

The excerpt from Articles of Association for remuneration of CMD (Page 35) :

84. The President may from time to time appoint Chairman-Cum-Managing Director on such terms and at such remuneration as he may think fit, and may from time to time remove or dismiss him and appoint another in his place.

85. Additional remuneration as may be fixed by the President may be paid to any one or more of the Directors for extra or special service rendered by him or them or otherwise.

86. In addition to the remuneration payable to the Directors as provided in Articles 68, the Directors may be paid all travelling and other expenses as may be determined by the President and properly incurred by them.

GENERAL INSURANCE (RATIONALISATION OF PAY SCALES AND OTHER CONDITIONS OF SERVICE OF OFFICERS) SCHEME, 1975
(amendment upto 08.10.2019)

10. Payment of Gratuity :-

(1)(a) Gratuity shall be payable to an officer on the termination of his employment after he has rendered to the Corporation or the Company, or to both, continuous service (including continuous service with the insurer or the previous employer in whose service the officer was working on the 31st day of December, 1972) for not less than five years -

- (i) on his superannuation; or
- (ii) on his retirement or resignation; or
- (iii) on his death or disablement due to accident or diseases; or
- (iv) on termination of his service by the Corporation, or the Company; or
- (v) on his services being dispensed with owing to reduction of staff or reorganisation of establishment;

Provided that the completion of continuous service of five years shall not be necessary where the termination of the employment of any Officer is due to death or disablement.

Explanation :- For the purposes of this paragraph "disablement" means such disablement as incapacitates an employee for the work which he was capable of performing before the accident or disease resulting in such disablement.

(b) For every completed year of service or part thereof in excess of six months, the Officer shall be paid gratuity at the rates specified below, namely :-

Number of completed years of service	Rate of gratuity for each completed year of service
From 5 years to 11 years	50% of the basic pay last drawn.
12 years	60% of the basic pay last drawn.
13 years	70% of the basic pay last drawn.
14 years	80% of the basic pay last drawn.
15 years or more	100% of the basic pay last drawn.

Provided that where an employee to whom the General Insurance (Rationalisation and Revision of Pay Scales and other Conditions of Service of Supervisory, Clerical and Subordinate Staff) Scheme, 1974, applies is promoted as an Officer on or after the 1st day of January, 1973, he shall not be paid gratuity at a sum less than that admissible to him under the said Scheme.

³⁹⁹(bb) Notwithstanding anything contained in clause (a) relating to qualifying period of five years for admissibility of gratuity and Clause (b), gratuity shall be payable to every Officer who has been in continuous service of the Corporation or the Company, or both for not less than fifteen years, for each completed year of service or part thereof in excess of six months, at the rate of one month's basic pay, subject to a maximum of 15 months basic pay for service upto 30 years, and for service over 30 years, an additional gratuity shall be payable at the rate of half a month's basic pay for each completed year of service or part thereof in excess of six months.

[399] Inserted by Notification S.O. 770(E) dated 15.10.1985 w.e.f. 1.10.1988

GENERAL INSURANCE (RATIONALISATION OF PAY SCALES AND OTHER CONDITIONS
OF SERVICE OF OFFICERS) SCHEME, 1975

(amendment upto 08.10.2010)

Provided that where an employee to whom the General Insurance (Rationalisation and Revision of Pay Scales and Other Conditions of Service of Supervisory, Clerical and Subordinate Staff) Scheme, 1974, applies is promoted as an officer on or after 1st day of January, 1973, he shall not be paid gratuity at a sum less than that admissible to him under the above Scheme.

⁴⁰ Provided further that the amount of gratuity payable to an officer shall be as determined in accordance with the above provisions or as calculated under the Payment of Gratuity Act, 1972(39 of 1972), whichever is more favourable to him.

⁴¹ (c) Notwithstanding the terms of any contract, agreement or letter of appointment, where any ⁴³ Chairman-cum-Managing Director of the Corporation or the Chairman-cum-Managing Director of a Company, was an employee of the Corporation or the Company, immediately preceding his appointment to the post of ⁴³ Chairman-cum-Managing Director of the Corporation or Chairman-cum-Managing Director of the Company, as the case may be, then such a ⁴³ Chairman-cum-Managing Director of the Corporation or Chairman-cum-Managing Director of the Company shall be paid the gratuity which shall not be less than the amount which he would have been entitled to, had he continued in the scale of pay of General Manager, when the gratuity becomes due and payable to him.

⁴² Provided that gratuity to ⁴³ Chairman-cum-Managing Director of the Corporation or Chairman-cum-Managing Director of the Company who was in service on or after 1st January 1996, shall be payable in accordance with the provisions contained in the Central Civil Services (Pension) Rules, 1972 as applicable to Central Government servants and in accordance with the instructions issued thereunder by the Central Government from time to time:

Provided further that the above proviso shall not apply in case of :

- (i) ⁴³ Chairman-cum-Managing Director of the Corporation or Chairman-cum-Managing Director of the Company who is governed by the General Insurance (Employees') Pension Scheme, 1995 and has retired on or after 1.1.1996 but before the date of publication of this Scheme in the Official Gazette or the family in the event of death of such ⁴³ Chairman-cum-Managing Director of the Corporation or Chairman-cum-Managing Director of the Company, who exercise an option not to be governed by the provisions of paragraph 54 B of the General Insurance (Employees') Pension Scheme, 1995, within 90 days of the publication of the General Insurance (Employees') Pension (Amendment) Scheme, 2001 in the official gazette,

[40] Proviso inserted vide Notification S.O. 695(E) dated 30.8.1999 w.e.f. 24.5.1994.

[41] Sub-paragraph (c) inserted vide Notification S.O. 108(E) dated 14.2.1997.

[42] Provisos inserted vide S.O.781 (E) dated 14.8.2001

[43] The words "Chairman-cum-Managing Director of the Corporation" replaced vide S.O.634(E) dated 4.5.2005 w.e.f. 1.2.2005