



महाराष्ट्र मेट्रो रेल कॉर्पोरेशन लिमिटेड MAHARASHTRA METRO RAIL CORPORATION LIMITED

भारत सरकार आणि महाराष्ट्र शासनाचा संयुक्त उपक्रम
Joint Venture of Govt. of India & Govt. of Maharashtra
PUNE METRO RAIL PROJECT

No. MAHA Metro/HR/P/Ex-Gratia/2024/677

Date: 14.10.2024

OFFICE ORDER No.124 /2024

Sub: Ex-gratia payment to the MAHA Metro Employees for the year 2023-24.

It has been decided to pay Ex-gratia amount equivalent to 10 days basic pay for the year 2023-24, as a "Special Incentive" for all MAHA Metro Employees (Nagpur, Pune Metro & Navi Mumbai Line 1).

For the purpose of Ex-gratia payment, only Basic Pay of IDA & CDA Pay Scale, as on 31.03.2024 shall be taken into account. 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 2024.
2. The employees who have worked minimum for 6 months (mandatory) during the year 2023-24 (01st April 2023 to 31st March 2024) shall be eligible for grant of Ex-Gratia.
3. The re-employed employees will be eligible for the payment of Ex-Gratia for the year 2023-24 taking 65% of the total consolidated fee as on 31.03.2024 as Basic pay. Consultants directly working with MAHA Metro (Appointed as Consultants on attaining age of 65 years) will also be eligible for the payment of Ex-gratia for the year 2023-24 taking their consolidated fee as Basic Pay. The Ex-gratia of 10 days shall be calculated accordingly.
4. The employees who have superannuated and repatriated after 31.03.2024 but have worked throughout the financial year 2023-24 will also be eligible for Ex. Gratia payment.
5. Such employees against whom the imposition of Major Penalty, as a result of D&AR process has been done during the financial year 2023-24 or those who were prematurely repatriated on account of unsatisfactory performance during the year are not eligible for payment.
6. Ex-gratia will not be paid to the employees for the period of Leave Without Pay (LWP) / Absence from duty.
7. The payment of Ex-Gratia will be made on the eve of "Diwali on or before 30.10.2024"

This issues with the approval of the Managing Director.

Capt.(Dr.) Rajendra Saner Patil
GM (HR)
Maha-Metro, Pune

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1. PS to MS – For kind information please
2. DP/ DRSS &OP/D(W)/D(S&OP)/D(F)/D(SP)- For information please
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4. GM (Finance)/Pune – For information and necessary action please
5. DGM (Finance-Payroll), Nagpur - For information and necessary action please
6. GM (HR)/Nagpur – For information and necessary action please.
7. Jt. CPM (IT) – For uploading it on intranet please
8. Sr. DGM (HR)/ Pune, DGM (HR) Nagpur, All AM (HR) Nagpur/Pune – For necessary action.
9. Notice Board of all Offices of MAHA Metro.
10. Office order file.