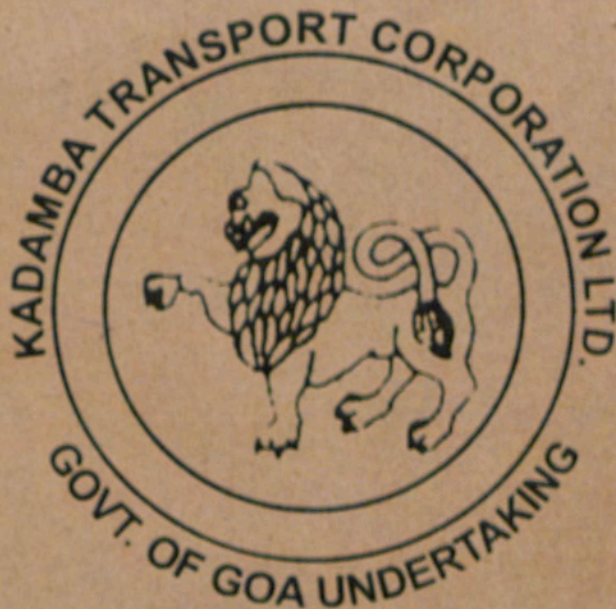


FILE NO.



Accounts - HO

Name : CRS File

Address : w.e.f.

Subject : July '07

From : _____ To : _____

Phone No. _____ Fax No. _____

Accounts Dist. H.O. Porvorim

OFFICE FILE



MXP. Rs. 16-00

Cobra

Regd. Office, Corner Wing, Paraiso-de-Goa Building,
Alto, Porvorim, Bardez - Goa

No.KTC/Accts/(H.O.)/2007-08/879
Accounts Department,
Kadamba Transport Corporation Ltd;
Porvorim-Goa.

Date:- 03.08.2007.

MOST URGENT

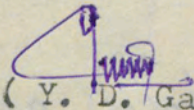
We are in receipt of the copy of order No.KTC/Admn/
1-2/2007-2008/43 dtd 19.7.2007 wherein we have been directed
to release the pay and allowance of Shri M. P. Kamat, Dy.
Financial Controller(C&B) as per provision of FR & SR.

Shri M. P. Kamat has been paid subsistence allowance
@ 50% of pay w.e.f. 14.6.07.

Kindly advise in the matter to release his pay
allowances as per provision of FR & SR in view of the
above order of CRs issued to him from July-07.

Kindly treat this as MOST URGENT in view of payment
of salary.

R.T.C.L
Legal Department
Invoice No. 296
Date 3/8/07


(Y. D. Gaude)
Asstt. Financial Controller

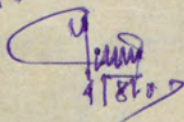
L. A.

Since the suspension is not revoked he shall
be paid 50% subsistence allowance as per FR
53 (1)

Submitted.

2910
APC
4/8/10

Submitted for kind information & for approval
to clear payment of subsistence allowance as
clarified by L.A.


4/8/07

M.D.

R.T.C.L
Legal Department
Invoice No. 304
Date 7/8/07

Pl. put before copy of FR&SR & discuss
together
7/8/07

Rule 10, Compulsory Retirement employee is
entitled to three months full pay and allowances. in
lieu of notice, copy of FR&SR is put up in the file
submitted.

2954
AFC 27/8/07

May pl. be decided as clarified on overleaf.

27/8/07

M.D. pay as per the ~~bill~~
27/8/07

AFC

For H.A. to draw subsistence allow. & to draw
three month pay & put it

27/8/07
Bhawan
27/8/07

As per above discussion subsistence allowance for
18 days is worked out & placed up. However it may be
noted that the H.R.A., C.A.A. & per pay is calculated
as per our procedure it is calculated as per. It
may change in the same.

Enclosed as above
27/8/07

Accountant -

INSTRUMENTS

N/1

Accounts Dept. H.O.

Date: 9.8.07

NOTICE

Ref: 1) KTCL/ADMN/1-2/07-08/43 dt- 19.7.07

2) KTCL/ACCT/H.O/2007-08/879 dt- 3.8.07

As per above directions on above referred (No. 2) Subsistence allowance in resp. of Shri. M.P. Kamal, Dy. F.C. (Costing & Budget) for the period from 1.07.07 to 15.07.07 is calculated & placed up herewith. However it may be noted that H.R.A, C.C.A. & Personal pay is calculated as per our procedure, i.e. 50%. If any changes are there we may calculate the same freshly.

Also it may be cleared that for three month of pay from 19.7.07 to 19.10.07, along with Basic, D.P. & D.A. (HRA, C.A, M.A. & per pay) is to be calculated & deduction towards P.F, HBA is to be carried out.

X

BK

Bhanudatta K. Gaonkar
CCDC (Crps)

Submitted:-

Asstt. Acctt. $\frac{+}{9/8/07}$

Accountant

- Personal pay should be drawn and pay full amount i.e. Rs. 325/- however it can be proportionate to 18 days
- Reg. 'x' full pay and allowances including P.F dedts are to be deducted including HBA etc. may pl be confirmed.

Aff

As discussed with T.A. & L.A the notice pay in this case is to be cleared with the deductions.

As such we may clear subsistence allowance for 18 days drawn by crediting amount to ATM A/c. and for balance 13 days we may draw as notice pay by issue of cheque at the first instance to clear the pay cont.

to be handed over to the Personal dept. with covering
note to ~~be~~ issued ^{same to the} to the incumbent as part of
notice pay in lieu of ^{order sum} notice No. KTC/ADMIN/1-2/2007-08
/13 dt. 12.7.2007.

put up immediately for clearance.

