

MAHARASHTRA METRO RAIL CORPORATION LTD.

No.: MAHA- Metro/HR/Ex- Gratia/2019/[MH] 15269

Date: 14.10.2019

OFFICE ORDER

Sub: Payment of Ex-gratia for the year 2018-19.

It has been decided to pay an Ex-gratia amount equivalent to 30 days basic pay for the year 2018-19, as a "Special Incentive" for all MAHA-Metro Employees (Nagpur and Pune Metro Rail Project).

For the purpose of Ex-gratia payment, only Basic Pay in IDA Pay Scales, as on 31.03.2019 shall be taken into account. The employees drawing CDA pay scales shall be paid Ex-gratia on the basis of Basic Pay, as drawn on 31.03.2019. Other terms for payment of Ex-gratia shall be as under:-

1. The Ex- Gratia shall be calculated based on the actual basic pay drawn as on 31st March 2019.
2. The employees who have worked during the entire year 2018-19 (from 01st April 2018 to 31st March 2019) shall only be eligible for grant of Ex- Gratia for the year 2018-19.
3. The employees against whom the Major Penalty Charge-sheet is issued and/or Major Penalty has been imposed, as a result of D&AR proceedings during the financial year 2018- 19 or those who were prematurely repatriated (Deputationists) on account of unsatisfactory performance during the year are not eligible for payment of Ex- Gratia payment.
4. The Re-employed employees will be eligible for the payment of Ex- Gratia for the year 2018-19 taking 65% of the total consolidated fee as on 31.03.2019 as a Basic pay. Consultants directly working with MAHA-Metro (Appointed as Consultants on attaining 65 years) will also be eligible for the payment of Ex- Gratia for the year 2018- 19 taking their consolidated fee as Basic Pay.
5. Ex- Gratia will not be paid for the period an employee was on Leave Without Pay (LWP). For every LWP of 30 days for the total LWP for the year 2018- 19, Ex- Gratia equivalent to one month's entitlement will be deducted on pro- rata basis.
6. The payment of Ex-gratia will be made on the eve of "Diwali on 19.10.2019."

This issues with the approval of the Managing Director.


14/10/2019
Ravindra Dhakate
General Manager(HR)

Copy to:-

1. DP/DRS & S/DF - for kind information please.
2. PS to MD - for kind information of MD please.
3. ED(SP)Pune & all EDs/Sr. CPMs /HODs/- for kind information please.
4. ED (Finance), Pune- for kind information.
5. GM (HR), Pune- for kind information & n/action please.
6. CPM (Tele) – for uploading it on intranet.
7. JGM (Finance)Nagpur - for kind information & Necessary Action please
8. AM (HR,E-I),Nagpur and AM(HR)Pune for kind infor. & Nece. Action please
9. Notice Board of all Offices of MAHA-Metro.
10. Office Order file.