

M.P. WAREHOUSING CORPORATION (PAYMENT OF GRATUITY TO EMPLOYEES) REGULATIONS 1973

Regulations } GRATUITY REGULATIONS Madhya Pradesh Gazette. Dated 2nd August 1974 Bhopal. the 13th February 1974 No. 5-16-73-xv-l.—In exercise of the powers conferred by section 42 of the Warehousing Corporations Act. 1962(58 of 1962), the Madhya Pradesh State Warehousing Corporation hereby. with the previous sanction of the State Government makes the following regulations namely REGULATIONS 1. Short Title. Commencement and Application (1) These regulations may be called the Madhya Pradesh- State Warehousing Corporation (Payment of Gratuity .10 Employees) Regulations. 1973. (2) They shall be deemed to have come into force With effect from the 1st April 1971. (3) These regulations shall apply to every whole time permanent employee of the Corporation. 2, Definitions these regulations unless the context otherwise requires— (a) (c) (d) (e) (g) • Board Of Direct6rs• means the Board of Directors of the Corporation. 'Chairman • means the Chairman of the Board of Directors. 'Corporation• means the Madhya Pradesh State Warehousing Corporation established under section 18 of the Warehousing Corporations Act. 1962 (58 of 1962). 'Director' means the member of the Board of Directors. 'Employee• means a person in the whole time service of the Corporation but does not include a person employed on daily wages or on contract. •Executive Committee' means the Executive Committee Of the Corporation. 'Family' means— 0) in the case of a male employee. the Wife. children. whether married or unmarried and dependent parents of the employee and the widow and children of a deceased son of the employee. provided that if an employee proves that his Wife has obtained order the personal law governing him or the customary law Of the community, to which the spouses belong. to be entitled to maintenance. she shall be no longer be deemed to be a part of the family for the purpose of this scheme. unless the employee subsequently notifies by express notice in writing to the Corporation that she shall continue to be so regarded; and [Gratuity Regulations (ii) in the case of a female employee. the husband and children of the employee, the dependent parents of the employee or of the husband. and the widow and children of a deceased son of the employee; Provided that if an employee by notice in writing to the Corporation expresses her desire to exclude her husband from the family the husband and his dependent parents shall no longer be deemed to be a part of the employee's family for the purpose of this scheme unless the employee subsequently cancels in writing any such notice. Explanation : NOTE 1 NOTE 2 NOTE 3 .—In either of the above two cases. if the child of an employee who has been adopted by another person and if, under the personal law of adoption, adoption is legally recognised, such a child shall be considered as excluded from the family of the employee. —An adopted child shall be considered to be a child of the employee when the Corporation is satisfied that under the personal law of the employee, adoption is legally recognised as conferring the status of a natural child. —Children means legitimate children. (h) 'Fundamental Rules' means the Fundamental Rules of the Government of Madhya Pradesh. (i) 'Managing Director' means the Managing Director of the Corporation. (j) The Expression •pay • shall for the purposes of these regulations means the pay as defined in the Fundamental Rules and State Government orders in this behalf from time to time. (i) In the case Of an employee Who has been on leave continuously for a period Of twelve months or more Immediately preceding the date of his/ her retirement or death, the substantive pay at the date of such leave or the 'Average pay • (as defined in F. R.. and State Government orders in this behalf issued from time to time), earned while on duty during the twelve Calendar months immediately preceding the month such or in which he/she has proceeded on leave, whichever is higher. (ii) In any other case, the substantive pay at the date of his/her retirement or death or the 'Average pay' (As defined in F. Rs, and State Govt. orders in this behalf issued from time to time) earned while on duty during the twelve months, immediately preceding the month of retirement or death whichever is higher. (k) 'Service in the Corporation' means the period of an employee's service from the date Of his joining the Corporation. (l) 'State Government' means the Government of Madhya Pradesh. Gratuity Regulations) 3. Condition of grant.—Subject to the terms, conditions and other provisions contained in the succeeding regulations gratuity will be granted to a whole time employee after he/she ceases to be in service of the Corporation or in the event of his/her death before receipt of gratuity, to such person or persons as may be determined in accordance with regulation 7. But nothing in these regulations shall be construed as conferring any right or benefit to any employee whose service in the Corporation is

