



MAHAVITARAN
Maharashtra State Electricity Dist.Co.Ltd
(A Govt. of Maharashtra Undertaking)
CIN : U40109MH2005SGC153645

HRD/O&M/F.No.24-25
Maharashtra State Electricity Distribution Co.Ltd.
Estrella Batteries Expansion Building,
Ground Floor, Plot No. 1, Dharavi Road
Matunga, **Mumbai – 400 019.**
e-mail : cgmp@mahadiscom.in
Website : www.mahadiscom.in

HR/O&M/F/No. 24-25/ 34653

Date: 16.12.2019

To,
The Joint Managing Director, MSEDCL, Aurangabad / Kokan Region, Kalyan.
The Regional Director, MSEDCL, Nagpur / Pune Region.
All Chief Engineer, MSEDCL in the field.

Sub : Payment of arrears due to revision of pay scales and allowances- Release of arrears in case of expired/ retired/ resigned/ terminated employees.

Ref : Administrative Circular No. 590, 591, 952,593 and 594 Dt. 18.09.2019.

The instructions of revision of pay scales and allowances due from 01.04.2018 for various categories have been issued vide Administrative Circulars referred above.

Accordingly, the instructions issued in Para- 04 (a) and Para – Q (iii) of Administrative Circular No. 590 and 592 Dt. 18.09.2019 are reproduced as follows-

• **Para – 04 (a):**

- a) **First Installment:** *The First installment for the period from 01.04.2018 to 30.09.2018 shall be paid in November 2019.*
- b) **Second and Third Installment:** *The Second Installment of arrears for the period from Dt. 01/10/2018 to 31/03/2019 and Third installment of arrears for the period from Dt. 01/04/2019 to 30/09/2019 shall be paid to the employees within next 18 months period depending on cash flow position.*

• **Para – Q (iii):**

“The employees/ officers fulfilling all the relevant conditions but who have expired/ retired/ resigned/ terminated after Dt. 01/04/2018 shall also be entitled to the benefits under this Administrative Circular till their date of death/ retirement/ resignation/ termination as the case may be.”

However, some of the field offices have raised queries regarding payment of arrears like pay fixation, Gratuity, Leave Encashment, HGB difference, etc. in case of expired/ retired/ resigned/ terminated. The issue was examined in detail and following guidelines being issued-

- (a) The arrears / difference on account of payment of gratuity is to be paid immediately in one lump sum to the expired/ retired/ resigned/ terminated employees from 01.04.2018 to 30.09.2019.

(b) Arrears on account of leave encashment, HGB, etc. are to be paid along with last installment of arrears which the expired/ retired/ resigned/ terminated employee is entitled.

(c) Arrears on account of revision of pay and allowances, it is to be paid as per the instructions contained in para-4 (a) of Administrative Circular No. 590 and 592 Dt. 18.09.2019 to the expired/ retired/ resigned/ terminated employee along with working employees.

The respective Drawing and Disbursing Officers shall submit necessary requirement of funds to the Assistant General Manager (F&A- WM) - HO.

This letter is available on **e-Library**.

(Cdr. Shivaji Indalkar)(Retd.)
Chief General Manager (HR)

Copy s.w.r.to-

1. The Director (Finance) / (Operations)/ (HR), MSEDCL, Corporate Office, Mumbai.
2. The Executive Director (Finance) / (HR)/(S&E)/(B&R), MSEDCL, Corporate Office, Mumbai.

Copy f.w.cs.to-

1. The Chief General Manager (CF)/(IA), MSEDCL, Corporate Office, Mumbai.
2. The Chief General Manager (T&S), MSEDCL, Eklahare, Nasik.
3. The Chief Engineer(C), MSEDCL, Civil Zone, Mumbai.

Copy to-

1. The Assistant General Manager (F&A- WM) , MSEDCL, HSBC, Corporate Office, Mumbai.
2. The Senior Manager (HR-SC), MSEDCL, Corporate Office, Mumbai.
3. The Manager (F&A-ET), MSEDCL, Corporate Office, Mumbai.