

EASTERN POWER DISTRIBUTION COMPANY OF AP LIMITED
CORPORATE OFFICE:: VISAKHAPATNAM

*** A B S T R A C T**

IR – APEPDCL – EX-GRATIA – Payment of Ex-gratia to the employees of APEPDCL for the year 2008-09 - Adoption Orders – Issued.

E.O.O.(HRD) Ms.No.47

Dated 05. 03.2010
Read the Following:

T.O.O. (Addl. Secy. – Per) Ms. No.267, Dt. 10.02.2010

ORDER:

The Eastern Power Distribution Company of A.P. Limited accords approval for payment of Ex-gratia amount equal to 8.33% of the (Pay + DA) to all the Office staff, O&M staff, Construction staff and other employees of APEPDCL who have drawn salary upto Rs.10,000/- (Pay + DA) per month during the year 2008-09. Full time contingent employees are also entitled to the payment of Ex-gratia. Trainee employees of APEPDCL who are entrusted with regular duties of the category of the post to which they were recruited are also eligible for payment of Ex-gratia for the year 2008-09.

2. The Payment of Ex-gratia sanctioned in para.1 above is subject to the conditions mentioned in Annexure to this order and subject to a maximum of Rs. 3,500/- (Rupees Three Thousand And Five Hundred Only). This is in lieu of Bonus.
3. Ex-gratia amount now being paid for the year 2008-09 shall not form a precedent for future years.
4. This order issues with the concurrence of Director (Finance) vide Regd. No.435, dt 03.03.10

Encl: Annexure

(BY ORDER AND IN THE NAME OF EASTERN POWER DISTRIBUTION COMPNAY OF A.P LIMITED)

N.GULZAR
CHAIRMAN & MANAGING DIRECTOR

To:
All the Chief General Managers
All the Superintending Engineers
All the Divisional Engineers

Copy to:

ADEs/AAE/AO to all the Directors/Corporate Office/Visakhapatnam
The CGM/Tech to CMD/Corporate Office/Visakhapatnam
The Pay Officer/Corporate office/Visakhapatnam
The AO (CPR)/Corporate Office/Visakhapatnam.
The Company Secretary/Corporate Office/Visakhapatnam
The DGM (CC)/Corporate Office/Visakhapatnam with a request to place the order in the website
All Unions (Recognized) & Associations
The stock file

C.No. HRD/IR/fF.No.24/10

//FORWARDED BY ORDER//


PERSONNEL OFFICER

Annexure to E.O.O. (HRD) Ms No.47, Dated. 05.03.2010

The Ex-gratia amount for the year 2008-09 shall be payable subject to the following conditions.

- a) The pay plus D.A. drawn for the period from 01.04.2008 to 31.03.2009 shall be added and the total amount calculated at 8.33% of this amount shall represent the Ex-gratia amount payable to employees. The payment of Ex-gratia is subject to a maximum of Rs. 3500/- only.
- b) The amount calculated as above shall be claimed in separate bills only and not clubbed with any other claim.
- c) The period of authorized leave i.e., Earned leave, Privilege leave, Sick Leave and Casual Leave with pay shall be considered as on duty for this purpose only.
- d) The period of Extra-ordinary leave on loss of pay during 2008-09 shall not be counted for purpose of payment of Ex-gratia.
- e) Employees who are on rolls of APEPDCL during 2008-09 but had worked only for part of the year shall be paid prorata.
- f) Employees who have put in less than 30 days attendance during 2008-09 shall not be eligible for payment of Ex-gratia amount.
- g) Employees who have been dismissed for misconduct or who are under suspension pending disciplinary proceedings shall not be eligible for the payment of Ex-gratia amount. However, if as and when suspension, pending enquiries is withdrawn after finalization of the disciplinary proceedings, the employees would become eligible for being considered for payment of Ex-gratia.
- h) Earned Leave encashment drawn during the period 01.04.2008 to 31.03.2009 will not count for the total wages for determining the amount of Ex-gratia.
- i) Government personnel on deputation to the APEPDCL during 2008-09 are also eligible for Ex-gratia payment. Common Officers and staff who draw their pay and allowances from the Pay Officer or Accountant General are also eligible for Ex-gratia.
- j) The APEPDCL employees, who are on deputation to other departments etc., during 2008-09, are not eligible for Ex-gratia payment from the APEPDCL funds. They are however, eligible to draw Ex-gratia from the foreign employer.
- k) Application for LOC should contain the following information.
 - a) Number of employees eligible for Ex-gratia upto Rs. 3500/-.
 - b) Number of employees whose Ex-gratia is restricted to Rs. 3500/-

N.GULZAR
CHAIRMAN & MANAGING DIRECTOR

//FORWARDED BY ORDER//


PERSONNEL OFFICER