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भारतीय  
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FOOD  
CORPORATION  
OF INDIA

मुख्यालय  
नई दिल्ली  
Head Quarters  
New Delhi

आइ०एस०ओ० 9001:2000 प्रमाणित

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No. WRC/39/(1)/2009

Dated: 25<sup>th</sup> June, 2010

Circular No. WR-08-2010-11.

**Subject:** Implementation of revised pay structure to the FCI employees under CDA scales of pay w.e.f. 01.01.2006- clarification thereof.

**Reference:** Hqrs. Circular No. WRC/1/1/2008 Vol.-III dated 25.02.2009.

Some of the field offices have sought clarifications on enhanced payment of gratuity to the employees governed under Central Dearness Allowance scales of pay in Food Corporation of India.

The Ministry of Consumer Affairs, Food and Public distribution was requested to issue guidelines on revision of the ceiling of limit of gratuity payment to FCI employees w.e.f. 01.01.2006.

The Ministry, after examining the matter in consultation with Department of Public Enterprises, informed that the payment of gratuity to employees on CDA pattern of pay scales are governed by Payment of Gratuity Act, 1972 as amended from time to time. It implies that the employees on Central Dearness Allowance will get the benefit of enhanced gratuity only after an amendment to Section 4(3) of Payment of Gratuity Act, 1972 and a notification thereto is issued.

The Amendment in the Payment of Gratuity Act, 1972, for revision of ceiling of gratuity payment from 3.50 lacs to 10.00 lacs, w.e.f. 24.05.2010, has been effected vide Hqrs Circular No. EP.08-2010-15 dated 28.05.2010 (issued from File No. EP.39 (4)/98).

In accordance with these instructions, the FCI employees on Central Dearness Allowance Scales of Pay will be eligible for revised ceiling of gratuity payment with effect from 24.05.2010.

The other terms and conditions for payment of gratuity will remain same.

(Mukesh Dwivedi)  
Asstt.Genl.Manager(WRC)

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