[Signature]
10/8/07

~~Asst~~
10/8/07

~~Asst~~
10/8/07

~~Bhanu~~

As above calculation towards three months
notice pay that up from 15/7/07 to 15/10/07
is carried out & put up herewith for further
verification & further n.A.

Enclosed as above

[Signature]
10/8/07

~~Asst. Asst.~~
10/8/07

~~Accountant~~
10/8/07

~~A/E~~ May be approved to clear pay as stated
at 'x' on overleaf & above.

[Signature]
10/8/07

~~M.D.~~
10/8

~~A/E~~ For n.A. is approved.

[Signature]
10/8

~~A/E~~

Re-Submitted

Payment - voucher towards notice pay for the period from 1.8.02 to 31.8.02. (August-02) is enclosed herewith along with statement. for Rs 29,311/-

Revised
5/9/02

Asstt/ Acctt. ~~5/9/02~~

Accounts ~~5/9/02~~

A/c ~~5/9/02~~

Re-Submitted.

Payment Voucher towards notice pay for the period from 1.9.02 to 30.9.02 (Sep'02) is enclosed herewith along with statement. for Rs. 29,311/-

Revised
5/10/02

Asstt/ Acctt. ~~5/10/02~~

Accounts ~~5/10/02~~

A/c ~~5/10/02~~

N/4

Re-Submitted:-

Hereby working towards notice pay for the period from 1.10.03 to 19.10.03 is placed in file. Also it may be noted that calculation is done by implementing D.A. to 41% as D.A. is enhanced to 41% ^{from July 03} however same is to be implemented. Also an calculation is done by adding D.A. arrears from 19.3.03 to 30.9.03. Higher Authority may decide about the payment, also ~~as~~ ~~it~~ ~~may~~ be also to be cleared that-

[Signature]

Re-Submitted.

Hereby two working sheets towards calculation of - Notice pay in resp. of - Shri. M.P. Kamat, Dy. P.C. are placed in file. one is sheet including D.A. arrears from 19.3.03 to 30.9.03 & one is without including D.A. arrears. Higher Authority may decide of payment.

Since order passed to release ~~DA~~ w.e. for oct 02, salary ~~is~~ ~~not~~ ~~pay~~. ~~see~~ ~~my~~ ~~release~~ ~~his~~ ~~DA~~ ~~process~~ ~~as~~ ~~it~~ ~~is~~ ~~final~~. *[Signature]* 22/10/03

Asstt. Secy.

[Signature]
20/10/03

Accomd. - NA

AFC May be approved as proposed to clear notice pay upto 19.10.03 immediately - *[Signature]* 20/10/03
- being last pay.

M.D.

As per the recent WP filed, status is to prevail upto 31/10/03. So it is decided accordingly *[Signature]* 20/10

To be cleared on 31/10/03 in view of above *[Signature]* 20/10
Shanu

11/5
11/5
11/5

May pl. clarify the matter as per remark of M.D.

R.T.C.L
Legal Department
Inward No. 511
Date 25/10/07

[Signature]
21/10/07

h.c. Certified copy is not received from our advocate. Matter discussed with M.D. on 6/11/07 pl. wait till such time.

APC The further part of notice pay, salary payable if any cannot be drawn in view of the above. Submitted.

[Signature]
11/11/07

M.D. We may wait till H.C. order copy is recd. to decide on the same. *[Signature]* 7/11

APC *[Signature]* 11/11/07
Alket Bhanu *[Signature]* 11/11/07

A letter dt. 12/11/07 received from M.P. Khand is placed in file with our clarification for further necessary action please.

M.D. Pl. Comment regarding the legal position on the same. *[Signature]*
13/11

R.T.C.L
Legal Department
Inward No. 562
Date 15/11/07

LA Order copy is placed in the file. As per the order CR is withdrawn and will be reconsider the matter by Board. Therefore, he will be ^{treated} under suspension and salary shall be paid as per rule applicable as per FR 53(c) Submitted.

LA M.D. Pl. speak. *[Signature]* 16/11

[Signature]
16/11

N/6

Pls. put up as per comments of LA

Matter discussed with MD, same may be cleared as proposed by LA on noting page N/5.

Forwarded 17/11/07

16/11

PM
AFC

The incumbent has been paid notice pay upto the period 30.9.07 as per the order NO. KTELADM/11-2/2007-08/43 dt. 19.7.2007 and therefore a order has to be drawn for withdrawal of CR & to pay him subsistence allowance making a mention of the date of suspension and adjustment of amount already paid to him as notice pay in view of the remark of LA on N/5.

This may pl. be noted & this file may be returned to us.

19/11

LA may please see as discussed.

P.M.

Forwarded 19/11

Received 19/11/07

K. T. C. L.
Legal Department
Inward No. 568
Date 19/11/07

LA. His salary shall be paid from the date of suspension instead of notice pay. Please refer my noting at page N/5 for more details.

Submitted.

21/11

Received 21/11/07

PM

Forwarded 21/11

AFC Y. May pl. refer 'X' above & arrange to provide us the necessary documents as mentioned therein to draw his pay.

21/11/07

P.M.

In spite of legal opinion at page N/5 & N/6, AFC is insisting withdrawal order of CR at X & Y on noting page N/6. In view of this, placed before MD for his further decision please.

