

**(iii) Procedure followed in the decision making process,  
including channels of supervision and accountability**

- NPCIL HQ Rules & Schemes
  - NPCIL (LTC) Rules
  - NPCIL (Encashment of Leave) Rules 1994
  - NPCIL (Incentive Scheme for adoption of small family norms), 1991
  - NPCIL Scheme for granting funeral expenses of employees who die while in service
  - NPCIL (Employees group savings linked insurance) Scheme 1996.
  - NPCIL (Equipment advance) rules 1994.
  - NPCIL (Reimbursement of canteen subsidy) Scheme, 1994
  - NPCIL (Reimbursement of cable TV expenditure) Scheme, 2001
  - NPCIL (Hostel Subsidy) Scheme, 1991
  - NPCIL (Award of Scholarship to the children of employees) Scheme
  - NPCIL (Reimbursement of Tuition Fees) Scheme, 1996
  - NPCIL Contributory Medical Facilities (Retired Employees) Scheme, 1998
  - NPCIL Scheme for Compassionate Appointment
  - NPCIL (Cash Award - For Acquiring Higher Qualification) Scheme, 2000
  - NPCIL Instruction / Guidelines for forwarding of applications for employment
  - NPCIL (Conduct) Rules 1994
  - NPCIL (Discipline & Appeal) Rules 1996
  - NPCIL (Sponsorship for Higher Education) Scheme, 1996
  - NPCIL (Employee's Gratuity) Scheme, 1991
  - NPCIL (Premature Retirement) Scheme, 2001
  - NPCIL Scheme for membership in Professional Institutions 2002.
  - NPCIL (Employees Provident Fund) Scheme, 1990
  - NPCIL (Non-Contributory Provident Fund) Scheme, 1994
  - NPCIL (Deposit Linked Insurance) Scheme, 1991
- Guideline on Exit Interviews of Officers
- Guidelines for selection of Personnel for deputation on Foreign Assignment / Training Abroad.
- Procedure to be followed by: Sr. EDs, EDs, Directors, Station Directors and Project Directors whenever they are leaving their respective HQs on tour / leave / deputation etc.
- Guidelines for processing applications received for project work / field work / summer placement.
- Promotion norms for Scientific and Technical Grades up to and including Grade SO/E.
- Manpower data of NPCIL (HQ + Sites) as on 30th June 2005 with details of grades.

- Establishment / Procedure / Job Description Manuals
- Norms advertised for Group A & B for Non-technical Cadre Posts.
- Tendering procedure.
- Awarding works contracts / consultancy / Engineering contract / Service Contract