



STEEL EXECUTIVES FEDERATION OF INDIA

88A, JATIN DAS ROAD, KOLKATA - 700029

(Regd. No. S/2 1890 of 1977-78)

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RECORD NOTES OF SEFI COUNCIL MEETING HELD ON 24th OCTOBER 2025 AT INDIA HABITAT CENTRE, NEW DELHI

The SEFI Council meeting with SAIL Management was held on 24th October 2025 at India Habitat Centre, New Delhi, to deliberate on key issues concerning the executive fraternity across SAIL.

The meeting commenced with a welcome address by Shri Rajeev Pandey, Executive Director (HR), SAIL, who welcomed Shri Amarendu Prakash, Chairman-cum-Managing Director, SAIL, Functional Directors, Executive Directors, and SEFI representatives.

Presentations were made by Business Planning, Operations, Projects, Marketing, Finance, C&IT, and HR, followed by the Views of SEFI (Chairman and General Secretary). Observations were shared by Director (Finance) with additional charge of Director (Commercial), Director (Personnel), and Chairman, SAIL, followed by detailed deliberations on various agenda items.

Participants

- Shri Amarendu Prakash, Chairman-cum-Managing Director, SAIL
- Shri K. K. Singh, Director (Personnel), SAIL
- Dr. Ashok Panda, Director (Finance), SAIL
- Shri Puneet Sharma, Executive Director (C&IT), SAIL
- Shri Vinod Gupta, Executive Director (Commercial), SAIL
- Shri Rajeev Ranjan, Executive Director (Business Planning), SAIL
- Shri Rajeev Pandey, Executive Director (HR), SAIL
- Shri N. K. Banchhor, Chairman, SEFI
- Shri Sanjay Arya, General Secretary, SEFI
- Other Senior Officials from SAIL Corporate Office
- SEFI Office Bearers and SEFI Council Members

Narendra

Sanjay Arya



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Deliberations and Outcomes

1. Structured quarterly meetings with SEFI for subjects like production, productivity, safety, modernization, raw material, marketing etc.

Management assured that structured meetings with SEFI will be held both at the Corporate Office and Unit levels to facilitate periodic review on production, productivity, modernization, marketing, safety, and related issues.

2. SAIL Pension Scheme (9% monthly transfer as per DPE guidelines)

Management stated that since this is a Board-level matter, proposals will be placed before the Board for consideration and implementation as per DPE norms.

- 2(b). Compensatory / accrued interest from 01.01.2007 to actual NPS transfer

Management did not make a commitment at this stage.

- 2(c). Contribution of SAIL Pension for executives in collieries & CMPF (01.01.2007-30.09.2017)

Management will examine the matter in detail and revert.

3. Ensure 30% superannuation benefits and enhancement of Post-Superannuation Medical Benefits

Management will examine the proposal for alignment with DPE guidelines, including enhancement of Post-Superannuation Medical coverage.

4. Formation of Uniform HRA Policy across SAIL and Payment of HRA as per DPE

CMD, SAIL assured that township quarters will be made habitable and that budget will not be a constraint for required repairs and maintenance. However, he was not in favour of extending HRA within townships. For ISP, a suitable arrangement may be considered. SEFI suggested improving maintenance practices and rebuilding unserviceable quarters where necessary.

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5. Review of Promotion Policy of Executives and increase in sanctioned posts for E8/E9

CMD SAIL informed that the proposal had earlier been turned down in the Board, however, he assured that he will again look into the matter. It was also mentioned that vacancy-based promotions may continue and that work on the new Promotion Policy is in progress.

6. Notional seniority to JO batches and Industrial tour for JO batches

Management will examine the issue of notional seniority for JO batches and agreed to organise industrial tours; individual units will be informed accordingly.

7. Implementation of Pay-Fixation Order in true spirit and ensuring uniformity across SAIL

Management will examine the implementation process to ensure uniformity across all SAIL units.

8. Uniform Policy across SAIL (leave, telecom, infrastructure, entertainment allowance, office timings)

Management agreed to formulate and enforce uniform policies across SAIL to ensure parity of benefits and facilities.

9. Work-Life Balance in line with "Great Place to Work" initiative

Management agreed in principle and emphasised that executives should take an active role in improving workplace balance and culture.

10. Improvement in Education, Township and Medical Facilities (especially in Mines)

Management informed that Deloitte has been engaged to recommend improvements in health and medical services, and other new initiatives will also be explored for township and educational facilities. Further, it was agreed that in

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17. Payment of interest on arrears of perquisites (11 months) and 2% incremental PRP for FY 2018-19

Payment of interest on perk arrears – not agreed. However, Proposal for 2% incremental PRP for FY 2018-19 was sent by corporate office to DPE for consideration but it was negated by DPE.

18. Licensing of Quarters, Lease Regularization and Proper Utilization of Township Land/Buildings

Management advised that these matters be handled at the local level in consultation with respective units.

19. Enhancement of Retirement Age of Doctors

Management agreed to the proposal.

20. Review of JO Policy to increase coverage and special drive for qualified engineers and others

Management agreed.

21. Corporate Telecom Plan across all Units

Management agreed; individual units will be informed upon implementation.

22. Strict adherence to Sensitive-Posting Guidelines across SAIL

Management agreed to frame a new policy enabling transfers from Line Management to HR, Corporate Office, or Marketing streams, to allow executives an opportunity for career path diversification. It was further informed that the professional courses required for such transitions will be sponsored by SAIL.

23. Increase in Gratuity Ceiling

Management agreed; necessary orders will be issued shortly.

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24. Ad-hoc Adjustable Advance Payment for Junior Officer-2024 and Others

Management will examine the proposal.

25. Introduction of House-Building and Car Loan Scheme

This item was not discussed during the meeting.

26. Gratuity issue of Executives retired between 01.01.2017 and 29.03.2018

This item was not discussed during the meeting.

Conclusion

The meeting concluded on a positive and constructive note, with several issues agreed and others marked for examination or Board consideration. The Vote of Thanks was proposed by Shri N. K. Banchhor, Chairman, SEFI, who expressed appreciation to Shri Amarendu Prakash, CMD, SAIL, Functional Directors, Executive Directors, and all participants for their active participation and encouraging approach.

Date: 25th October, 2025.

Narendra

(N. K. Banchhor)
Chairman, SEFI

Sanjay Arya

(Sanjay Arya)
General Secretary, SEFI