Forwarded 21/11/07

M.D.

Issue order regarding withdrawal of pensions CRs and, till further consideration of the board and treat the pension notice period as if under suspension - calculate the amount paid actually and to be paid under suspension, and difference to be adjusted for future payments

Received 23/11/07

P.M.

AFC 23/11

Forwarded 23/11/07

22/11

N/7

Accounts Dept. H.O.
Date: 28.06.2008.

Ref: Order No. KTC/ADMN/1-2/2008-09/20 dt. 20.06.08.

As per remarks on above cited order cum notice, calculation towards CRS in respect of Shri. Mahesh P. Kamat, Dy. Financial Controller for the period from 27.06.08 to 30.06.08 for 4 days is worked out. Calculation is carried out in similar way as calculated in past. Statement of calculation is placed herewith for verification.

Bhanudas K. Gaonkar
(CLDC, TBPS)

Encl: Statement.

Submitted:
Asstt. Acctt. 28/6/08

~~Accountant~~ - The salary of Mr. M. P. Kamat for June 08 will be as under.

1.6.08 to 26.6.08 - 26 days as Suspended allowance.
27.6.08 to 30.6.08 - 4 days as Notice pay.

- The suspended pay 5:4 will be drawn on regular basis along with other employees @ 75% as per entitlement
- 4 days full salary to be drawn to placed herewith amounting to Gross salary Rs. 4,920 and P.F. Rs. 513/-

30/6/08

As proposed follow the same procedure for payment as done in past.

30/6
A dt

Bhanudas

In past - notice pay was paid in monthly basis accordingly payment - voucher is drawn for four days for the month of June '08.

31/6/08

Asstt. Acctt.
~~Accountant~~ -

11/8

ALL As proposed on 11/7

31/8 11/8
11/8/08

11/8
11/8/08

Payment Voucher for the period from 1.07.08 to 31.7.08 is drawn & submitted for further necessary action.

11/8
11/8/08

Asstt. Acctt. 11/8/08
Accounted - 11/8/08

ALL 31/8 B. Jas.

Payment Voucher for the period from 1.08.08 to 31.8.08 is drawn & submitted for further necessary action.

11/8
11/8/08

Asstt. Acctt. 11/8/08

Accounted - 11/8/08
Pl. Arrange to issue

~~As per order no. Krc/Admn/1.2/08-09/20 dated 20.6.08 three~~

~~months~~
As per Acknowledgment of order no. ~~Krc/Admn/1.2/08-09/20~~

dated 20.6.08 i.e. three months i.e. 90 days, completed on 24.09.08

hence statement of 24 days is in file. kindly note & decide whether payment voucher is to be drawn.

Pl. be decided

11/8
11/8/08

Asstt. Acctt. 11/8/08

Asstt. Acctt.	June	04	day
	July	31	"
<u>Accounted</u>	Aug	31	"
	Sept	24	"
	Total	90	day

We may have to release the notice pay salary for 24 days in Sept 08 which is prepared & placed before for further action.

ALL

11/8
11/8/08

11/8
11/8/08

N/9

~~APC~~ The payment for 24 days as shown on all 8 to be ~~to be~~ released is last payment submitted for information & approval pl.

~~Q~~
25/9

~~M.D.~~ Shri M.P. Kamat has filed a writ petition before Honble High Court. Matter has been heard at the time of adjournment of the court. May therefore inform the status of the matter in due

R.T.I.
Info. No. 512
Date 25/9/08

~~L.A.~~ On 17/9/08 our counsel has asked time to file affidavit in reply for two weeks. The Honible High Court has granted two weeks were completed on 1/10/08 which happen to be Id-ul-Fitr, Holiday declared at last minutes. Now the matter will likely to come on or before 8/10/08. Meanwhile Court has asked to maintain status-quo on the CRS of M.P. Kamat Submitted.

~~Q~~
25/9

~~M.D.~~ In view of above, salary be drawn as status quo on CRS of Shri M.P. Kamat is maintained upon Honible High Court direction

~~Q~~
6/10/08

5754
6/10/08

~~Q~~
6/10/08

~~APC~~
'X' | We may draw notice pay upto 30.09.08 as per above remark & forward the file again for drawing of order.

~~Q~~
6/10

~~Q~~

Pl. reply for

~~Q~~
6/10/08
6/10

N/10

Xerox copy of N/9 is put-up in file to refer the same to Per. Dept. & P.V. drawn for A. towards notice pay as per Memo dt-24/8 on N/9. For Sept 08 for 30 day

Asstt. Acctt. PR. 3387 dt. 7/10/08 along with pay details kept for signature

PR/ 7/10/08

Accountant *[Signature]* 7/10/08

A/c *[Signature]* 7/10/08

Xerox copy of N/9 forwarded to M.D. on 18/10/08

P.V. is drawn towards notice pay from 1.10.08 to 31.00.08 as per O.M. No: KRC/Admn/1-2/08-05/89 dt. 3.11.08

PR No. 903963/5-11-08

PR/ 5/11/08

Asstt. Acctt. *[Signature]* 5/11/08

Accountant *[Signature]* 5/11/08

A/c

As per O.M. No: KRC/Admn/1-2/2008-05/89 dt. 3.11.08 statement towards notice pay for 10 days i.e. from 1.11.08 to 10.11.08 is drawn & placed in file for further necessary action.

