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HRD/O&M/F.No.283/ **07092**

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Date : 08.03.2013

CORRIGENDUM

(To Administrative Circular No.446 dated 20/02/2013)

Sub : Grant of Higher Grade Benefit under G.O.74(P) dt.30/04/1974 and G.O.111(P) dt.13/05/1982 – Revising the procedure thereof.

The revised procedure for grant of higher grade benefit under G.O.74(P) dt.30/04/1974 and G.O.111(P) dt.13/05/1982 for MSEDCL employees was circulated vide Adm.Cir.No. 446 dated 20/02/2013. Now, Para No 2.(b) and Para No.2(e) shall be read as follows –

Para 2. b) *The performance of the employees for previous years of the due date is to be reviewed and if the performance is graded as Good and above, the Higher Grade Benefit (HGB) is to be granted on due date i.e. on completion of 6 / 9 / 28 years as the case may be. In short, if the performance of the employee is recorded as "Average" (in case of BC employees "Poor") in any of previous three / five years of the due date, the employee will not be eligible for grant of higher grade benefit. However, the performance shall be reviewed and grant of benefit can be considered subsequently by reviewing his performance. Relaxation in qualifying criteria wherever applicable shall be continued without any equalization by compensating with performance.*

Para 2. e) *The above provisions shall be applicable from 01/01/2013. The cases of the employees with due date upto 31/12/2012 shall be finalized by the concerned authority by 31/03/2013 based on existing criteria as on due date. The in-charge of concerned HR Department shall be held responsible for non-finalization of the pending cases and disciplinary action will be initiated against the defaulters by fixing the responsibility.*

2. The other terms and conditions of the Administrative Circular No.446 dt.20/02/2013 shall remain unchanged.

3. This Corrigendum is made available on Company's Intranet and no hardcopy is sent to any office.

(Sandesh E. Hake)
Chief General Manager(HR)