



Sanchar Nigam Pensioners' Welfare Association

Reg.No: SOCIETY/WEST/2021/8902564

CHQ: B-11/1 , Ramesh Nagar, New Delhi-110015, India



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SNPWA/ CHQ/ Secy(T)/3/24

Dated: 30th May, 2024

Shri Neeraj Mittal,
Secretary (Telecommunications),
Sanchar Bhawan,
New Delhi .

Sir,

Ref: Ministry of Labour and Employment, Government of India No. HRD-1/8/2024-Misc-circulars-Part(1)/1004 dated 30/04/2024.

Sub: Enhancement of Gratuity from Existing ₹20 Lakhs to ₹25 Lakhs w.e.f. 01/01/2024
Consequent Upon Increase in DA Above 50% in Conformity with the Orders Under Ref
Above.

Kindly refer to the above orders, wherein the gratuity eligible to retired officials is raised to ₹25 lakhs upon the Dearness Allowance (DA) crossing 50%, effective from 01/01/2024. In this connection, we would like to bring the following points to your immediate consideration:

1. Eligibility Post 01/01/2024: All officials who are paid gratuity on or after 01/01/2024 should naturally fall within this bracket, as the gratuity payment is made after the stipulated date of increase to ₹25 lakhs. There should be absolutely no confusion in this regard, as the referenced rules provide for the same without any ambiguity.
2. Implementation Without Delay: We are confident that you will immediately ensure the implementation of the enhanced gratuity for all officials receiving gratuity on or after 01/01/2024. This matter has unquestionably to be treated on a war footing basis since

there is absolutely no ambiguity in this regard. This category clearly falls within the realm of the orders under reference and thus payment to all such officials must be made forthwith.

We request your immediate positive action on this matter and expect that the implementation of the aforesaid crystal-clear orders will not be delayed under any circumstances.

Sincerely yours,



G. L. Jogi

General Secretary

Copy to:

1. Shri Ajay Rai, Member (Services), for expeditious action.
2. Shri Manish Sinha, Member (Finance). He is requested to direct the concerned officials of the Finance wing of DOT to initiate instantaneous action for the implementation of the aforesaid orders.