Asstt. Acctt. *[Signature]* 4/12/08

PR/ 4/12/08

Accountant No net salary for 10 days for Nov. 18 i.e. from 1.11.08 to 10.11.08 towards to Rs 7590/-

[Signature] 4/12/08

A/c Release of notice pay for 10 days as mentioned above may pl. be decided.

M.D. Matter came for hearing on 1.12.08. before High Court but adjourned with fresh date on 15.12.08. Salary of Nov/08 to be drawn

A/c

[Signature] 4/12/08

305
4/12/08
5/12/08

N/11

~~AFC~~ For NA as per remark on N/10. As discussed the required order/OM will be issued by the concern dept.

~~5/11~~ ~~Acct~~
Pmc stul's
5/12/08
Bharm

Payment Voucher is drawn for B. 25621. towards Notice Pay for the month of Nov'08. Also statement is enclosed from 1.11.08 to 30.11.08 for today. Pl. 4581 dt. stulor is placed to sign for Bid

~~Asstt. Acctt.~~
stulor
Accountant - Pmc stul's

Draw cheque & arrange to issue to ~~Pay dept~~ Legal dept. as discussed with MD.

~~AFC~~ 5/12/08
Acctt.
5/12/08
Bharm

May pl. do the needful & return.

10/12/08

K.T.C.L.
Legal Department
Inward No. 749
Date 10/12/08

L.A.

Matter is now fixed for order on interim relief on 15-12-2008. Therefore, we have to maintain status quo and release notice pay till 15-12-2008 further status will be informed after 16/12/2008

Submitted.

~~MD~~
Sarkar
12/11/08

10/12/08

K.T.C.L.
Legal Department
Inward No. 765
Date 12/12/08
AFC

May pl. arrange to forward a copy of order/OM since nothing is mentioned above.

L.A.
12/12

12/12/08

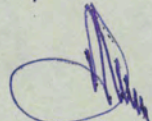
315
10/12/08

M.M.D
12/12/08

N/12

Matter will come up for argument & final hearing on 5/1/2009. Meanwhile, we have to maintain status quo and release notice pay to Mr. M.P. Kamat upto 5-1-09

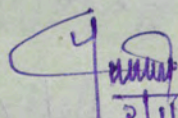
R/LA
2/1/09


2/1/09

AFC

The Accounts Dept. Ho. has not received any document for ~~draw~~ payment of notice pay already released to Shri M. P. Kamat for the month of Nov. 08 as per approval granted on writing No. 110 subsequent to OM No. 89 dt. 2/1/08 which is upto the period 10/1/08. The necessary OM/note is required to have proper document on record for the period from 11/1/08 to 30/11/08 & for the further paid as stated above by L.A. to release the pay along with other staff.

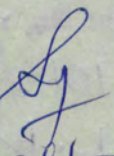
May pl. see.


2/1/09

M.P.


The aforesaid issue is a High Court matter duly referring to RTI. Issues. Hence you are instructed to draw an identical to one at 'x' enclosed. fe document as a record

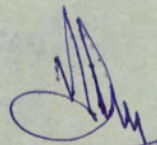
R.T.I.
Legal Department
Inwards No. 821
Date 03/01/09


2/1/09

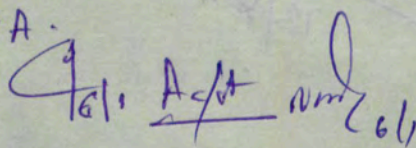
LA OM drafted and placed in the file for signature pl. Submitted.

R/LA
6/1/09

M.P.

5/1/09


5/1/09

FORMA.


6/1/09
Atty. General
6/1/09

As per O.M. No. KTC/Admn/1-2/08-09/153 dt 5.1.09
Payment voucher towards Notice pay from 1-12.08 to 31-12.08
is drawn & put-up herewith along with statements.

[Signature]

Asstt. Acctt. *[Signature]*
7.1.09

Accountant *[Signature]*
7.1.09

As per the instructions Cheque No 403618
dt 7.1.09 for Rs 31027/- of Cor. Bank (A/C)
is drawn with one signature only as

A/C is on leave. The cheque is
towards notice pay of Mr. M.P. Boral
for the month of Dec. 2008.

A letter addressed to Cor. Bank is also placed
herewith for signature please.

[Signature]
7/1/09

M.P. Boral
[Signature]
7/1/09

As per O.M. No: KTC/Admn/1-2/08-09/163 dt 28.01.09
Statement towards 26 days of - ~~26~~ Notice pay from 1.1.09
to 26.1.09 & payment voucher is drawn & put-up for verification
& necessary action.

Asstt. Acctt. *[Signature]*
31/1/09
Release his payment on his tax
working list may be decided. *[Signature]*
31/1/09

Accountant N/A.

This was kept pending since the details of
inventories towards TDS were not received
from M.M. Kaurat. The same is provided on
1/1/09. The deduction of TDS is worked out
to nil. The payment of Notice pay be cleared
accordingly.

[Signature]
7/2/09 A.A. *[Signature]*

Payment voucher is put-up herewith ^{N/14} alongwith statement.

Asstt. Acct. Basu
7/2/09

Basu
7/2/09

AEE 7/2 Basu

Dt. 3.8.2009

As per note NO. KTC/ACCT/HO/08-09/2203 dt- 27.02.09
D.A. arrears for the period of July '08 to Nov '08 have been paid
in Feb '09 salary. D.A. arrears towards notice pay from July '08
to Nov '08 work out to Rs. 7944/- including medical allowance
after deducting P.F. B. 911/- net to be paid to B. 7029/-.

