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Gram : 'FOODCORP'  
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No. IR(L)/4(6)/81.Vol.IV/

Dated: 10.07.2018

Circular no.05/2018

**Sub: Amendment in the Sub-section 3 of Section 4 of Payment of Gratuity Act, 1972 – enhancement of ceiling of the payment of Gratuity to the Departmental/DPS/NWNP system labourers.**

The payment of Gratuity Act, 1972 has been amended vide the Payment of Gratuity (Amendment) Act, 2018 (No. 12 of 2018), Notification dated 29.03.2018 published in the Gazette of India. In pursuance to the Amendment, sub-section (3) of Section 4 of the Payment of Gratuity Act, 1972 has been amended to substitute the words “ten lakh rupees” with the words “such amount as may be notified by the Central Government from time to time”.

2. Ministry of Labour & Employment's Notification No. S.O. 1419(E) dated 29.03.2018 has indicated that Central Government hereby appoints the 29<sup>th</sup> day of March, 2018 as the date on which the said Act shall come into force. Further, Ministry of Labour & Employment vide Notification No. S.O. 1420 (E) dated 29.03.2018 has notified that Central Government in exercise of the powers conferred U/s 4(3) of the Payment of Gratuity Act, 1972 hereby specifies that the amount of gratuity payable to an employee under the Act shall not exceed twenty lakh rupees.

3. In view of the above the Departmental/DPS/NWNP system labourers hence forth will be paid gratuity as per amended provision of Payment of Gratuity Act, 1972 as contained in Notification No S.O 1419(E) dated 29.03.2018 w.e.f. 29.03.2018.

This issues with the approval of Competent Authority.

(Sunny Suri)

Asst. General Manager (IR-L)

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8. FCI Handling Workers Union, 8651, Arakashan Road, Paharganj, New Delhi-110055
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- 11.FCI Shramik Union, C-45, Chandu Nagar, Gali No.5, Near Bihari Masjid, Karawal Nagar,Delhi-110094.



# भारत का राजपत्र The Gazette of India

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अधिसूचना

नई दिल्ली, 29 मार्च, 2018

का.आ. 1419 (अ).—केन्द्रीय सरकार, उपदान संदाय (मंथोधन) अधिनियम, 2018 (2018 का 12) की धारा 1 की उपधारा (2) द्वारा प्रदान शक्तियों का प्रयोग करते हुए, तारीख 29 मार्च, 2018 को वह तारीख नियत करती है, जिसको उक्त अधिनियम प्रवृत्त होगा।

[सं. एम-42012/02/2016-एमएम-11]

मनीष गुप्ता, संयुक्त सचिव

MINISTRY OF LABOUR AND EMPLOYMENT

NOTIFICATION

New Delhi, the 29th March, 2018

S.O. 1419(E).—In exercise of the powers conferred by sub-section (2) of section 1 of the Payment of Gratuity (Amendment) Act, 2018 (12 of 2018), the Central Government hereby appoints the 29th day of March, 2018 as the date on which the said Act shall come into force.

[No. S-42012/02/2016-SS-11]

MANISH GUPTA, Jt. Secy.

## अधिसूचना

नई दिल्ली, 29 मार्च, 2018

का.आ. 1420 (अ).—केंद्रीय सरकार, उपदान संदाय अधिनियम, 1972 (1972 का 39) की धारा 4 की उपधारा (3) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए यह विनिर्दिष्ट करती है कि उक्त अधिनियम के अधीन किसी कर्मचारी को देय उपदान की रकम बीस लाख रुपए से अधिक नहीं होगी।

[सं. एम-42012/02/2016-एम.एम.-II]

मनीष गुप्ता, संयुक्त सचिव

## NOTIFICATION

New Delhi, the 29th March, 2018

S.O. 1420 (E).—In exercise of the powers conferred by sub-section (3) of section 4 of the Payment of Gratuity Act, 1972 (39 of 1972), the Central Government hereby specifies that the amount of gratuity payable to an employee under the said Act shall not exceed twenty lakh rupees.

[No. S-42012/02/2016-SS-II]

MANISH GUPTA, Jt. Secy.

## अधिसूचना

नई दिल्ली, 29 मार्च, 2018

का.आ. 1421(अ).—केंद्रीय सरकार, उपदान संदाय अधिनियम, 1972 (1972 का 39) की धारा 2क की उप-धारा (2) के स्पष्टीकरण के खण्ड (iv) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, उक्त खण्ड के प्रयोजनों के लिए यह विनिर्दिष्ट करती है कि महिला कर्मचारी की दशा में प्रसूति छुट्टी की कुल अवधि छहवीं गममाह से अधिक नहीं होगी।

[सं. एम-42012/02/2016-एम.एम.-II]

मनीष गुप्ता, संयुक्त सचिव

## NOTIFICATION

New Delhi, the 29th March, 2018

S.O. 1421 (E).—In exercise of the powers conferred by clause (iv) of the Explanation to sub-section (2) of section 2A of the Payment of Gratuity Act, 1972 (39 of 1972), the Central Government hereby specifies for the purposes of the said clause that the total period of maternity leave in the case of a female employee shall not exceed twenty-six weeks.

[No. S-42012/02/2016-SS-II]

MANISH GUPTA, Jt. Secy.