for re-employment of such employees in Govt. Sector.

8. **COMPETENT AUTHORITY FOR GRANT OF SPECIAL VOLUNTARY RETIREMENT:**

The Competent Authority for acceptance/rejection of the SVRS applications shall be the Chairman, JNPT.

9. **DEDUCTION OF INCOME TAX:**


The Income Tax liability in respect of benefits under the Scheme, if any, shall be entirely that of the employee and applicable tax will be deducted at source as per applicable Income Tax rules.

10. This Scheme shall not be applicable to following employees:

- i) Against whom disciplinary action or prosecution in criminal court is pending/contemplated by JNPT and where the consequence of the disciplinary action is likely to result in dismissal/termination of service.
- ii) Where separation is on account of dismissal, discharge, termination of service or loss of lien on appointment.
- iii) Who have abandoned the service of the JNPT.



- iv) If any dispute/case is pending between employee and JNPT and unless the same is legally withdrawn and closed by employees who are signatories to such cases.
- v) Against whom vigilance clearance is not obtained.
11. The terms and conditions regarding staff quarter will be applicable mutatis mutandis as available to retired employees as per the JNPT Employees (Allotment of Residential Accommodation) Regulations.
12. The dependents/relatives of the employees separating under the SVRS scheme shall not have any claim whatsoever for employment in the JNPT or its subsidiaries or Joint Venture Companies.
13. The benefits payable under the scheme shall be in full and final settlement of all claims whatsoever, whether arising under the scheme or otherwise to the employee (or to his nominee in case of death). An employee, who is voluntarily retired under the scheme, will not have any claim against JNPT whatsoever and no demand or dispute will be raised by him or on his behalf, whether for re-employment or compensation or relief of any other kind.
14. The scheme is Special, Voluntary and non-negotiable and cannot be deemed or construed as a subject matter of right. It will not be a subject matter of any industrial dispute under the provisions of the Industrial Disputes Act, 1947 and shall not be cited as a precedent, custom, convention, usage or practice and time in future.
15. It would be deemed for all purposes that employees opting for the JNPTSVRS - 2021 have exercised such an option having fully understood the Scheme and all its terms and conditions and agreeing to fully abide by the terms mentioned therein on a comprehensive package basis.

  
01/09/2021 -  
(Jaiwant B. Dhawale)

**Chief Manager (A) & Secretary**

To,  
ALL NOTICE BOARDS