In view of above ~~necessary~~ statement is put-up for
file for verification & further necessary action.

forwarded

Basu
4/3/09

Asstt. Acct. Basu
4/3/09

Accountant - DA arrears for the period July 08 to Nov 08
due on to be released. The net amount
is Rs. 7029/- after PF deductn of 911/-
- As the officer is on CR w.e.f. 27.1.09, we
may decide to send his doc through Personal Dept
wmt
5/3/09

All There is no claim received in this regard
from the incumbent. The exhibit i.e.
subsequent payment after release of notice
pay may pl. be examined.

Basu
7/3/09

K.T.C.L.
Legal Department
Invoice No. 1062
Date 07/03/09

Received
6/3/10

L.A.

N/15

Accounts Department, H.O.
Date: 27.09.2011.

N O T E

We are in receipt of a note under reference No:KTC/PERS/SPC/2011-12/2170 dt. 26.09.11 regarding pay fixation statement in resp. of Shri. M.P.Kamat, Dy.F.C. accordingly calculation sheet is carried out and placed in CRS file for verification and further necessary action.

It may be noted since from 11.06.2007 he has been paid 50% subsistence allowance and from 09.09.2007 75% subsistence allowance till 26.06.2008 and since from 27.06.2008 full payment was given to him towards CRS till 26.01.2009 as per O.M. dated 28.01.2009 which is in file.

[Signature]
27/9/11
Bhanudas K. Gaonkar
CLDC

Submitted:
Asst. Acctt.

The statement is placed in the file duly verified

~~Accountant.~~

[Signature]
27/9/11

The calculation sheet for the period 1.1.2006 to 26.01.2009 is placed in the file. As per said sheet the difference in pay 100% is Rs 240494/- and P.F. Rs 26,586/-

Submitted to

[Signature]
30/9/11

~~Abel/Debl~~

The following points may pl. be clarified - since this is a case of CRS -

1. Note No. 2170 dt. 26/9/11 is for forwarding of pay fixation statement & nothing is mentioned about release of dues or v/pay.
2. Whether difference in salary dues against notice pay of 6 months from 26/6/08 to 26/1/09 is eligible or not.
3. Whether P.F. cont. is deductible & to be paid along with Corporation cont. like that of other employees.

1. As paid to other employees in same line be paid

[Signature]
30/9/11

received
1/10/11
3508
1/10/11

P.M.
~~_____~~

2. Difference shall be ^{N/16} paid.
3. In similar line par with other employees till 26/1/2009

Re 5/10/14

[Signature]
5/10

Dy. P. E. For NA.

Asstt. Acctt. ^{not slo}

M. puty in view of done

[Signature]
Bhandari

It may be cleared whether 25% on total difference to be paid or on net salary.

[Signature]
7/10/11

Asstt. Acctt. *[Signature]*
7/10

Accountant

As clarified by Personnel Dept for the points raised on N/14, it is stated that 25% of difference in pay are to be released to this CRS case also as done to other employees of Corporation in July 2011 by releasing net pay ^{by separate cheque} and P.F. amount separately to PF A/c. May pl. see & advise.

[Signature]
2/10/11

AFF May see the points raised by us on N/15 & clarified by the Personnel Dept. and see for clearance as submitted above.

Dy. P. E. ^{*[Signature]*} Issued of High Court matter we ^{not 10/11} may go as per remark of PM (ALA). However we may take MD approval for its payment.

MD go as per directions of court

[Signature]
10/10/11

[Signature]

[Signature] 11/10/11

Re 13/10
17/15
13/10

N/17

AFC We may refer the matter to our legal dept. in view of remark of MD on N16 to give the opinion on the points raised by us.

R.T.C.L.
Form No. 526
Date 13/10/2011

~~DyFC~~

From
13/10/11

~~Y. J. J.~~
12/10/11

R1 14/10/11
at 17-15 hrs

~~ALA~~

He shall be paid difference of salary from 20-6-2008 till 26-1-2009

~~Dy.F.C.~~

From
14/10/11

~~Y. J. J.~~
14/11

R.T.C.L.
Form No. 528
Date 15/10/2011

AFC The point at 1% is not elastic May refer to ALA

~~DyFC~~ ^{original m.} _{From}
14/10/11

~~Y. J. J.~~
14/11

R1 15/10

ALA. Salary includes P.F. contribution pertaining to employees & employers

~~Y. J. J.~~
15/11

~~DyFC~~ 15/11/11

AFC. For NA. P.I. Backup.

~~Y. J. J.~~ 15/10/11

~~Al. A. A.~~ 15-10-11
Shoneda

As per enclosed statement - 25% of net - rs B. 53481/- & P.F. employees share rs B. 6653/- It may be clear that - whether p.v. is to be drawn for B. 53481/- & payment of P.F. employees share may be decided.

~~Y. J. J.~~
19/10/11

Asstt. Acctt. 19/10/11

AFC As proposed to draw vrs & clear payment as the contribution to P.F. employees share is already made while releasing of salary for amount maximum prescribed.

~~DyFC~~ _{From}
19/10/11

~~Y. J. J.~~
19/10/11

For NA. Also A.A.

P-10

N/18

P.v. vacher for Rs. 53481/- & for B. 7266/- 12 paise
herewith for further n.A., also challan is pickup herewith. for d

Plm
20/10/11

~~ASST. ACCT.~~ NBSB
20.10.11

~~AF~~ 20/10/11

~~D/F~~ 20/10/11

22.10.11

D/F - letter for 25% v/s by arrears for the period
1.6.2006 to 26.1.2009 of Shri Mohan P. Karmal (Cast + Budget)
's placed in file for sign off.

