



BRIC-NATIONAL INSTITUTE OF IMMUNOLOGY
NEW DELHI

No. Admn(E)/1.9.2 11357

July, 2025

परिपत्र/CIRCULAR


31 JUL 2025

Sub: स्वायत्त संस्थानों (एआई) के कर्मचारियों पर ग्रेच्युटी भुगतान अधिनियम, 1972 की प्रयोज्यता/Applicability of the Payment of Gratuity Act, 1972 to employees of Autonomous Institutes (AIs)-reg.

A reference is invited to the communication no. A-12020/4/2023-AIPSU-DBT dated 21.07.2025 received from AI& PSU Section, DBT forwarding therewith letter no. 20(48)/2025-LS.1 dated 10.07.2025 of Office of Chief Labour Commissioner (C), Ministry of Labour & Employment, Govt. of India on the subject noted above (copy enclosed for reference).

2. Pursuant to the above-said instructions, it has been decided that henceforth from July, 2025 onwards, all cases of retirement/death gratuity, whether the concerned employee is covered under NPS/CPF, shall be processed as per the provisions of Payment of Gratuity Act, 1972.

यह सक्षम प्राधिकारी के अनुमोदन से जारी किया जाता है।


(डॉ. डी.के. वशिष्ठ)
वरिष्ठ प्रबंधक

सूचनार्थ एवं आवश्यक कार्रवाई हेतु प्रतिलिपि:-

1. All faculty/admin and tech. staff
2. Finance & Accounts Officer
3. Director's Sectt.

[Comp No. 115517]
AI-12020/4/2023 AIPSU DRI
Government of India
Ministry of Science & Technology
Department of Biotechnology
(AIPSU Section)

1st Floor, Block A
CGO Complex, Laxmi Road
New Delhi - 110062
Dated the 21st May, 2023

The Director(s)/Executive Director(s):

1. Centre for DNA Fingerprinting & Diagnostics (CDFD), Hyderabad
2. National Brain Research Centre (NBRC), Manesar
3. Institute of Life Science (ILS), Bhubaneswar
4. National Institute of Immunology (NII), New Delhi
5. National Centre for Cell Science (NCCS), Pune
6. Institute of Bioresources & Sustainable Development (IBSD), Manipal
7. Rajiv Gandhi Centre For Biotechnology (RGCB), Thiruvananthapuram
8. National Institute of Animal Biotechnology (NIAB), Hyderabad
9. Translational Health Science and Technology Institute (THSTI), Faridabad
10. National Institute of Biomedical Genomics (NIBMG), Kalyani
11. National Agri-Food and Biomanufacturing Institute (NABI), Mohali, Punjab
12. Institute for Stem Cell Biology and Regenerative Medicine (InStem), Bangalore
13. National Institute of Plant and Genome Research (NIPGR), New Delhi
14. Regional Centre for Biotechnology (RCB), Faridabad

Subject: Applicability of the Payment of Gratuity Act, 1972 to Employees of Autonomous Institutes (AIs) - reg.

Sir/Madam,

The subject matter of applicability of the Payment of Gratuity Act, 1972 to employees of Autonomous Institutes (AIs) has been examined in consultation with the Ministry of Labour and Employment, who have offered comments / inputs vide their letter dated 10.07.2025.

2. Accordingly, it is stated that the provisions of the Payment of Gratuity Act, 1972 are applicable to the employees of all Autonomous Institutes of Department of Biotechnology.

3. A copy of the above mentioned letter is enclosed for reference.

4. This is for information and necessary action.

Yours faithfully,

(Subodh Kumar Ram)

Under Secretary to the Govt. of India

Tel: 24360087

F. No. 2018/2023-LS-1
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner (C)
New Delhi

Dated: 16/7/2023

To,

Under Secretary
SS-I Section
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi

Subject: Provision for retirement/ Death Gratuity for NBRC employees-reg

Sir,

Please refer to file No. AI-12020/4/2023-AIPSU-DBT dated 9/6/2023. The proposed comments/ inputs from the office of CLC(C) are as under:-

As per Section 2(e) of the Payment of Gratuity Act, 1972:-

"employee" means any person (other than an apprentice) employed on wages, in any establishment, factory, mine, oilfield, plantation, port, railway company or shop, to do any skilled, semi-skilled, or unskilled, manual, supervisory, technical or clerical work, whether the terms of such employment are express or implied, and whether or not such person is employed in a managerial or administrative capacity, but does not include any such person who holds a post under the Central Government or a State Government and is governed by any other Act or by any rules providing for payment of gratuity.

Keeping in view of above provisions of Payment of Gratuity Act, 1972, it is to state that NBRC (National Brain Research Centre) is an autonomous body and employees engaged therein do not hold civil posts under the Central Govt. or State Govt., hence the provisions of Payment of Gratuity Act, 1972 are applicable to the employees of NBRC.

Additionally, it does not matter whether the employee, as defined under Payment of Gratuity Act, is covered under NPS or CPF. His/ Her entire service period is to be counted for the purpose of payment of Gratuity under Payment of Gratuity Act, 1972.

This issues with the approval of the CLC(C).

Yours faithfully


(Pankaj Dahiya)

Regional Labour Commissioner(C)