



न्यूक्लियर पॉवर कॉर्पोरेशन ऑफ इंडिया लिमिटेड
NUCLEAR POWER CORPORATION OF INDIA LIMITED

(भारत सरकार का उद्यम A Govt. of India Enterprise)

मानव संसाधन निदेशालय Directorate of Human Resource
एनपीसीआईएल, मुंबायालय, 10वां तल, उत्तरी विंग, विक्रम साराभाई भवन,
NPCIL, HQ, 10th Floor, North Wing, Vikram Sarabhai Bhavan,
अनुशक्तिनगर, मुंबई Anushaktinagar, Mumbai-400 094.
सी आई एन CIN : U40104MH1987GOI149458



No.NPCIL/HRP/45/1/18/2025/25

February 7, 2025

Sub : NPCIL Defined Contribution Pension Scheme, 2025

Based on the AEC approval, the Board of Directors in its 230th meeting held on 31.01.2025 has approved the proposal for implementation of the NPCIL Defined Contribution Pension Scheme, 2025 as under:

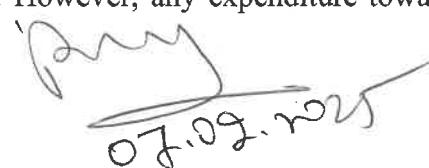
1. The employees who were on the rolls of NPCIL on 01.01.2007 & employees joined thereafter and who are not eligible to receive Pension as per CCS (Pension) Rules for their entire service period, are eligible for the pension under NPCIL Defined Contribution Pension Scheme.
2. Initially, NPCIL will contribute towards pension at the rate of 12% of Basic Pay and DA for the period from 01.01.2007 to 31.03.2025. The interest on arrears towards pension contribution will be calculated on compound interest basis at par with CPF interest rates notified from time to time till 31.03.2025 or date of cessation of service from NPCIL, whichever is earlier. Thereafter, the percentage contribution towards pension will be reviewed every financial year and limited to the overall ceiling of 30% of Basic and DA, as well as within the 10% of PBT.

In case of such employees who were retired, taken pre-mature retirement, deceased, permanently disabled & incapacitated, the additional contribution will be calculated till their cessation of service from NPCIL. However, no interest will be payable beyond the date of cessation of service from NPCIL.

The employees resigned (excluding resignation covered under 'technical formality clause'), removed, compulsorily retired, dismissed before the notification of this Scheme would not be eligible for any contribution towards Pension.


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3. The Pension Scheme will be operated through National Pension System (NPS). For those ex-employees whose contribution is not accepted by NPS as per regulation, other Government Agency/Statutory Body authorised for managing superannuation fund will be identified by NPCIL and option will be given to such ex-employees to get them enrolled with such agency for getting pension on the contribution provided by NPCIL.
4. The arrears of contribution towards pension will be deposited to the existing employee's/ex-employee's NPS/Superannuation Fund Account in one lumpsum. Further, from the date of notification of the Scheme, up to 6 months period will be required to deposit the arrears towards pension contribution. This period will be required for verification of the due amounts, opening of NPS/Superannuation Fund Account, co-ordination with NPS/other Government Agency/Statutory Body etc. However, no interest will be payable for the period from 01.04.2025 till deposit in the NPS/Superannuation Fund Account, provided it is within the above timeline.
5. The regular contribution towards pension will be deposited in the existing employee's NPS account on monthly basis. Further, from the date of notification of the Scheme, up to 3 months period will be required to deposit the monthly pension contribution. This period will be required for opening of NPS accounts, co-ordination with NPS etc. However, no interest will be payable for the period from 01.04.2025 till deposit in the NPS accounts, provided it is within the above timeline.
6. The contribution towards pension would be continued as per the contribution of the previous financial year until the financial statement of the NPCIL is finalised with the approval of Competent Authority. Once it is finalised, the contribution would be adjusted to match the provisions in the scheme, except for those members who separated from NPCIL prior to finalisation.
7. Employee(s) who has/have filed cases seeking any reliefs/benefits related to pension in any Court of law are required to withdraw the respective cases filed by them (individually or collectively) to be eligible to avail the benefits of the scheme. In this regard, an undertaking by each employee is required to be submitted to the Company.
8. The expenses towards engaging Point of Presence (POP) & any incidental expenses and initial enrolment charges shall be borne by NPCIL. However, any expenditure towards


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remittance of lump-sum amount and subsequent charges of NPS including the monthly remittance charges shall be borne by the individual member.

