

NOTE 36. EMPLOYEE BENEFITS		March 31,2018		March 31, 2017	
A.	Defined contribution plans				
	Employer's contribution to provident fund		452.12		425.98
	Employer's contribution to pension fund			75.33	68.22
	Employer's contribution to ESIC			15.27	13.33
	Labour welfare fund contribution for workmen			0.40	0.38
(' in Lakh)					
		GRATUITY		LEAVE ENCASHMENT	
B.	Defined benefit plans	March 31,2018	March 31,2017	31 March , 2018	March 31, 2017
i)	Change in present value of obligations				
	Present value obligation at the beginning of the year	1,201.32	1,000.96		202.44
	Interest cost	88.83	78.02		14.97
	Service cost	185.01	183.08		67.39
	Re-measurement (gain) / loss	(395.44)	(11.77)		(63.65)
	Benefit paid	(68.68)	(37.66)		(28.32)
	Employee's transfer	(0.08)	(11.31)		-
	Present value obligation at the end of the year	1,010.96	1,201.32		192.83
ii)	Change in fair value of plan assets				
	Fair value of plan assets at the beginning of the year	1,038.31	743.30		-
	Return on plan asset	76.78	57.94		-
	Employer's contribution	177.17	266.85		-
	Return on plan assets, excluding amount recognised in net interest expense	(0.49)	19.19		-
	Benefit paid	(68.68)	(37.66)		-
	Employee's transfer	(0.08)	(11.31)		-
	Closing balance of fair value of plan assets	1,223.01	1,038.31		-
iii)	Amount recognised in the balance sheet				
	Present value of obligation at the end of the year	1,010.96	1,201.32		192.83
	Fair value of plan assets at the end of the year	1,223.01	1,038.31		-
	Net assets / (liabilities) recognised in the balance sheet	212.05	(163.01)	(192.83)	(202.44)
iv)	Expense recognised in statement of profit and loss				
	Current service cost	185.01	183.08		67.39
	Interest cost	88.83	78.02		14.97
	Return on plan asset (76.78)	(57.94)		-
	Re-measurement (gain) / loss		-		(63.65)
	Expenses recognised in statement of profit and loss	197.06	203.16	18.71	58.01