



Ref. No. CIL/C-5A (vi)/50717 (Exe)/ B-790

Dated: 13.10.2022

**OFFICE MEMORANDUM**

Sub: Calculation of Gratuity and Cash payment in lieu of Leave following IDA pattern retired on or after 01.10.2020 and up to 30.06.2021

The calculation of Gratuity and Cash Payment in lieu of leave to CPSE employees IDA pattern who retired on or after 01.10.2020 and upto 30.06.2021 had been made in accordance with DPE OM No. 02/0039/2014-DPE(WC) dated 19.11.2020 in regard to payment of Dearness Allowance(DA) during the freezing period from 01.10.2020 upto 30.06.2021 as at the rate applicable w.e.f. 01.07.2020.

Subsequently, the Department of Public Enterprises vide OM No. W-02/0029/2021-DPE(WC)-GL-XI/21 dated 25.10.2021 has communicated that Gratuity and Cash Payment in lieu of leave are one time retirement benefits admissible to employees on retirement, thus, the employees who retired on or after 01.01.2020 and up to 30.06.2021, the amount of IDA to be taken into account for calculation of Gratuity and cash payment in lieu of leave shall deemed to be as under:-

Employees retiring during the period	Notional percentage of DA for calculation purpose
From 01.10.2020 to 31.12.2020	20.09% of Basic Pay
From 01.01.2021 to 31.03.2021	23.07% of Basic Pay
From 01.04.2021 to 30.06.2021	23.02% of Basic Pay

The above rates are applicable to employees, who have been allowed benefit of revised pay scale vide office Order No. CIL/C5A(PC)/Pay Revision 2017/2972 dated 08.08.2018 on IDA pattern of pay scales, Governed by DPE's O.M. dated 03.08.2017, 04.08.2017 & 07.09.2017.

This is issues with the approval of the Competent Authority.

(Surapureddi V. Ravindranath)  
Chief Manager(P)/HOD(EE)

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