


Dated 20 November, 2023

**OFFICE MEMORANDUM**

**Sub: Payment of gratuity for the service rendered under Hand Receipt/Muster Roll/Daily rated before regularization of Work Charged/Regular Classified Staff-regarding.**

Various references from field units have been received in this Directorate regarding payment of gratuity to the Work Charged/Regular Classified staff for the service rendered under Hand Receipt/Muster Roll/Daily rated before grant of temporary status/regularization. The matter has been examined/considered in the Directorate in consultation with the Ministry of Housing and Urban Affairs and it is decided to pay gratuity to the Work Charged/Regular Classified Staff in the following manner:

- (a) For the period of service rendered on HR/MR/Daily rated basis before grant of temporary status / regularization, Gratuity shall be paid as per provisions of Payment of Gratuity Act, 1972 on the basis of last wages drawn before their grant of temporary status / regularization.
  - (b) Interest at the current rate of GPF will be paid from the date of applicability of gratuity under Payment of Gratuity Act, 1972 (i.e. date of termination of service on the muster roll) to the date of actual payment of gratuity.
  - (c) For the period of service rendered after the grant of temporary status / regularization of such workers, gratuity shall continue to be paid as already being paid now, as per the provisions of CCS(Pension) Rule, 1972, (now amended as CCS(Pension) Rules, 2021).
  - (d) The total amount of gratuity in respect of the service rendered on HR/MR/daily rated and the service rendered after their grant of temporary status / regularization shall not exceed the amount that would have been admissible taking into account the entire service rendered by the Government servant on retirement.
2. The current/pending Court Cases on the similar issues may be defended/settled accordingly.
  3. This issues with the approval of DG, CPWD.

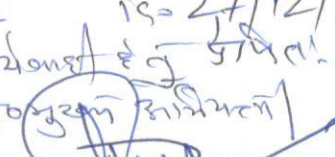
  
20/11/2023  
(R.B. Meena)

Deputy Director Admin (IV)

To

All the SDGs/ADGs/E-in-C of all Project Regions/Regions, CPWD  
(Through CPWD website)

कार्यालय प्रमुख कार्यालय लो. नि. वि.  
जे.ई-एन-सी/प्र/अ(5)/2023/3877 दि. 27/12/2023  
प्रतिलिपि:- सूचना एवं समाचार कार्यालय हेतु उपरि.  
लो. नि. वि. के कार्यालय सभी प्रमुख कार्यालय  
मुख्य कार्यालय कार्यालय

  
सहायक प्रशासनिक अधिकारी  
कार्यालय प्रमुख अभियंता