

Kerala Gazette No. 37 dated 20<sup>th</sup> September, 1960.  
PART 1

**Abstract**

**GRATUITY- WORK ESTABLISHMENT STAFF-UNIFICATION OF RULES-  
ORDERS ISSUED.**

---

**FINANCE DEPARTMENT**

G.O (P) No.437/60

Dated, Trivandrum, 9<sup>th</sup> September 1960.

---

Read: - (1) G.O .MS No.699/PWC dated 11-8-1958.

(2) Letter No.ADM/3958 M dated 26-11-1958 from the President, Work  
Establishment Union

(3) Letter No.E.13-1011/57 dated 19-1-1959 from the Chief Engineer (General &  
Projects)

**ORDER**

The question of unifying the rates of gratuity payable to the members to the work Establishment Staff of the Travancore Cochin and Malabar areas has been engaging the attention of the Government for some time past. Under Exception 2 to Article 231 T.S.R Work Establishment personnel are entitled to a gratuity of 6 months pay for an approved Service not less than 20 years and one month's pay for every additional service of 2 years in excess of 20 years service. Subject to a maximum of 12 months pay. In the case of a member of the Work Establishment Service, who does while in service, but before receiving gratuity, a compassionate gratuity of an amount not exceeding half the amount of gratuity that would have been admissible to the Work Establishment member under exception 2 to Article 231 T.S.R for the service rendered by him be granted to his family- vide Article 227 T.S.R In addition to the above benefits, it has been ordered in the G.O read above that the members will be entitled to the benefits of Contributory Provident fund Scheme. The Government contribution towards the Contributory Provident Funds has been fixed at the rate of 6 np in the rupee of the subscriber. The Scheme has been given effect to from 1-4-1953.

2. According to the rules in Appendix 3 of Pension Code the Work Establishment personnel of the Malabar area are being paid gratuity at the rate of one month's pay for every completed years of service subject to a maximum of 25 month's pay in the case of superior service and half a month's pay for every completed year of service subject to a maximum of 15 month's pay for inferior service, no gratuity being admissible for service of less than 5 years. This is no Contributory Provident fund for the Work Establishment staff of the Malabar area.

3. The Work Establishment Employees Union, Travancore Cochin area has represented that the Present rates of Gratuity admissible to work Establishment staff under T.S.R are made equate. The Union has requested that the rate of gratuity may be fixed as one month's pay for every complete 3d years of service reckoning for his purpose

pay at the rate of pay drawn at the time of retirement, eligibility for gratuity being fixed as one years of service. The Chief engineer (General and Projects) has proposed that the rates of gratuity paid in Travancore- Cochin and Malabar areas may be unified.

4. Government consider that even after the introduction of the Contributory Provident fund Scheme, the rate of gratuity admissible to work establishment staff under T.S.R. have certain Disadvantage in that a minimum approved service of 20 years is essential to make an employees eligible for gratuity . Government there fore consider that the rule in T.S.R insisting on a minimum approval service of 20 years to make a member of the Work establishment service eligible for gratuity requires revision. Government also consider that the existing rule regarding the grant of compassionate gratuity to the families of work establishment is anomalous in that if an employee were to live after retirement the full gratuity admissible under the rules be paid to him whereas if he were to die after retirement but before receipt of gratuity only half the amount of admissible gratuity will be paid as compassionate gratuity. After having considered all aspects of the question, governments are pleased to issue the following unified rules regarding the grant of retirement benefit to members of work Establishment service in the State.

- (i) Members of the Work establishment staff with an approved service of not less than 5 years will be paid gratuity in addition to the benefit of Contributory Provident funds at the rate of half a month's pay for every completed year of service subject to a maximum of 15 month's pay, pay for this purpose being reckoned on the basis of pay drawn at the time of retirement of discharge.
- (ii) The revised rates of gratuity will take effect from 1-1-1953.
- (iii) Those who entered Madras Work Establishment service will be given the option to remain under the rules in Madras Pension Code or to come over to the new rules.
- (iv) In the case of a member of the work Establishment, who dies while in service or within one year after his retirement or discharge from service, but before receiving gratuity, the full amount of gratuity admissible according to these orders will be paid to his family. No claim for compassionate gratuity will be entertained in such cases.

By order of the Governor  
A.PONNAMMA,  
*Assistant secretary.*

To

The Account general  
The President, Kerala State P.W.D Work Establishment Employees Union  
Trivandrum( With C.L)  
The Secretary Public Service Commission (with C.L)  
The Registrar, High Court (with C.L)  
All Heads of Department and Offices.  
All Secretaries, Joint Secretaries, Additional Secretaries, deputy Secretaries and  
Assistant Secretaries.

The Private Secretaries to Ministers  
The Personal Clerk to the Secretary  
The Gazette.

Endorsement on (E4) F.Dis 36786/60 dated 30-11-1960  
Copy forwarded to all Sub-Officers  
Copy to E2.

N.Thillanayagen Pillai  
For Chief Conservator of forests.

Forwarded/ By order.

Office of the Chief  
Conservator of Forests  
Trivandrum.

Sd/-  
Superintendent.

Forwarded/ By order.

Sd/-  
Conservator of Forests,  
Development Circle.

Clerk.

Endt.on E.466/60 dated 5-12-1960.  
Copy to E.Section, file and stock file.

Sd/-

Conservator of Forests,  
Development Circle.

Forwarded/ By order.

Clerk