governed by a contract expressly stipulating his service to be for a specified period. Every employee who has put in a minimum service of 10 years would be entitled to receive payment of gratuity by the Corporation on the basis of a sum equal to 1/2 month pay for each completed year of service in the Corporation subject to a maximum of 15 months' pay or Rs. (Rupees One Lakh). *whichever is less. * [The figure Rs. 10,000/— (Rs. Ten Thousand) has been substituted with the Board of Directors meeting held on figure Rs. (Rs. one : 29-11-89 : Resolution No

8. Dated 29-11-89—Board resolved that the employees who have retired or died while in service or have resigned on or after 1st December, 1989 shall be eligible for gratuity upto a maximum limit Of Rs. (Rs. One lakh).] 4. Gratuity when not No gratuity will be granted to in the case of an employee— (a) If he/she has not completed service in the Corporation for a minimum period Of Ten years, or (b) If he/she is or has been dismissed from service of the Corporation. (2) Notwithstanding anything contained in clause (a) of sub-regulation (1), gratuity will be granted to an employee who has not completed service in the Corporation for a minimum period of 10 years if (i) He/she died while in the service of the Corporation, or (ii) He/she retired or has been required to retire either on account of certified permanent incapacity due to bodily or mental infirmity or owing to the abolition of his/her appointment on account of reduction of establishment, or (iii) His/her service in the Corporation is terminated by the Corporation for reasons other than reduction of establishment or dismissal for misconduct

5. Payment of reduced amount of gratuity.—Notwithstanding anything contained in the foregoing regulations. the Corporation may, while determining the amount of gratuity payable to an employee, take into account any financial loss caused to the Corporation by reason of inefficiency or misconduct of such employee and grant a reduced amount of gratuity. Provided that the difference between the amount of gratuity ordinarily admissible under the foregoing regulations and the amount of gratuity so reduced shall not exceed the amount of the financial loss caused to the Corporation. (Gratuity Regulations 6. An employee shall, as soon as may be after these regulations come into force, send to the Corporation, a nomination conferring on one or more persons the right to receive the amount that in the event of his or her death occurring before that amount has become payable or before the amount having become payable has not been paid. at the time of making the nomination, the employee has a family, the nomination shall not be in favour of any person or persons other than the member or members of his or her family. (2) If the person thus nominated is at the time of his/her nomination a minor or under legal disability to Give a valid receipt of discharge to the Corporation the employee shall, at the time of such nomination as aforesaid appoint another person of full age who is capable of giving a valid receipt of discharge and to whom the amount of gratuity is to be paid for and on behalf of the person, so nominated as aforesaid so long as he shall be a minor disability and the receipt of the said person of full age shall during the minority or the legal disability of the so nominated as aforesaid be a good discharge to The Corporation. (3) If an employee nominates more than one person under sub-regulation (i), he or she shall specify in the nomination the amount or share payable to each of the nominees in such manner as to cover the whole of the amount that may become payable at any time. (4) Every nomination shall be in such one of the forms set forth in the Schedule to these regulations as is appropriate in the circumstances. (5) An employee may at any time Cancel nomination by sending a notice to the Corporation, provided that the employee shall along with such notice send a fresh nomination made in accordance with the provision of this regulation- (6) An employee may provide in a nomination (a) In respect of any specified nominee, that in the event of his or her predeceasing the employee the right conferred upon that nominee shall pass to such other persons as may be specified in the nomination, provided that such other person or persons shall, if an employee has other members of his family, be such other member or members. (b) that the nomination shall become invalid in the event of the happening of a contingency specified therein, Provided that if at the time of making the nomination the employee has no family he/she shall provide in the nomination that it shall become invalid in the event of his/her subsequently acquiring a family. (7) Immediately on the death of nominee in respect of whom no special provision has been made in the under clause (a) of sub-regulation (vi) Of this regulation or on the occurrence of any event by reason of which the nomination becomes invalid in [5 Gratuity Regulations I pursuant to clause (b) of sub-regulation (vi) of this regulation or the provision thereto, the employee shall send to the corporation a notice in writing cancelling the nomination together with a fresh nomination made in accordance with the provision of this regulation. (8) Every nomination made and every notice of cancellation given by an employee, shall no

