



No: A.60011/80/2011/HRPC/81

Date: 16th March, 2021

The Regional Executive Director
Airports Authority of India
Northern/Western/Eastern/Southern/North-East
Region **Delhi/Mumbai/Kolkata/Chennai/Guwahati**

The Executive Director,
Airports Authority of India
RCDU/FIU, **New Delhi**

The Airport Director
Airports Authority of India
Kolkata/Chennai Airport

The Director,
Indian Aviation Academy,
New Delhi

The Principal,
Civil Aviation Training College (CATC),
Bamrauli, **Prayagraj**

The General Manager,
Airports Authority of India
CRSD/E&M Workshop,
New Delhi

Corporate HRM Circular No. 09 / 2021

Subject: Superannuation Benefit Scheme (SBS) - AAI Employees Defined Contribution Scheme (AAIEDCS) – reg.

Reference to CHRM Circular No. 20/2018 dated 07th June 2018, the AAI Board in its 199th Board Meeting has resolved that, if the corpus amount of superannuated/ retired/ deceased employees of AAI under AAIEDCS is less than Rs. 2,00,000/- (INR 2 lakhs) at the time of each claim settlement then, the refund of corpus amount shall be allowed in such cases, if so requested by the superannuated/ retired/ nominee of the deceased employee.

2. Further, in case subsequent to claim settlement, by way of refund or annuity policy issue, as the case may be, if any further EDCP arrear is received by the SBS trust in respect of such superannuated/ retired/ deceased employee who has availed the refund of his/her corpus then, such superannuated/ retired/ nominee of deceased employee can again seek for refund of the corpus amount (i.e. arrear

R. Prabhu

amount plus interest earned by trust thereon, if any) in case the said corpus amount is less than Rs. 2,00,000/- (INR 2 lakhs). (An illustration is enclosed as Annexure- 1)

3. This issues with the approval of the competent authority.

R. Prabhu
(R. Prabhu)

Executive Director (HR)

Distribution: -

- ❖ OSD to Chairman
- ❖ DGM (ES) to Member(HR)/ Member(Ops)/ Member(PIng)/ Member(ANS)/ Member (Fin)/ CVO
- ❖ All HoDs at CHQ / Operational Office / AAI Office Complex
- ❖ ED (Finance)
- ❖ ED (HR-II) / All GM (HR) at CHQ
- ❖ GM(HR), Social Security Cell – for necessary action
- ❖ GM (IT) for uploading on AAI Website
- ❖ SBS Trust
- ❖ GS, AAEU/ GS, IAKU/ GS, AAIEG/ GS, ATCG(I)/ GS, IAAIOA/ GS, AAI SC/ST EWA/ GS, AAI SC/ST/OBC (NE) EWA
- ❖ Hindi version will follow

Annexure - 1

Illustration 1:

An employee has a corpus (SBS Card closing balance) of Rs. 1.90 lakhs at the time of final settlement and he/she has requested for refund of corpus and his/her corpus is refunded. Accordingly, after refund of Rs. 1.90 lakhs, in case any EDCP arrear amounting to Rs. 50,000/- is received by the SBS Trust say after six months by way of any arrear on account of interest then, the employee can seek refund again for the amount of Rs. 50,000/-.

Illustration 2:

An employee has a corpus (SBS Card closing balance) of Rs. 1.90 lakhs before final settlement. If, in the meanwhile he/she receives any EDCP arrear amounting to Rs. 50,000/- by way of any arrear on account of interest then, his/her updated corpus will be Rs. 2.40 lakhs. Such employees will NOT be eligible for refund of corpus amount.

Illustration 3:

An employee has a corpus (SBS Card closing balance) of Rs. 10 lakhs at the time of final settlement by way of issue of Annuity policy. If after the issue of policy for Rs. 10 lakhs another EDCP arrear amounting to Rs. 50,000/- is received by the SBS Trust say after six months by way of any arrear on account of interest then, the employee can seek refund for the amount of Rs. 50,000/-.

