

SMALL INDUSTRIES DEVELOPMENT BANK OF INDIA (PAYMENT OF GRATUITY TO EMPLOYEES) AMENDMENT REGULATIONS, 2003

REGD. D. The Gazette of India Part II, Section 3, Sub-section (2), 192 S JISV 3, 13. 14 2032 (f*? : c' 0(1), Nil 6. 1. - Aki; SMALL INDUSTRIES DEVELOPMENT BANK OF INDIA (PAYMENT OF GRATUITY TO EMPLOYEES) AMENDMENT REGULATIONS, 2003 (2) V0'vctS conferred by (1 or Section 52' of the Bank of India Act, 1941 (1 OS')) the of Directors Small Industries Development Bank of India, 2002, (1) 'These.. reoulatngt may be called the Small Industries Development Bank of India (Payment of Gratuity to Employees) [Amendment Regulations, 2003, 4 (2) OF INDIA - 'They shall come into force on the date of their publication in the -SLC. G i Official Gazette

2. Ill Regulation 3 of the Small Industries Development Bank of India (Payment of Gratuity to Employees) Regulations, 2002 (hereinafter referred to as 'the Principal Regulations') after Sub-Regulation (I), the following shall be inserted as Sub-Regulation (IA) namely :- '(IA) 'anticipated service' means in relation to an employee who dies while in service, the service he would have completed in the Small Industries Bank, had he lived upto the date of his retirement

3. Sub- Regulation (3) of the Principal Regulation 3 shall be substituted with the following: 'Fund' means the Small Industries Development Bank of India Employees' Gratuity Fund constituted under an irrevocable trust' in Regulation 3 of the Principal Regulations, after Sub-Regulation (7), the 4. following Sub-Regulation (7 A) shall be inserted, namely "(7A) 'Trustees' means the Trustees of the Small Industries Development Bank of India Employees' Gratuity Fund. For Regulation 6(1); and of the Principal Regulations, the 5. following Regulation shall be substituted namely : "(1) Without prejudice to the provisions of Regulation 5, the amount of gratuity admissible to an employee or in respect of an employee who dies while in service shall be a sum equal to one month's pay plus dearness allowance for each completed year of service or anticipated service in the Small Industries Bank or part thereof in excess of 6 months subject to a maximum of twenty months' pay whichever is less for first 24 years of service; (b) an additional sum equivalent to half months pay plus dearness allowance for each completed year of service or anticipated service in the Small Industries Bank or part thereof in excess of 6 months' for service or anticipated service in excess of 24 years." In Regulation 9 of the Principal Regulations, the following proviso shall be added ' Regulations, after first proviso, the Provided further that in case of an employee who dies while in service, income tax and surcharge, if any, payable on the difference in the amount of gratuity admissible on the basis of actual service and anticipated service shall be borne by the persons referred to in Regulation 8 of the Regulations in such a manner as may be decided by the Small Industries Bank and shall be from the amount of gratuity payable to such persons

7. Regulation 10 of the Principal Regulations, for the words "The Small Industries Bank shall have a fund to be called Small Industries Development Bank of India Employees' Gratuity Fund and there shall be credited thereto." the following words shall be substituted :- "10. The Small Industries Bank shall establish a fund to be called the Small Industries Development Bank of India Employees' Gratuity Fund under an irrevocable Trust and there shall be credited thereto-- 8. -in Regulation 10 of the Principal Regulations, after Sub-Regulation (d), the following Sub-Regulation (c) shall be added :- "(c) On and after the date of the Board or the Trustees investing the Fund in Group Gratuity Scheme of the Life Insurance Corporation of India, the Small Industries Bank shall not be required to make any further contributions to the Fund in terms of clause (c) or clause (d) of this Regulation. If of the Principal Regulations, the following Regulations shall be substituted, namely 1(1). The Fund shall be held and administered : by the Trustees appointed by the Small Industries Bank under a Deed or Trust for the benefit of the employee or his family. (2), The Board or the Trustees shall invest from out of the Fund an amount sufficient to discharge its payment liability under these Regulations -in the Group Gratuity Scheme of the Life Insurance Corporation of India, a Corporation established under the Life Insurance Corporation Act, 1956 or such other scheme or manner in accordance with the provisions of the Income Tax Act 1961 and the Rules made thereunder and transfer the balance amount in the Fund to the Small Industries Bank,"

10. FXIOI Regulation 12 of the Principal Regulation shall be Regulation 14 ot the Principal Regulation shall be deleted. N. BALASUBRAMANIAN, Dy. Managing by