the extent that it is valid, take effect date on which it is received by the Corporation, provided that -on such date the employee is in the employment of the Coiporation



7. Payment in case of death of the employee.—On the death of an employee before receipt of gratuity the amount of gratuity admissible shall be paid to the person or persons in the manner prescribed below. On the death of the employee : (1) When the employee leaves a family.—(a) If a nomination made by the employee in accordance with these regulations in favour of a member or members of his/her family subsists the amount of gratuity payable to him or the part thereof to which the nomination relates, shall become payable to the nominee or nominees in the proportion specified in the nomination. (b) If no such nomination in favour of a member or members of the family of the employee subsists or if such nomination relates only to a part of the whole amount of gratuity payable to him/her, the whole amount or the part thereof to which the nomination does not relate as the case may be shall notwithstanding any nomination purporting to be in favour of any person or persons other than a member or members of his/her family, become payable to the members of his/her family in equal shares. Provided that no share as stated in clause (b) of this sub-regulation shall be payable to : (i) Sons who have attained legal majority. (ii) Sons of deceased son who have attained legal majority. (iii) Married daughters whose husbands are alive (iv) Married daughters of a deceased son whose husbands are alive. If there is alive any member of the family other than those specified in clauses (ii), (iii) and (iv). Provided further that the widow or widows and the child or children of a deceased son shall receive between them in equal parts on the share which that son would have received if he had survived the employee and had been exempted from the provision of clause (i) of this proviso. (2) When the employee leaves no family, if a nomination made by him/her in accordance with these regulations in favour of any person subsists the amount of gratuity payable to him/her or the part thereof to which the nomination relates shall become payable to his/her nominee or, nominees in the proportion specified in the nomination and the balance if any shall be payable to the person producing proof of legal representation to the estate of the deceased employee. (3) When the employee leaves no family and has either failed to make a nomination or has made a nomination which is not in accordance with these regulations the amount of gratuity payable to him shall become payable to the persons producing proof of legal representation to the estate of the deceased employee or a succession certificate (claiming the amount as a debt due to the estate of the deceased employee). 8. Interpretation.—The decision of the Board shall be final and binding upon employees in all respects and upon all matters questions and disputes relating to or connected with the interpretation of these regulations in any way concerning the same. Gratuity Regulations] SCHEDULE See regulation 6 (iv) Form of Nomination

FORM I (When the employee has a family and wishes to nominate one member thereof) To The Managing Director Madhya Pradesh State Warehousing Corporation I hereby nominate the person mentioned below who is a member of my family Sir, as defined in Regulation 2 (g) of the Madhya Pradesh State Warehousing Corporation (Payment of Gratuity to Employees) Regulations, 1973 to receive the amount that may become payable in the event of my death before that amount has become payable or before the amount having become payable has not been paid. Name & Address Relationship with Age Contingencies Name. address relationship on the happen- of the person if any, to or Nominee (1) Dated this . at . employee (2) in of which whom the right of the the nomination nominee shall pass in the event of his predeceasing shall become invalid (4) (3) . day of... Two Witnesses to Signature : Address.....