R. Prabhay



भारतीय विमानपत्तन प्राधिकरण
AIRPORTS AUTHORITY OF INDIA

07k June, 2018

No. A.60011/80/2011/PP/168

The Regional Executive Director
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CHRM CIRCULAR NO. 20/2018

**SUB: INTRODUCTION OF SUPERANNUATION BENEFIT SCHEME (SBS)
- AAI EMPLOYEES DEFINED CONTRIBUTION SCHEME (AAIEDCS)**

The Management of Airports Authority of India (AAI) is pleased to announce the introduction of Superannuation Benefit Scheme (SBS) - AAI Employees Defined Contribution Scheme (AAIEDCS) in AAI w.e.f. 01.01.2007 in terms of the Presidential Directives of MoCA issued vide letter no. AV-24032/578/2015-AAI-MoCA dated: 26/02/2018 based on the guidelines/ instructions issued by DPE orders vide its O.M dated 26.11.2008, 02.04.2009, 21.5.2014 and 03.08.2017.

The above scheme is a defined contribution scheme. The amount of pension under the scheme shall be dependent on the amount accumulated or accrued in respect of each employee on the date of his/her superannuation/ separation, as the case may be, in terms of Superannuation scheme.

The salient features of the scheme are as under:-

2. Effective Date:

- I. The Scheme shall be effective from January 1, 2007.

3. Eligibility:

- I. The Scheme is applicable to all regular employees (including Board Level) on the rolls of AAI as on 01.01.2007 or joined thereafter provided their total period in CPSEs including the period of service in

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AAI is not less than 15 years. However, the requirement of superannuation and of minimum of 15 years of service in the CPSE has been dispensed with for the pension under the said scheme as per DPE OM No. W-02/0028/2017-DPE(WC)-GL-XIII/17 dated: 03/08/2017 (para no.12.2).

Hence, the requirement of 15 years of service in CPSE is applicable for employees superannuating from 01.01.2007 till 02.08.2017 and from the date of Presidential Directive i.e.03.08.2017 the requirement of superannuation and of minimum of 15 years of service in the CPSE to be eligible for benefits under the scheme stands dispensed with.

- II. Those employees who opt for Government pension based on the combined service rendered in DGCA and NAA/AAI will not be eligible for any other Superannuation Benefit Schemes of AAI including EPFO pension, EPS 95 Pension, Superannuation Benefit Scheme pension or any other such benefits that maybe extended in future.

4. Contribution:

- I. AAI's Contribution: Initial contribution shall be paid by the Authority in respect of past services of the Employees, for the period commencing with the Entry Date till the end month of retirement, for reasons other than resignation, termination, disciplinary proceedings, dispensens, or due to sudden disappearance or the month in which the scheme and Trust Deed is notified by the Authority, whichever is earlier.
- II. The amount payable by AAI in respect of each employee upto superannuation age shall be percentage of (Basic Pay + DA). The same shall be decided by the Management as per DPE Guidelines in vogue. The yearly rate of contribution by the Authority shall be notified by the Management each year depending on affordability.
- III. The amount payable by the Authority for the period from 01.01.2007 to 31.12.2016 in respect of each employee shall be @10% of the employee's (BP + DA). The rate of contribution from 01.01.2017 onwards shall be notified as approved by the management later on.
- IV. Employee's Contribution: The employees can also make voluntary contribution from 01.04.2018 not exceeding 10% of (BP + DA) subject to a maximum of AAI's Contribution for that year.

5. **Nomination:** Every Member shall appoint one or more nominee under the scheme who shall be his/her spouse, children or dependent's to receive the benefits hereunder in the event of death of the Member.

