



**भारतीय राश्ट्रीय राजमार्ग प्राधिकरण**  
(सड़क परिवहन और राजमार्ग मंत्रालय)  
**National Highways Authority of India**

(Ministry of Road Transport and Highways)

जी-5 एवं 6, सेक्टर-10, द्वारका, नई दिल्ली-110075  
G-5 & 6, Sector-10, Dwarka, New Delhi-110075

दूरभाष / Phone : 91-11-25074100/25074200

फैक्स / Fax : 91-11-25093507 / 25093514

No. 11041/217/2007-Admn

Dated: 22.07.2014

**Policy Matters: Administration/Finance (141/2014)**

(Decision taken in 200<sup>th</sup> Executive Committee meeting held on 07.07.2014 vide Agenda Item No. 200.08)

**Sub: Regulation of Gratuity in case of employees absorbed in NHAI from Central Government/ State Government Deptts./ Autonomous Bodies/PSUs.**

The Executive Committee in its 200<sup>th</sup> meeting has approved following guidelines on regulation of Gratuity in NHAI:

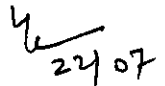
- (i) The employees who have been absorbed in NHAI from Central Government/State Government Deptt./Autonomous Bodies/PSUs and were paid gratuity by their previous organization will have the option:
  - a. To retain the amount of gratuity and in that event their past service will not qualify for gratuity payable by NHAI.
  - b. To have the past service (continuous service) counted in previous organization as qualifying service for Gratuity under NHAI in which case the Gratuity amount received by them will have to be deposited along with simple interest of 5% per annum thereon from the date of receipt of amount till the date of deposit with NHAI. The right to count previous service as qualifying service for gratuity shall not revive until the whole amount has been refunded.
- (ii) The option shall be exercised within a period of six months from the date of issue of these orders for those who had already received their gratuity amount from their previous organization. If no option is exercised by such employees within the prescribed time limit, they will be deemed to have opted for retention of the benefits already received by them. The option once exercised shall be final.
- (iii) These orders will be applicable only where the transfer of the employees from their previous organization was/is with the consent of that organization, including cases where the individual had secured employment directly on his own volition, provided he had applied through proper channel/with proper permission of the administrative authority concerned.

(iv) The total gratuity admissible in respect of continuous service rendered under the previous employer and that under the NHAI shall not exceed the amount that would have been admissible had the employee continued with the previous employer and retired on the same pay which he/she drew on retirement from NHAI.

2. The scheme shall also be applicable for the employees who had superannuated after 24.05.2010. For seeking option of those who had superannuated, the respective cadre controlling officer shall circulate these guidelines at the addresses (as per records) of superannuated officers/employees.

3. Option under para 1 (ii) and 2 may be sent to the concerned cadre controlling officer for taking necessary as per above guidelines.

4. This issues with the approval of Competent Authority.



(V.K.Sharma)

Chief General Manager (LA & Coord.)

To:

All officers and employees of HQ/ROs/PIUs/CMUs/Site Offices

Copy to:

All Cadre Controlling Officers in HR Division for action as per para 2 above.