9. Board of Directors is authorised to make amendments of the scheme from time to time within the broad framework approved by AEC.
10. Director (HR) is authorised to issue clarifications to the Scheme.

A copy of the Scheme is enclosed as **Annexure-I**.

The implementation procedures and option to individual employees for joining the Scheme will be notified in due course.



09.12.25

(Prasanna Kumar Singh)
General Manager (HRP)

Encl : As above

All Unit Heads

Copy to : **CMD Secretariat**
All Directors
All EDs
AGM(HRS) with GM Power
All Unit HR Heads
Secretary, JCC (Staff Side)

**NUCLEAR POWER CORPORATION OF INDIA LIMITED DEFINED
CONTRIBUTION PENSION SCHEME, 2025**



न्यूक्लियर पावर कॉर्पोरेशन ऑफ इंडिया लिमिटेड
NUCLEAR POWER CORPORATION OF INDIA LIMITED
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NUCLEAR POWER CORPORATION OF INDIA LIMITED DEFINED CONTRIBUTION PENSION SCHEME, 2025

INTRODUCTION

The Board of Directors in its meeting No.230 held on 31.01.2025 approved Defined Contribution Pension Scheme for NPCIL employees.

1.0 TITLE, COMMENCEMENT AND APPLICATION

- 1.1 This Scheme shall be called "Nuclear Power Corporation of India Limited Defined Contribution Pension Scheme, 2025".
- 1.2 It shall come into force from the date of its notification.
- 1.3 The Scheme will cover employees of the Company, as per Para 2.3 of this Scheme.

2.0 DEFINITIONS

- 2.1 "***The Board***" or the "***Board of Directors***" shall have the same meaning as defined in Article 1 (d) of the Articles of Association of the Company.
- 2.2 "***Company***" or "***the Company***" means The Nuclear Power Corporation of India Limited.
- 2.3 "***Member***" means a regular employee of the Company (including retired employee) who has opted to join this Scheme, but does not include the following categories of personnel: -
 - (a) Stipendiary/Executive Trainees
 - (b) Apprentices engaged under the Apprentice Act, 1961
 - (c) Employees who have opted to receive pension for the combined service rendered under DAE and the Company
 - (d) Permanent deputationists
 - (e) Persons engaged on Fixed Term basis
 - (f) Persons engaged on Daily Rated basis
 - (g) Persons engaged on Casual basis
 - (h) Persons engaged on contract basis
- 2.4 "***Family***" means spouse of the member and children up to the age of 25 years.

3.0 OPTION TO JOIN THE SCHEME

The scheme will be optional in nature. Eligible employees (including retired employees and eligible family member of the deceased employees as per Para 2.4 above) will be given an option, to be exercised within a specified time limit, to join the scheme. If no



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option is exercised within the specified time limit, the employees will be considered not to have opted for the Scheme.

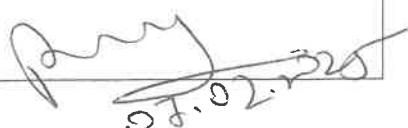
4.0 ELIGIBILITY FOR PENSION

Pension shall be payable to a Member on retirement from service.

- 4.1 The Scheme will cover regular NPCIL employees who were on the rolls of NPCIL on 01.01.2007 & employees joined thereafter and who are not eligible to receive Pension as per CCS (Pension) Rules for their entire service period.
- 4.2 A member who was on the rolls of the company on or after 01.01.2007 and retires on superannuation or retires prematurely from NPCIL or dies in harness or becomes permanently disabled & incapacitated leading to cessation of his / her service, will be eligible for pension contribution under the Scheme for the period of service rendered from 01.01.2007. This scheme will be applicable, for the period of service rendered from 01.01.2007 in NPCIL, to the members who have retained lien in NPCIL.
- 4.3 The employees resigned (excluding resignation covered under 'technical formality clause'), removed, compulsorily retired, dismissed before the notification of this Scheme would not be eligible for any contribution towards Pension.
- 4.4 This Scheme will not be applicable to the employees posted in NPCIL on deputation from Central/State Government.
- 4.5 The Company's decision regarding eligibility shall be final.
- 4.6 No Member shall be allowed to withdraw his/her membership from the Pension Scheme during his/her employment with the Company.

