

DM(IT)/56
31/10/13

INDRAPRASTHA POWER GENERATION COMPANY LIMITED
&
PRAGATI POWER CORPORATION LIMITED
(HR DEPARTMENT)

NO.AM(HR)Policy/2013-14/271

Date:30.10.2013

OFFICE ORDER

In reference with the matter referred, the Board of Directors of IPGCL /PPCL has accorded its approval (circulation on 29.10.2013) for:

1. Payment of Rs. 30,000/- (Rupees Thirty Thousand only) as ex-gratia in lieu of Bonus to be paid to all the regular employees in the Company in Executive and Non-Executive categories with the stipulated conditions, as mentioned in the Proposal (1.1 to 1.6) for the year 2012-13.
 - 1.1. Employees who were on the regular rolls of IPGCL/PPCL as on 31.03.2013 will be eligible.
 - 1.2. It is inclusive of Ex-Gratia payable to eligible Group B, C and D employees
 - 1.3. It is to be paid to all regular employees in Executive and Non-executives categories who were on the rolls of IPGCL/PPCL during the financial year 2012-13
 - 1.4. Employees on deputation who have claimed any sort of Annual Incentive /Allowances etc. for the year 2012-13 based on the scheme of their parent organization shall not be entitled for payment of Ex-gratia.
 - 1.5. Employees on deputation who have opted for IPGCL/PPCL pay scales are only eligible for payment of Ex-gratia.
 - 1.6. It is to be worked out on pro-rata basis (rounded off to nearest no., of months) for the employees who have not worked for the entire financial year 2012-13.
2. Providing gift for the Chairman, MD, and Functional Directors, who are not on the rolls of the Company (not taking salary from the Company) and working as Functional Directors in the company and the quantum of the amount of gift may be equal amount as paid to the employees on the regular roll of the company.
3. Payment of Rs. 3,500/- (Rupees Three thousand Five hundred only) as Bonus to the work charged personnel and personnel engaged by the Company directly on contract of Company.

This issues with the approval of Competent authority.


(Alok Kumar)
Asstt. Manager (HR)

Copy to:

- OSD to Chairman
- Sr. PS to MD
- Sr. PS/PS to all Directors
- Ps to all GMs
- Sr. PA to GM (HR/Safety)- with a request to procure gifts to Chairman, MD and Functional Directors who are not on the rolls of the company.
- DM (Fin)Wages
- ✓ DM(IT)- with a request to upload on the website of the company
- All Notice Board