NBSB

~~AF~~ 22/10/11

~~D/F~~ 22/10/11

~~AF~~ 22/10/11

Dated 17.9.2013

As per approval on N/17, 25% of VI pay
Arrears of Rs. 53481/- were released to Mr. Mohan Bomat

on the basis of calculator sheet placed in the file.

Now one instalment is released to employees
on 7.9.2013 out of 25% balance arrears out

of seven instalment. The amount of one

instalment ^{arrears} worked out to Rs. 22919/- 22919/- P.F. 22919/-

May decide to release in sum by
drawing separate cheque as done last time.

Wm

~~AF~~ 12/9/13

~~D/F~~ Submitted for approval plan, as per legal opinion on page N/17
N/17

~~MA~~

~~18/9~~

~~AF~~

~~18/9~~

Plm
07/10/11

270
18/9/13
21/10/13

Pl. putap p.v. or pu 'x' on N118 to draw
Cheque for onward submit to Mr. Somat
through Personnel Dept.

Alloy 19/13

B. Kalyan
Kalyan

19/13

P.V. is putap herewith for Rs. 22919/-

19/13

Asstt Secy
19/13

AFC 21/13

Dyfc
As per approval on notice page N118
21/13

For MA.
21/13

Drop letter dt 26.09.2013 enclosing the
cheque of Mr. M.P. Somat for sending to
P.O. is placed in the file for further action.

AFC 26/13

26/9/13

Dyfc
AFC 26/13
Draft of letter for
for typed letter is placed in the file
for signature.

AFC 26/13
Dyfc 26/13

26/9

N/20

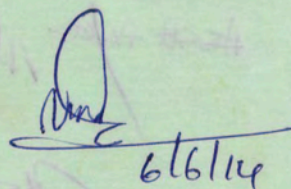
DT 6.6.14

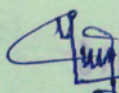
A Note no-539 dt 29.5.14 received from G.M.

req. the ~~fact~~ CR of Shri M.P. Somai DyFC (BCC) and closure Certificate towards the details of outstanding dues.

A detail Note dated 3.6.2014 is put up consisting his dues payable and receivable is placed in the file.

A Note dated 5.6.2014 addressed to G.M is placed for signature.


6/6/14

~~AFC~~
DyFC

6/6/14

~~AFC~~

~~and~~
6/6


6.6.14

~~AFC~~
DyFC

Ref: No:KTC/PERS/6(566)/14-15/1021 dt. 30.06.2014.

Vide above reference we are in receipt of final settlement in resp. of Shri. Mahesh P. Kamat, Dy.F.C. accordingly calculation is carried out and place in file. It may be noted that calculation is carried out as per details received from personnel Dept. However deduction of Income tax towards leave encashment and recovery of Interest on HBA to be decided. Also fresh statement towards VIth pay is carried out and place in file.

Bhanu
7/07/14
Bhanudas K. Gaonkar.

Submitted:
Asstt. Acctt.

Following points requires advice from higher authorities before the settling the claim of M.P. Kamat Ex DYFC.

1. Details of calculations of leave encashment and Gratuity along with re-fixation arrears of VIth pay is enclosed. Re-fixation order is not received from Personnel Department.
2. Payment of balance (Gross) VIth pay arrears amounting to Rs. 2,36,373/- as per working Annexure may be decided for realising payment may be decided taking into consideration whether we should deduct PF from his dues and remit to PF department.
3. Amount of Rs.39,598/- added in the final settlement towards VIth pay arrears i.e. balance 25% of the 1st installment & 7th part of balance installment is after deducting PF from Gross amount. Please clarify whether we should add Gross figure in the final settlement claim.
4. Leave encashment limit in the F.Y. 2008-09 was Rs.3.00 Laes but as on date It is Rs.3.50 laes whether we should consider the limit of F.Y. 2008-09 or present as final settlement is being done in F.Y. 2014-15.
5. Gratuity limit in F.Y. 2008-09 was Rs. 3.50 laes but as on date it is Rs. 10.00 laes whether we should consider the limit of 2008-09 or present as final settlement is being done in F.Y. 2014-15.
6. For Income Tax deduction on the payment of leave encashment & Gratuity we may take advice from Internal Auditors.

M. B. S. J. Ken
8.7.14

Accountant- As per Not. No. 539/29.5.14 received from C. M., Mr. M. P. Somai, ceased from Corp. Mtn w.e.f 26.9.2008 accordingly, vide letter letter No 1021/30.6.2014 IS received from Personnel Dept. The details of final settlement such as

No. of years, EL balance, P. Bond, C.P. etc on the basis of which final settlement papers are prepared will put up herewith.

The following points are to be clarified.

① Leave Encashment: This works out to ₹ 3,96,975-

as per calculation sheet considering DA @ 16%.

as on Sept 2008 and ₹ 39,598/- is added towards

the difference in net pay arrears to be paid 25%.

and one last. This is due to revision of pay fixation

as on 1.1.2006 as per copy of fixation received

from Personnel Dept. which is placed in the file

and hence the total payable works out to ₹ 4,36,573-

Further an amount of ₹ 1,67,762/- is to be

received in view of order letter no KTC/ACIS/HO/2014-15/406

dt 5.6.14 towards ex-cess payments made on account of

notice pay for the period 26.9.08 to 26.1.09.