2. Name.Address..... • • H. O. of Corporation •hited to Bhopal the employee (5) 19..... Signature of
employee (Gratuity Regulattons



FORM 11 When the employee has a family and wishes to nominate more than one member thereof) To The Managing Director, M. P. State Warehousing Corporation, INDORE. • Sir, hereby nominate the person who is nominated below, who are members of my family defined in regulation 2 (g) Of the Madhya Pradesh State Warehousing Corporation (Payment of Gratuity to Employees) Regulations 1973, to receive the amount that may become payable in the event of my death, before that amount has become payable or before the amount having become payable has not been paid and direct that the said nominee shall receive the said amount in the manner shown below against Gratuity Regulations] FORM III (When the employee has no family and wishes to nominate one person) To The Managing Director, M. P. State Warehousing Corporation, INDORE. * Sir, I, having no family as defined in regulation 2 (g) of the Madhya Pradesh State Warehousing Corporation (Payment of Gratuity to Employee) Regulations, 1973. hereby nominate the person mentioned below to receive the amount that may become payable in the event of my death, before that amount has become payable or before the amount having become payable has not been paid •

• Name & Relationship Age Amount or Name & Address of nominee (1) Relationship Age Contingencies on which the nomination shall become invalid (2) Address & relationship of the person, if any, to whom the right of a nominee shall pass in the event of his predeceasing the employee (3) With employee (2) (3) (2) (3) the happening of which the nomination shall become invalid" (4) day of.... Dated this..... Two Witnesses to signature two Witnesses to Signature I. Name.... Address..



2. Name... Address..... 'H O. of Corporation shifted to Bhopal. 2. * Name... Address Name.... .. Address.....
.. H. O. of Corporation shifted to Bhopal. Name, address & relationship of the person, if any, to whom the
right of the nominee shall pass in the event of his prede- ceasing the employee (5) 19. Signature of
Employee Signature of. employee NOTE—Where an employee who has no family makes a nomination,
he shall specify in this column that the nomination shall become invalid in the event of his subsequently
acquiring a family. [Gratuity Regulations



FORM IV (When the employee has no family and wishes to nominate more than one person) The Managing Director, Madhya Pradesh State Warehousing Corporation, INDORE' I, having no family as defined in regulation 2 (g) of the Madhya Pradesh State Sir. Warehousing Corporation (Payment of Gratuity to Employees) Regulations, 1973, hereby nominate the persons mentioned below to receive the amount that may become payable in the event of my death, before that amount has become payable or before the amount having become payable has not been paid and direct that the said amount shall be distributed among the said persons in the manner shown below against their names Name, address b Contingencies Amount of Relationship on the happening relationship of the Name & share to be with employee person, if any, to Address Gratuity Regulations J' FORM V (For use when the person nominated is a minor or under legal disability) To The Managing Director, M. P. State Warehousing Corporation, INDORE.* Sir, State Pursuant to regulation 6 (ii) of the Madhya Pradesh (Warehousing Corporation (Payment of Gratuity to Employees) Regulations, 1973, of day of. hereby nominate. who was born on the.... .. (or describe the legal disability to which the nominee 19..... Of nominee (1) Dated this at. of which the paid to each nomination shall whom the right of become invalid* • a nominee shall suffers to receive the amount which may become payable to me in terms of Madhya Pradesh State Warehousing Corporation (Payment of Gratuity to Employees) Regulations, 1973 in the event of my death and if the said nominee shall then be a minor (or shall continue to be under legal disability) I hereby appoint.. to receive the amount on his (or her) behalf. (2) (3) . day of (4) pass in the event of his predeceasing the employee (5) Signature of Employee Dated this at... . Two witnesses to Signature day Two Witnesses to Signature . I. Name.

2. Name.Address , 2 Name..... Address.... Name.. Address..... *H O. of Corporation shifted to Bhopal. 19.... . Signature of Employee • H. O. of Corporation shifted to Bhopal NOTE—When an employee who has no family makes a nomination, he shall specify in this column that the shall become invalid in the event of his subsequently acquiring a family.