



MAHAVITARAN

GAD/RC/F.No.41

Maharashtra State Electricity Distribution Co.Ltd.

Estrella Batteries Expansion Building,

Ground Floor, Plot No. 1, Dharavi Road

Matunga, Mumbai – 400 019.

ADMINISTRATIVE CIRCULAR NO. 304 DATE 28/07/2010

Sub: Grant of Higher Grade Benefit on 3rd occasion to the employees of the MSEDCL.

By their Resolution No. 872 dated. 12/08/2009, the Board of Directors have accorded approval to adopt the Memorandum of Settlement signed by the Management and the representatives of the various Unions/Associations. According to Para 8 of Memorandum of Settlement, Higher Grade Benefit on 3rd occasion is to be introduced to the employees of the Company.

2. Consequent on signing the memorandum of settlement, there was a request from the Unions/Associations to discuss the modalities for grant of higher grade benefit on 3rd occasion. Accordingly, a Committee to study, discuss and decide the modalities was formed. The said Committee after discussing the issue with the various Unions/Associations submitted its report. Now the Managing Director in consultation with Director (Finance) and Executive Director (HR) have accorded approval for the modalities for deciding higher grade benefit on 3rd occasion as under:

- (i) All the employees who have channel of promotion/no channel of promotion and completed 28 years of service on 01.04.2008 or there after shall be held eligible for grant of Higher Grade Benefit. on 3rd occasion subject to -
 - a) Employee should not have been promoted or granted second benefit of Higher Grade under the provisions of GO 74(P)/111(P) during the period preceding three years of completion of 28 years of service.
 - b) In case of employees who refused promotion and subsequently withdrawn 1st and 2nd Higher Grade Benefit shall not be held eligible for 3rd Higher Grade Benefit even though they have completed 28 years of service as on 01.04.2008 and thereafter.
- (ii) The existing provisions and procedure for grant of Higher Grade Benefit under the provisions of G.O.74 (P) dtd.30.04.1974 and G.O.111(P), dtd. 13.05.1982 shall be applicable as hitherto before while deciding Higher Grade Benefit. on 3rd occasion.
- (iii) The terms and conditions of Correction Slip no. 27 dtd. 21.05.1998 to G.O. 74 (P) dtd. 30.04.1974 and Correction Slip no. 5 dtd. 21.05.1998 to G.O. 111 (P), dtd. 13.05.1982 shall be applicable mutatis-mutandis while deciding Higher Grade Benefit on 3rd occasion.
- (iv) The employees who will complete 28 years of service after 01.04.2008 shall also be held eligible for 3rd Higher Grade Benefit from the date of completion of 28 years of service subject to fulfillment of conditions mentioned as above.
- (v) The cases of the employees who have retired after 01.04.2008 shall also be dealt with on above lines.

3. The pay-scales to be granted on 3rd occasion to the categories which are not having promotional channel shall be notified separately.

4. This Administrative Circular is also available on Company's website i.e. www.mahadiscom.in.

(S. Y. Patil)

Chief General Manager (P)

To
All as per mailing list of MSEDCL