



स्टील अथॉरिटी ऑफ इण्डिया लिमिटेड  
STEEL AUTHORITY OF INDIA LIMITED  
बोकारो इस्पात संयंत्र  
BOKARO STEEL PLANT

PERSONNEL DEPARTMENT  
RULES SECTION

No.BSL/PERS/RR-89/2021-1231

Date:27.11.2021

**OFFICE ORDER ( 34 / 2021 )**

**Sub: Amendment in SAIL Gratuity Rules.**

1.0 In terms of the approval conveyed by Ministry of Steel vide No. S-29026 (96)/2021-SAIL dated 22/11/2021, the maximum limits on gratuity amount provided under Clause 4.1 of SAIL Gratuity Rules stand amended as under:

<b>Executives</b>	Rs. 20 lakh or as may be revised in terms of 4.1 (A) below.
<b>Non-executives</b>	<p>a) <b><u>Non-executives joining the Company on or after 01.07.2014</u></b> Rs. 20 lakh or as may be revised in terms of 4.1 (A) below.</p> <p>b) <b><u>Non-executives who have joined the Company prior to 01.07.2014:</u></b></p> <p>i) Ceiling of gratuity payable will be calculated on the last day of the month before the implementation of revised wages (<i>i.e. 31/10/2021 for employees on rolls as on date of issuance of this Office Order and respective date of separation in case of employees already separated</i>) as per formula stipulated under Clause 5.0 of SAIL Gratuity Rules taking pre-revised Basic Pay and DA.</p> <p>ii) For Non-executives whose gratuity ceiling, calculated as at step (i) above exceeds Rs. 20 lakh (or as may be revised in terms of 4.1(A) below), the gratuity amount payable at the time of separation shall be capped at the amount so calculated at step (i).</p> <p>iii) In case of Non-executives whose gratuity ceiling, calculated as per step (i) above, is less than Rs. 20 lakh (or as may be revised in terms of 4.1(A) below), the ceiling of gratuity amount shall be kept as Rs. 20 lakh (or as may be revised in terms of 4.1(A) below).</p>

2.0 **Clause 4.1(A):** Ceiling of gratuity will increase by 25% whenever DA rises by 50%.

3.0 All other provisions (*including the proviso to Clause 4.1 regarding calculation of gratuity amount in case of death*) under SAIL Gratuity Rules shall remain unaltered.

4.0 This issues with the approval of Competent Authority.  
(Authority: SAIL Letter No.Pers./PP/4007 dated 26.11.2021)

अंजू सिंह  
27/11/21  
(Anju Singh)  
GM(Pers-Rules)

Distribution: *Standard*