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No.EP.39(6)/2015

Dated:01.05.2018

**(CIRCULAR NO. EP-08-2018-08)**

**Subject:- Amendment in the Payment of Gratuity Act, 1972- enhancement of ceiling of the payment of Gratuity to the employees of CPSEs thereon - regarding.**

Attention is invited to this office Circular no. EP.08-2010-15 dated 28.05.2010 on the subject of amendment in Payment of Gratuity Act, 1972.

2. 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 of 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".

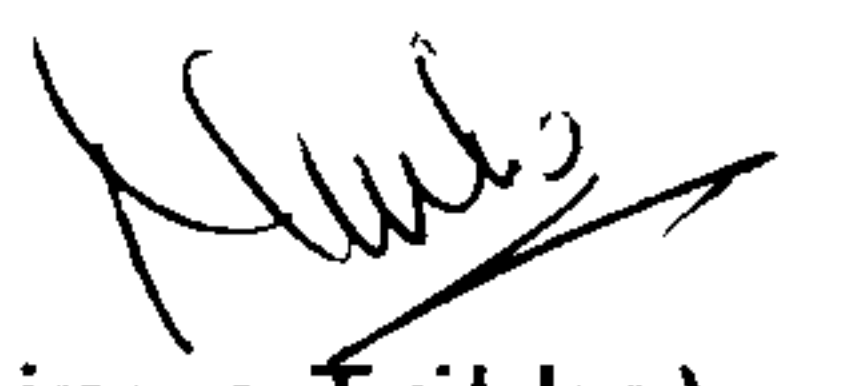
3. Ministry of Labour & Employment(M/oL&E)'s Notification No. S.O.1419(E) dated 29.03.2018 has indicated that Central Government hereby appoints the 29th day of March, 2018 as the date on which the said Act shall come into force. Further, M/o L&E vide Notification No. S.O. 1420(E) dated 29.03.2018 has 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.

4. In view of above, please find enclosed the DPE, GOI OM No. W-02/0020/2018-DPE(WC)-GL-XII/18 dated 11.04.2018 on the subject cited above for information and compliance.

5. The enhanced amount of gratuity as per the notification dated 29.03.2018 is payable to employees who are retiring/retired on or after 29.03.2018.

6. Decision in respect to enhanced amount of gratuity in respect of employees who retired in between 01.01.2017 to 28.03.2018 shall depend upon the pay revision instruction issued by the Corporation in respect of Category I, II, III&IV employees after receiving the approval of GOI.

Encl: As above.

  
 (Nipun Trikha)  
 Asstt. Genl. Manager (EP)

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