



**INSTITUTE OF HUMAN RESOURCES DEVELOPMENT**  
**TC 86/1949(2),NH BYPASS Jn,CHACKALPETTAH P.O, THIRUVANANTHAPURAM- 24**

**PROCEEDINGS**

IHRD – Enhancement of limit of Employees' gratuity fund to IHRD Employees - Sanction accorded  
– Orders issued.

**Fin B<sub>2</sub> Section**

**No. Fin B<sub>2</sub>/6954/99/HRD**

**Dated: 05.01.2022**

- Read: - (1) G.O.(MS)No.52/10/H.Edn dated 20.03.2010*  
*(2) G.O.(MS)No.939/2014/H.Edn dated 09.12.2014*  
*(3) G.O.(MS)No.18/2018/HEDN dated 11.01.2018*  
*(4) This office proceedings No.Fin B2/6954/99/HRD dated 24.06.2010 and 14.06.2018*  
*(5) Minutes of the 97<sup>th</sup> Executive Committee held on 09.05.2018*  
*(6) G.O. (MS) No.370/2019/HEdn dated 13.11.2019*  
*(7) Order No. EA2/1298/16/HRD dated 31.12.2019*  
*(8) G.O.(MS) No.313/2021/H.Edn dated 19.07.2021*  
*(9) Minutes of the 104<sup>th</sup> Executive Committee held on 30.11.2021*

**ORDER**

Government vide reference 1<sup>st</sup> cited have accorded sanction for the implementation of Gratuity Scheme to IHRD employees w .e. f 01.04.1997. As per reference 3<sup>rd</sup> and 4<sup>th</sup> cited Government have accorded sanction for the enhancement of the limit of gratuity fund to the employees of IHRD from Rs.3,50,000/- to Rs.7,00,000/- (Rupees Seven Lakh Only) subject to the conditions laid down in Government orders read as 1<sup>st</sup> and 2<sup>nd</sup> papers above


Now Government vide reference 8<sup>th</sup> cited have accorded sanction for the enhancement of the limit of gratuity amount to the employees of IHRD from the existing amount of Rs.700000/- (Rupees Seven Lakh Only) to Rs.14,00,000/- (Rupees Fourteen Lakh Only) with effect from 01.07.2014 in accordance with the 10<sup>th</sup> pay revision order, subject to the condition that no additional grant will be available from Government on this account.. The matter was placed before the Executive Committee which met on 30.11.2021 with the recommendation of the Gratuity Trust of IHRD. As per reference 9<sup>th</sup> cited the Executive Committee resolved to enhance the gratuity limit of the employees to Rs.14,00,000/- (Rupees Fourteen Lakh Only) from the existing rate of Rs.700000/- (Rupees Seven Lakh Only) with effect from 01.07.2014 in accordance with the 10<sup>th</sup> pay revision benefits extended to IHRD as per reference 7<sup>th</sup> above. As per order No.EA2/1298/2016/HRD(1) dated 31.12.2019, 10<sup>th</sup> pay revision benefits have been extended to IHRD employees notionally with effect from 01.07.2014 and monetary benefits from 13.11.2019 only.

In the circumstances, Sanction is accorded for the enhancement of the limit of gratuity benefits to the employees of IHRD from Rs.7,00,000/-(Rupees Seven Lakh Only) to Rs.14,00,000/-(Rupees Fourteen Lakh Only) with effect from 01.07.2014 on the same terms and conditions issued for the extension of 10<sup>th</sup> pay revision in IHRD as per order referred 7<sup>th</sup> above. The arrears of gratuity from 01.07.2014 onwards will be paid to the eligible retired employees in a phased manner observing the funds available in the SB a/c maintained for gratuity following the fixation rules issued by IHRD while extending 10<sup>th</sup> pay revision to its employees.

*Sd/-*  
**Dr.P.Suresh Kumar**  
**Director**

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*Approved for issue*

  
**Finance Officer**