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6. Benefits under the Scheme:

- I. The Scheme shall be managed by a Trust namely "AAI Employees Defined Contribution Superannuation Trust".
- II. The Trust will be formed and shall have a Chairman and Trustees who shall be appointed by the Management to act as Trustees of the Trust. The Chairman, AAI shall have powers to appoint Chairman and Trustees of trust, namely, "AAI Employees Defined Contribution Superannuation Trust."
- III. In the said scheme, an individual employee's account shall be created and the contribution of Employer/and voluntary contribution of employee, if any, shall be credited to the individual account of Member through the trust and shall be payable during his/her his service period till the their normal Retirement date. The annuity will be purchased for the amount accumulated in the individual's account by the trust from an approved IRDA insurance company for getting monthly pension.
- IV. The trustees shall seek the pension option available to the member, three months prior to the normal retirement date and shall intimate the same to the insurer with written notice of member having exercised the pension option under this scheme together with evidence by the member for appointment of the nominee.

7. Other Terms and Conditions:

- I. The Benefit of Scheme will not be extended to employees coming on deputation from Central/State Government to AAI.
- II. Officials coming on deputation from a CPSE where there is no such scheme, in that case, AAI will not be liable to make any contribution under the scheme. Whereas, officials coming on deputation from other CPSE where there is similar scheme, in that case, AAI will make contribution at the rate as notified by the trust each year. And, if the official wishes to voluntarily contribute, they will be allowed to do so as per the rates notifies by AAI trust for that year.
- III. If an AAI employee moves on deputation to any other CPSE (whether having similar scheme or not), AAI will not be liable to make any contribution for the period of deputation. But, if the employee wishes to make voluntary contribution under the scheme, he will be allowed to do so as per the terms and conditions of the said scheme.

- IV. The services rendered in the Government prior to joining AAI would not count for the purpose of computation of total service in a CPSE required for availing the benefits of this scheme.
 - V. In the event of any member resigning from the service of Airports Authority of India and joining another CPSE having broadly similar scheme, the entire amount of employer's and employee's contribution along with interest accrued thereon can be transferred to such CPSE. However, employees who may resign from Airports Authority of India to join another CPSE, not having similar scheme or any organization not being a CPSE (irrespective of whether such Scheme exists in that organization) shall not be allowed the benefit of transferring the accumulated fund. However, the employee's contribution, if any, along with accrued interests shall be refundable to employee.
 - VI. In case a regular member of the scheme dies/becomes permanently disabled & incapacitated, leading to cessation of his/her service, before putting in 15 years of service in CPSE including AAI prior to superannuation, he/she may be given the benefits as admissible under the scheme.
 - VII. Cases of VRS/VSS - officials who take VRS between the age of 50 and 60 years are eligible for the Superannuation Benefit scheme.
 - VIII. The employees who take VRS before attaining the age of 50 years, the annuity would be based only on member's voluntary contributions, if any, and interest thereon.
 - IX. The admissibility of benefits under the scheme to the employees against whom disciplinary proceedings are pending at the time of superannuation is to be regulated based on the outcome of proceedings as per AAI Employees (Conduct, Discipline and Appeal) Regulations, 2003.
 - X. In case of resignation (excluding resignation covered under 'technical formality clause') and compulsory retirement, removal, dismissal because of disciplinary proceedings, the annuity would be based only on member's voluntary contributions, if any, and interest thereon.
- 8.** The membership in the scheme shall be co-terminus with the employment of Member with AAI.
- 9.** Further, the contribution in the account of an employee will be made after deducting the amount of additional increments from affected employee's basic in accordance with this office order dated 12.07.2016 and the deducted amount of additional increments will be kept aside in a separate account and will be dealt accordingly as this exercise is provisional in nature subject to the decision of the Cabinet in the matter

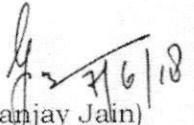
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and the outcome of the Court Cases related to regularization of additional increments granted.

10. The points/other terms and conditions not mentioned above, will be decided by the Trust/Management with the approval of Chairman, AAI.

Hindi version of the same will follow.

This issues with the approval of competent authority.


(Sanjay Jain)
Executive Director (HR)

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- GM(IT) for uploading on AAI website/All GM (HR)
- General Secretary- AAOA(I)/ ATC(Guild)/ AAI Engg. Guild (I)/IAAIOA/ AAI SC/ST Association
- General Secretary, AAEU