

INDRAPRASTHA POWER GENERATION COMPANY LIMITED

&

PRAGATI POWER CORPORATION LIMITED

(HR DEPARTMENT)

(Regd. Office: Himadri, Rajghat Power House Office Complex, New Delhi – 110 002)

Corporate Identity Number (CIN) – U40103DL2001SGC111530

Website: www.ipgcl-ppcl.gov.in

No:F.44/HR/Policy/18-19/ 94

Dated: 24TH October, 2019OFFICE ORDER

The Competent Authority has accorded approval for payment of Ex-Gratia / Bonus for the year 2018-19 to all the regular, contractual, work charged employees of IPGCL & PPCL including those Government officers holding additional charge in the Companies:

- | | | |
|-----|--------------------------------------------------------------------------------------------------|---------------|
| i) | Regular employees of IPGCL / PPCL | - Rs.52,000/- |
| ii) | Contractual, work charged employees and Govt. officers holding additional charge in IPGCL / PPCL | - Rs.26,000/- |

The amount of ex-gratia / bonus is allowed to be released subject to the following conditions:-

- It is to be paid to all the regular employees in Executive and Non-executive categories who were on the rolls of IPGCL / PPCL during the financial year 2018-19.
- It is inclusive of Ex-gratia payable to eligible Group B, C & D employees.
- Employees on deputation who have not claimed any sort of Annual Incentive / Allowance etc. for the year 2018-19 based on the scheme of their parent organization shall only be entitled for payment of Ex-gratia subject to submission of a Certificate from their parent organisation(s) in this regard.
- Employees on deputation who have opted for IPGCL / PPCL pay scales are eligible for payment of Ex-Gratia.
- It is to be worked out on pro-rata basis (calculation will be done on paid day basis) for the employees who have not worked for the entire financial year 2018-19.
- 50% of ex-gratia decided for the regular employees may be paid to the work charged personnel, personnel engaged by company directly on contract and Government officers holding additional charge in the Company for the FY 2018-19.

Anil Taneja
(Anil Taneja)

Dy. Manager (HR) Policy

Copy to:

- ES to MD
- Sr.PS / PS to all Directors
- Sr. PS / PS to all EDs / CVO / Company Secretary / GMs / CMO
- Manager (Finance)Wages
- Sr. Manager (IT): For uploading in the Company's Website [Ex-gratia 2018-19].