



**CENTRAL SILK BOARD**  
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No. CSB-2(4)Gratuity/2007/Labour

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### CIRCULAR

Sub: Grant of service gratuity to the Farm Workers who have been appointed to the post of Field Assistant under Central Silk Board – reg.

It is to inform that 45 Farm Workers of the Central Silk Board have been selected & appointed as Field Assistants in CSB. The service rendered by such workers as farm workers is not counted as regular qualifying service for the purpose of settlement of gratuity if admissible at the time of retirement as a Field Assistant. Therefore the total service rendered by such a farm worker before his appointment as a Field Assistant is to be reckoned for the purpose of settlement of gratuity as per the Labour Manual.

In this connection, approval of the Competent Authority is conveyed for settlement of eligible service gratuity to the concerned farm worker ( who have been appointed to the post of Field Assistant and presently working as Field Assistant). Accordingly the gratuity amount may be calculated and settled by the concerned units at their end as indicated at Chapter-12 of the Labour Manual which is equivalent to one month wages for every completed year of service [240 days of service during a period of 12 months] to the concerned farm worker by counting the services rendered by him as a Casual Labour, TSFW/SFW/TSS upto the date of his relief to report for duty as a Field Assistant (excluding the period of services if any rendered from 16.11.2012 to 30.04.2014) based on the last drawn basic wages + GP+DA as admissible ( if he is a Temporary Status worker) or last drawn wages + VDA (if he is a SFW/TSFW) as on the date of his relief.

This is may be treated as on "Priority" as this is a statutory payment to be settled urgently within the given time frame.

*Sampangi Ramaiah* 31/17  
(SAMPANGI RAMAIAH)  
ASST. DIRECTOR (A & A)

To

All concerned units of CSB.

*The Dy. Director (Computer)*  
*CSB, Bangalore.*