

**ITEM NO. 04 (K-2)**

1. **CASE/NAME OF THE SCHEME :** HITKARI NIDHI YOJNA
2. **NAME OF THE DEPARTMENT :** LABOUR WELFARE DEPTT.
3. **BRIEF HISTORY OF THE CASE/SCHEME :**

In pursuance of Council Resolution No. 48 dated 24.02.1994 the scheme of Hitkari Nidhi Yojna was started. In this scheme the provisions were made for giving financial assistance to employees/dependants under various heads. Amendments are made in this scheme from time to time for effective implementation and giving more financial benefits to the employees. Council Vide Reso. No. 19 (K-I) dated 27.05.2005 modify the scheme for providing financial assistance to the employee. The detail of the scheme is as under :-

S.N.	Purpose of Financial Assistance	Ratio of Contribution of Council	Ratio of Contribution of Employees	Payment Before under Resolution No. 19 (K-I)	Payment as per Council Reso. No. 19 (K-I) dated 27.05.2005
01.	For marriage of two children	50 per cent	50 per cent	Rs.10000/- only for one daughter	Rs.20,000/-
02.	Payment on death of employee to his dependent	90 per cent	10 per cent	Rs.10000/-	Rs.40000-50000/-
03.	Assistance for higher education to the children of employee	50 per cent	50 per cent	Rs.400/- to Rs.3000/- according to the course	Rs.3500/- to Rs.33000/- according to the course
04.	Prolong illness to the RMR employees	Nil	100 per cent	Rs.8000/-	Rs.20000/-

Under the scheme, payment is made on the basis of ratio between the Council contribution and employee contribution is given above. Employee contribution fixed @ Rs.45/- p.m. per employee is being received. The amounts paid under various heads for financial assistance was increased in the Council vide Reso. No 19(K-1) dated 27.05.2005 and employee contributions was also raised but the ratio of contribution remain unchanged which is resulting in to short fall of funds from employee contribution.

At present, department is facing difficulties in making payment under Hitkari Nidhi Yojna. To review the Hitkari Nidhi Yojna a Sub Committee under the Chairmanship of the Financial Advisor was constituted. The Sub-Committee after considering all aspects recommended the following:-

- I) The employee contribution @ Rs.45/- should be enhanced as under :-

Employee Category:-

'A'	Rs.200/- p.m.
'B'	Rs.150/- p.m.
'C'	Rs.125/- p.m.
'D'	Rs.100/- p.m.

**II)** To restrict the payment towards marriage of employee's son to Rs.15,000/- instead of Rs.20,000/-.

The recommendations of the Sub Committee have been approved by the Chairman, NDMC on 25.11.2008.

**4. FINANCIAL IMPLICATIONS ON THE PROPOSED CASE :**

There is budget provision of Rs.3,50,00,000/- (Rs. Three Crore Fifty Lacs Only) for the year 2008-2009 in respect of Council Contribution.

**5. IMPLEMENTATION SCHEDULE WITH TIME LINES FOR EACH STAGE INCLUDING INTERNAL PROCESSING :**

One month on approval accorded by the Council.

**6. COMMENTS OF THE FINANCE DEPARTMENT ON THE SUBJECT :-**

Proposal for enhancement of monthly contribution and modification is based on the recommendations made by a sub-committee presided over by the Financial Advisor.

**7. COMMENTS OF THE DEPARTMENT ON THE COMMENTS OF THE FINANCE DEPARTMENT:**

NIL

**8. LEGAL IMPLICATIONS ON THE SUBJECT :**

NIL

**9. COMMENTS OF THE LAW DEPARTMENT ON THE SUBJECT :**

1. RMR is not a Municipal Employee and he is not expected to contribute, hence employee contribution does not come from him.
2. Assistance to employee for higher education has to be limited to one or two children.

3. While sanctioning the assistance for a subsequent year, the result of the child be taken in to consideration, if he / she is showing good result, it may continue and if he fails / discontinue it should not continue.

**10. COMMENTS OF THE DEPARTMENT ON THE COMMENTS OF THE LAW DEPARTMENT :**

The benefit of assistance in all scheme in Hitkari Nidhi Yojana is given to all category of employees including RMR workers as per Council Reso No. 19(K-1) dated 27.5.2005.

NDMC has already restricted benefit of higher study assistance upto two children.  
The case is decided on the basis of the existing policy.

**11. RECOMMENDATIONS :**

The subscription amount in Hitkari Nidhi Yojna may be deducted according to the category of the employees per month as follows:-

1. **Rs.200/- p.m. from 'A' category employee**
2. **Rs.150/- p.m. from 'B' category employee**
3. **Rs.125/- p.m. from 'C' category employee**
4. **Rs.100/- p.m. from 'D' category employee**

Further, the payment of financial assistance of Rs.20,000/- for the marriage of the son of an employee may be restricted to Rs.15,000/-

It was also recommended that further action in the matter be taken by the department, in anticipation of confirmation of the Minutes by the Council.

**COUNCIL DECISION**

Resolved by the Council to continue the financial assistance to the regular employees of the Council as per the scheme approved vide Council's Resolution No. 19 (K-1) dated 27.05.2005; subject to increase of employees monthly contribution to the scheme as per following rates :

1. Rs.200/- p.m. from 'A' category employees.
2. Rs.150/- p.m. from 'B' category employees.
3. Rs.125/- p.m. from 'C' category employees.
4. Rs.100/- p.m. from 'D' category employees.

It was also resolved by the Council that further action in the matter be taken in anticipation of confirmation of the Minutes by the Council.