An amount of ₹ 1,06,391/- is outstanding (Interest amount)

towards HBA since Feb 2009, as no salary payment

^{paid} made to him. Whether interest is to be charged

on this outstanding amount is to be decided.

② Gratuity: This amount is calculated DA @ ~~16%~~

16% on the basis of details received from Personnel

Dept. for 26 years works out to ₹ 6,29,010- which

is restricted to maximum ₹ 3.50 lakhs as applicable

in the year 2008-09. This is to be confirmed

as per payment of Gratuity Act, since the maximum

entitlement is revised to ₹ 10,00,000. Whether the

revised limit is entitled as we are releasing the

amount now.

③ VI pay arrears: This amount payable is Rs 2,36,373- and P.F. Rs 27,574- Net payable is Rs 2,08,799- which is not added to final settlement dues, as other employees are not paid ^{such dues} ~~the~~ amount till date. Whether this amount is to be added along with final settlement due to be ~~dec~~ decided.

④ T. Tax deduction on payment of leave encashment and Gratuity, may also take opinion of I.A. before release of amount.
Being such a type of case first time may refer Submitted to a special dir. for advice pl.

Amr

20/2/14

AFC As regard interest to be charged or not on balance outstanding towards HBA (i.e. interest) we may refer to the Personnel Dept for comments.

In the similar way to confirm the entitlement of gratuity as per the date of cessation to refer to Personnel Dept & Legal Dept. and thereafter to the Internal Auditor on the point of income tax to be charged on the payments mentioned at point 4 above.

Amr
20/2/14

DyFC

- Re-fixation order is not received by Accounts Dept. H.O. same may be made available for record & accounting & release payment accordingly.

- For release of VIth pay arrears we may take action as done in other retired employees of the corporation for the relevant period.

I ~~A~~ } - For Final Settlement, we may consider as per Letter issued by General Manager - Personnel Dept. However

N/24.

II } "x" } we may take legal opinion. Similarly for payment of continuity

- Income tax deductions are to be made as applicable for the relevant period. However I.A may comment.

III } "x" - For interest charged on HBA, other entitlement we may refer to Personnel/Legal/I.A. as proposed by Afc.

- High court order may also be provided to Accounts Dept. HO. along with Re-fixation pay order by the Personnel Dept. for record and accounting. Personnel Dept. 1/7

168
11/07/14

2020
11/07/14

~~GA~~ PO 14/7

PO put up as required by G.M.

PO
14/7/14

- ~~168~~ - 1. th VI pay fixation or statement in terms of G.M. No. 8/7/2008 - Fix implementation and is ^{refixed}.
- CRSC) dtd. 15.5.2012 upon govt. approval is ^{refixed}.
- which is placed in file at Flag "A".
2. For interest charged on HBA - in view of 'x' - ~~1st~~ order is placed in file at Flag "B"
 3. High Court order is placed in file at Flag "C"
 4. Since ~~he~~ he was compulsorily retired order is effective from 26.9.2008, he is entitled gratuity upto limit of Rs. three lakhs and fifty thousand rupees as per law in force at the relevant time of his CRSC.
- It is also suggested that we may seek legal opinion as per remark at "x" above in view mark at "A".
- Submitted for perusal, ~~and~~ approval, ^{and further decisions} please. ~~SD~~
21/7/14

PO The VIth pay fixation Statement dated 15/5/2012 along with Order dated 5/10/1993 in regards to interest charged on House building Advance (H.B.A) 1/2
Cont on 4/25

N/25.

issued by the then Managing Director. Also as desired Order of the Hon'ble High Court is placed in the file at flag 'A', flag 'B' and flag 'C' respectively.

It is proposed we may place the file before legal department for legal opinion and as regards Income tax deductions we may place the file before the Internal Auditor (I.A) of the Corporation.

Submitted please.

Prof. Pillai
24/7/2014.

ACA may give legal opinion a I, II, III & propose N/23 & N/24. 22/7

ACA
22/7/14

Gratuity payment is required to be done as per gratuity act

As regards HBA personnel office has clarified at 'Z' on N/24 & N/25

22/7/14

168
R1 23/7/14

Dy. Secy

For. 24/7

ACA 24/7

Re-submitted.

- ① This file was referred to clarify regarding charging of interest on HBA on outstanding balance amount of Rs. 104391/- or not, for which copy of order issued towards HBA is placed in the file and clarification sought is not made.
- ② As regards Gratuity entitlement, it is seen from ~~copy~~ remarks passed that it is to be settled as per Gratuity Act and hence the point is not clarified.
- ③ As regards I.Tax deduction which is to be clarified by I.A. is yet to clarify as this file is not sent to them till date, as a result the

N/26

The clarification is awaited.
Submitted to

Manoj

AFC Manoj
24/7/14

B4/c For point NO1, call details from Personnel dept. - GM. Personnel
NO2. As per certification of Personnel dept take action.
NO3 this may refer to I.A.

In all, settlement should be done immediately in order
to avoid further delay. Personally may follow up a
clear it within two days.
Manoj
24/7.

Manoj/AFC/ACER Manoj
24/7/14

- Settlement can be done immediately only on clerical points raised which are still pending as stated on N/25. and hence there is delay.

- Further clarification of point no 1 to 3 stated above. This file may be referred to concerned dept.

