



MAHAVITARAN

Maharashtra State Electricity Dist.Co.Ltd
(A Govt. of Maharashtra Undertaking)
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HRD/O&M/F.No.5
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ADMINISTRATIVE CIRCULAR NO. 513 DATE 10 / 08 / 2015

Sub : Revising the provisions of MSEB Employees' Gratuity Regulation 1960.

Ref : General Order No. 3 (P) date 30/04/1962

As per Regulation 8-A of the MSEB Employees' Gratuity Regulations, 1960 (General Order No. 3(P) dt. 30/04/1962) the Competent Authority is empowered to sanction gratuity on merits of each case, a non-refundable advance from gratuity not exceeding 1/3rd of total amount that would be admissible at the time of retirement to those employees who are covered under MSEB Employees' Gratuity Regulations, 1960, ignoring the service rendered during the last two years preceding retirement. The issue regarding review of provisions regarding payment of gratuity was under consideration sometime in the past.

2. Now, the Board of Directors vide Resolution No. 450 dated 06/07/2015 has accorded approval for revising the provisions of MSEB Employees' Gratuity Regulation 1960 regarding payment of 1/3rd gratuity.

3. As such payment of a non-refundable advance from gratuity not exceeding 1/3rd of total amount that would be admissible at the time of 2 years before the retirement to those Company employees who are covered under MSEB Employees' Gratuity Regulations, 1960 is to be discontinued w.e.f. 01/04/2015. Consequently the provision of non refundable advance from gratuity for those employees who shall be due for retirement after 01/04/2017 shall stands withdrawn.

4. Further, the employees who shall be joining the services of the Company on or after 01/04/2015 shall be governed by the provisions of Payment of Gratuity Act, 1972 as amended from time to time and provisions of MSEB Employees Gratuity Regulations, 1960 shall not be applicable to them.

5. All the concerned Drawing and Disbursing Authorities are therefore requested to take immediate action as per the above changes and the pending cases of 1/3rd gratuity advance of those employees who are retiring up to 31/03/2017 shall be decided accordingly. The Circular No 24557 dated 29/05/2015 regarding withholding of advance payment of 1/3rd gratuity as per the MSEB Employees' Gratuity Regulations, 1960 shall stands superseded.

6. This Administrative Circular is available on Company's R-APDRP Portal.

(Sandesh Hake)

Chief General Manager (HR)