5.0 CONTRIBUTION TOWARDS PENSION

Initially, NPCIL will contribute towards pension at the rate of 12% of Basic Pay and DA for the period from 01.01.2007 to 31.03.2025. The interest on arrears towards pension contribution will be calculated on compound interest basis at par with CPF interest rates notified from time to time till 31.03.2025 or date of cessation of service from NPCIL, whichever is earlier. Thereafter, the percentage contribution towards pension will be reviewed every financial year and limited to the overall ceiling of 30% of Basic and DA, as well as within the 10% of PBT



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In case of such employees who were retired, taken pre-mature retirement, deceased, permanently disabled & incapacitated, the additional contribution will be calculated till their cessation of service from NPCIL. However, no interest will be payable beyond the date of cessation of service from NPCIL.

6.0 OPERATION OF THE SCHEME

- 6.1 The Pension Scheme will be operated through National Pension System (NPS). For those ex-employees whose contribution is not accepted by NPS as per regulation, other Government Agency/Statutory Body authorised for managing superannuation fund will be identified by NPCIL and option will be given to such ex-employees to get them enrolled with such agency for getting pension on the contribution provided by NPCIL.
- 6.2 The arrears of contribution towards pension will be deposited to the existing employee's/ex-employee's NPS/Superannuation Fund Account in one lumpsum. Further, from the date of notification of the Scheme, up to 6 months period will be required to deposit the arrears towards pension contribution. This period will be required for verification of the due amounts, opening of NPS/Superannuation Fund Account, co-ordination with NPS/ other Government Agency/Statutory Body etc. However, no interest will be payable for the period from 01.04.2025 till deposit in the NPS/Superannuation Fund Account, provided it is within the above timeline.
- 6.3 The regular contribution towards pension will be deposited in the individual member's NPS account on monthly basis. Further, from the date of notification of the Scheme, up to 3 months period will be required to deposit the monthly pension contribution. This period will be required for opening of NPS accounts, co-ordination with NPS etc. However, no interest will be payable for the period from 01.04.2025 till deposit in the NPS accounts, provided it is within the above timeline.
- 6.4 The member will avail the benefit as per the extant rules of NPS from time to time as per the options available with the annuity providers.
- 6.5 NPCIL is responsible for depositing/transferring the contribution towards pension to individual NPS accounts. The disbursement of pension will be solely as per the option chosen by the individual and the services offered by the Service Providers. NPCIL no way shall be responsible for disbursement of pension.
- 6.6 The contribution towards pension would be continued as per the contribution of the previous financial year until the financial statement of the NPCIL is finalised with the approval of Competent Authority. Once it is finalised, the contribution would be adjusted to match the provisions in the scheme, except for those members who separated from NPCIL prior to finalisation.



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6.7 The commutation of pension and all other regulations will be as per the provisions of the respective fund managers.

7.0 PENSION CONTRIBUTION ON DEPUTATION

In case of deputation/secondment/lien of eligible members, pension contribution shall be payable subject to remittance by the borrowing organisation to NPCIL, for such period.

8.0 UNDERTAKING

Employee(s) who has/have filed cases seeking any reliefs/benefits related to pension in any Court of law are required to withdraw the respective cases filed by them (individually or collectively) to be eligible to avail the benefits of the scheme. In this regard, an undertaking by such employee is required to be submitted to the Company.

9.0 EXPENDITURE ON ADMINISTRATION OF THE SCHEME

The expenses towards engaging Point of Presence (POP) & any incidental expenses and initial enrolment charges shall be borne by NPCIL. However, any expenditure towards remittance of lump-sum amount and subsequent charges of NPS including the monthly remittance charges shall be borne by the individual member.

10.0 JURISDICTION

All benefits under this Scheme shall be payable in India. The Courts of Mumbai shall have the exclusive Jurisdiction in all matters arising out of the Pension Scheme.

11.0 CLARIFICATIONS

Director (HR) is authorised to issue clarifications to the Scheme.

12.0 AMENDMENT TO THE SCHEME

Board of Directors is authorised to make amendments to the Scheme from time to time within the broad framework approved by AEC.



09.09.2025
(Prasanna Kumar Singh)
General Manager (HRP)