

## SUGGESTIONS FROM FEDERATION FOR UTILIZATION OF CSIR WELFARE FUND

### Preamble

It has been a well knit idea on the part of the policy makers of yester years for having created a fund called "CSIR Welfare Fund", the money for which is being generated from various sources like royalty, consultancy, sponsored projects, contract projects, selling of process knowhows, etc. The name of the fund itself connotes for utilization of the fund towards welfare activities connected with the employees. From the past several decades, the money in this fund has been mounting much to the ecstasy of the employees. Till now, for which purpose the money is being utilized or for what welfare activity of the employees the money is being used, remains to be answered by the CSIR Management. Even the exact amount lying in this fund is not yet known. With all this, the DGCSIR, in one of the periodical meetings requested the Federation for offering suggestions for proper usage of the fund towards welfare activities of the employees.

## Scope and Usage

While it is a patented fact that the regular employees have various benefits and welfare schemes like medical reimbursements, LTC, recently introduced CSIR relief scheme, etc., But for the Temporary Status staff, none of these benefits or schemes exist. So, Federation in the true letter and spirit, think that much of this fund should be utilized for providing welfare to the Temporary Status staff who have been bereft of any benefit other than their salary which includes Basic Pay + DA.

Hence, the Federation offers the following suggestions for utilizing the CSIR Welfare Fund :

1. For meeting the medical expenses of the Temporary Status staff and their dependants in connection with major diseases like cancer, kidney transplantation/cure, cardiac problems which should include Angiogram/Angioplast/Bye-pass surgery, etc., as these staff are not eligible for any sort of medical reimbursements.

2. Consolidate payment of Rs.100/- per month to all the Temporary Status staff for meeting to their <sup>as well as</sup> ~~and~~ their families' routine medical expenses.

This payment can be made keeping in view the autonomous structure of CSIR.

3. For providing ex-gratia payment to the family of the deceased Temporary Status <sup>staff</sup> as they are not eligible for compassionate appointments.
4. For providing an adequate amount of compensation to the Temporary Status staff (like that of CSIR Relief Scheme) who will suffer Permanent disability due to accidents, etc.
5. For extending the benefit of LTC to the Temporary Status staff once in four years by II Class only.
6. For providing ex-gratia payment of a minimum of Rs.50,000/- to the family of the deceased regular employee, who cannot be offered

compassionate appointments by the Lab./Instt. due to various Govt. of India restrictions.

7. For meeting partial medical expenses of regular employees (particularly employees belonging to the non-gazetted category) and their dependants for undergoing major treatments like bye-pass surgery, cancer, kidney transplantation, etc., as the amount reimbursed to the concerned employee is not on par with the amount he/she has actually incurred for getting his/her treatment. Hardly 50-60% of the money incurred is being reimbursed. Hence, partial payment to these employees is suggested.

8. The present benefits which are being extended to the children of the employees, like providing scholarships, sports remuneration, etc. should be continued in one form or the other.

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