

* Forefeiture of gratuity :-

- Gratuity payable to employee may be wholly or partially forfeited.
- Where leave of employee is not vacated by employee gratuity cannot be withheld.
- Assignment of gratuity is prohibited.
- It cannot be withheld for non-vacation of service quarter by retiring employees.

* Continuous Service :-

- * Employee shall be deemed to be in Continuous Service.

Non Seasonal Employees

1 year - worked 190 days in mines or establishments with less than 6 days in a week working.

- Worked 240 days in other cases

6 Months - worked 95 days in mines or

establishments working less than 6 days

- Worked 120 days in other cases.

Seasonal Employees.

Worked 75% of operational days in a year or 6 months.

For Calculating actual no. of days worked, include :-

1. Days of lay off.
2. Days of leave with full wages earned in previous year.
3. Days of temporary disablement due to an employment related accident.
4. Maternity leaves (upto 12 weeks)

Self Notes :-