

# BIRLA INSTITUTE OF TECHNOLOGY MESRA, RANCHI



## SIXTY-NINTH MEETING OF THE BOARD OF GOVERNORS

### MINUTES

Date: 26<sup>th</sup> September, 2019

By Circulation of Resolution

# BIRLA INSTITUTE OF TECHNOLOGY, MESRA, RANCHI

## MINUTES

### SIXTY SECOND MEETING OF THE BOARD OF GOVERNORS

By circulation of resolution/agenda on 18<sup>th</sup> September, 2019

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**MEMBERS PRESENT**

(Through signed resolution)

Shri C.K. Birla	- Chairman	
Dr. S. Konar	- Member	Vice Chancellor (Actg.)
Dr. P. Ghosh	- Member	Nominee of General Council
Shri Satendra Singh, IAS	- Member	Nominee of Chancellor
Dr. Arup Roy Choudhury	- Member	Nominee of General Council
Shri S.N. Agarwal	- Member	Nominee of HCT
Shri Rohit Saboo	- Member	Nominee of HCT
Shri Shailesh Kumar Singh, IAS	- Member	Secretary, DHTES, GoJ
Dr. (Mrs.) S. Shivani	- Member	Institute Faculty
Dr. Priyank Kumar	- Member	Institute Faculty

Leave of absence was granted to the following members who could not attend the meeting:

Dr. Ajit K. Chaturvedi	- Member	Nominee of AICTE
Director (Central Universities)	- Member	Nominee of MHRD, GoI
Dr. (Mrs.) Renu Batra	- Member	Nominee of UGC
Shri Aroop Zutshi	- Member	Nominee of General Council
Mr. Binod Kumar, IAS	- Member	Commissioner, South Chhotanagpur Division

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#### **62.01 APPROVAL OF INCREASING OF THE MAXIMUM LIMIT OF PAYMENT OF GRATUITY**

Board approved the raise in present upper limit of payable gratuity amount of Rupees Ten Lakhs to Rupees Twenty Lakhs w.e.f. 29th March 2018 as per the decision and

notification of the Ministry of Labour & Employment, Government of India placed as Annexures Ia and Ib.

[Annexure Ia & Ib]



(Dr. A.P. Krishna)  
Registrar (Actg.) & Secretary  
Board of Governors  
BIT, Mesra, Ranchi

Date: September 19, 2019

# ANNEXURE – Ia,Ib

(Item No. :62.01)

Approval of Increase of the Maximum  
Limit of Payment of Gratuity



# भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (ii)

PART II—Section 3—Sub-section (ii)

प्राधिकार से प्रकाशित

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NEW DELHI, THURSDAY, MARCH 29, 2018/CHAITRA 8, 1940

श्रम और रोजगार मंत्रालय

अधिसूचना

नई दिल्ली, 29 मार्च, 2018

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

[सं. एस-42012/02/2016-एसएस-II]

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-II]

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. एस-42012/02/2016-एस.एस.-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 छब्बीस सप्ताह से अधिक नहीं होगी।

[सं. एस-42012/02/2016-एस.एस.-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.

**Press Information Bureau  
Government of India  
Ministry of Labour & Employment**

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30-March-2018 11:31 IST

**Payment of Gratuity (Amendment) Act, 2018 brought in force on 29th March, 2018**

**Decision:** The Payment of Gratuity (Amendment) Bill, 2018 has been passed by Lok Sabha on 15<sup>th</sup> March, 2018 and by the Rajya Sabha on 22<sup>nd</sup> March, 2018, has been brought in force on 29<sup>th</sup> March, 2018.

**Background:** The Payment of Gratuity Act, 1972 applies to establishments employing 10 or more persons. The main purpose for enacting this Act is to provide social security to workman after retirement, whether retirement is a result of superannuation, or physical disablement or impairment of vital part of the body. Therefore, the Payment of Gratuity Act, 1972 is an important social security legislation to wage earning population in industries, factories and establishments.

2. The present upper ceiling on gratuity amount under the Act is Rs. 10 Lakh. The provisions for Central Government employees under Central Civil Services (Pension) Rules, 1972 with regard to gratuity are also similar. Before implementation of 7<sup>th</sup> Central Pay Commission, the ceiling under CCS (Pension) Rules, 1972 was Rs. 10 Lakh. However, with implementation of 7<sup>th</sup> Central Pay Commission, in case of Government servants, the ceiling has been raised to Rs. 20 Lakhs.

3. Therefore, considering the inflation and wage increase even in case of employees engaged in private sector, this Government decided that the entitlement of gratuity should also be revised in respect of employees who are covered under the Payment of Gratuity Act, 1972. Accordingly, the Government initiated the process for amendment to Payment of Gratuity Act, 1972 to increase the maximum limit of gratuity to such amount as may be notified by the Central Government from time to time. Now, the Government has issued the notification specifying the maximum limit to Rs. 20 Lakh.

4. In addition, the Bill also envisages to amend the provisions relating to calculation of continuous service for the purpose of gratuity in case of female employees who are on maternity leave from 'twelve weeks' to 'such period as may be notified by the Central Government from time to time'. This period has also been notified as twenty six weeks.

**Major Impact:** The Bill as passed by both the Houses of Parliament, and assented to by the Hon'ble President and notified by the Government. This will ensure harmony amongst employees in the private sector and in Public Sector Undertakings/ Autonomous Organizations under Government who are not covered under CCS (Pension) Rules. These employees will be entitled to receive higher amount of gratuity at par with their counterparts in Government sector.

JN/AK

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