Manoj
24/7/14

AFC 'X' { As per the above remark we may refer the file to Personnel dept. to provide details at point No1.
Point No2 is yet to be clarified by Personnel dept. as per their remark on N/25.
For point No3 to refer I.A., the same could be referred to them once clarification is received from them and in the similar way action at point 2 is possible once all points are clarified and this is required on priority for immediate clearance of final settlement.
Manoj
24/7/14

168
M 22/7/14

M 30/7/14

B4/c

In order to avoid further delay, required clarification may please be given immediately.
Manoj
24/7.

Gupta Manoj
25/7

Put up details as required by Accounts department at 'X' above as required for final settlement.

Manoj
25/7

~~LWO II~~ - Since his retirement compulsorily date is 26.9.2008 and he has been paid his salary up to 26.1.2009. Thereafter he has not been paid salary. As such before clarifying regarding interest on HBA on outstanding balance amount towards HBA it is required to decide whether penalty interest on HBA can be recovered for his default of payment HBA from him when he has not paid salary after 26.1.2009.
 Submitted for further decision please.

SD
28/7/14

Do It is proposed that action for deduction if any under House building advance (HBA) may be initiated as per the Order of the then Managing Director issued on 5/10/1993. placed in the file at flag "B".
 Submitted please.

Dy. Secy
28/7/14

~~3/11~~ The penalty for non payment H.B.A is attracting @ 2.5% p.a. interest as per the para which should be applied in this case.

168
R1 30/7/14

Dy. Secy - Please verify as per Personnel/Legal court order and clear it.

For MA. 30/7
 Dy. Secy 30/7

212
30/7/14

Other point No. 2 raised on N/25 req. Gratuity is not Clarified.

R1 31/7/14

AFC 31/7

Dy. Secy Please refer noting N/26, & clear it.

30/7/14

N/28

Raising of queries again & again is delaying the finalizing of final dues. Gratitude eligibility ~~is~~ ^{is} ~~informed~~ to ACP ~~is extra in ~~the~~ ~~form~~~~ and further ~~can~~ ^{can} ~~be~~ ^{be} ~~formed~~ ^{formed} by ACP.

~~By~~ ~~time~~ & again because neither has to clarify each point it appears that ACP ~~is~~ ^{is} ~~extra~~ ^{extra} ~~is~~ ^{is} ~~not~~ ^{not} ~~clear~~ ^{clear} ~~the~~ ^{the} ~~Gratitude~~ ^{Gratitude} ~~Act~~ ^{Act} ~~is~~ ^{is} ~~not~~ ^{not} ~~clear~~ ^{clear} ~~the~~ ^{the} ~~provisions~~ ^{provisions} of Gratitude Act applicable to the office ~~at~~ ^{at} ~~the~~ ^{the} ~~date~~ ^{date} of CRs

~~30/7~~
~~31/7~~

212
31/7/14

Dy-F/C

As per C.M. remark, clear it.
31/7

~~for~~ ^{for} ~~NA~~ ^{NA}

31/7/14

~~AAActt~~
The queries raised on N/21 ^{N/22} are now clarified. Regarding leave encashment, circulars and ~~format~~ ^{format} of ~~site~~ ^{site} by ~~banks~~ ^{banks} ~~due~~ ^{due} to my ~~ref~~ ^{ref} the ~~matter~~ ^{matter} to ~~Internal~~ ^{Internal} ~~Auditor~~ ^{Auditor} ~~to~~ ^{to} ~~advise~~ ^{advise} the ~~limit~~ ^{limit} of ~~leave~~ ^{leave} ~~encashment~~ ^{encashment} + ~~gratuity~~ ^{gratuity} to be taken for ~~clearing~~ ^{clearing} the final settlement of M.P. Karmad. Ex. Dy.F.C.

31/7/14

Accountant
The clarifications asked are settled as detailed below:
(i) Charging of Interest on HBA amount outstanding: As per remarks on N/27, penal interest @ 2.5% to be charged. Accordingly the calculator sheet is prepared and placed in the file for confirmation which amount is Rs 14144- as penal interest and Rs 104391 towards outstanding, hence total amount to be recovered is Rs 118,535-

② Gratuity: As regards, gratuity entitlement, it is clarified on N128 that he is entitled as per Gratuity Act as on date of CRP i.e. 22.9.2008 which is confirmed on N124 which worked to Rs. 3,50,000=00 (maximum)

③ Leave Encashment worked to Rs. 3,96,975-00 ^{Rs. 39598 as salary exempt} and the calculation sheet is placed in the file. During the year 2008-09 the taxable limit under Section 10(10A) of I. Tax Act exceeded the taxable limit is to be found out and exceeding the said limit is taxable and accordingly the I. Tax is to be deducted. Hence this may be referred to our I. Auditor for confirmation & advice.

Amr
1/8/14

A/c calculation at Sr(1) be checked & put up
 calculation of I. Tax as per taxable limit
 for F.Y. 2008-09.

2/8/14
 The final int'l calculation of Sr. 1 is correct. Note 2/8/14 on the sheet.
 pl. refer for 'x' of Sr. no 3 above
 G. S. S. D. G.

Taxable amount of leave encashment may please provide. I. Tax slab is placed in file of F.Y. 2008-09

ATA Annex. 39598/-
 Leave encashment 36975/- (396000 - 300000)
136523/-

Total amount of taxable salary is less than taxable limit. as such no return of income to be submitted for higher authorities.

Accompanying Amr 2/8/14 Not taxable as calculated above

N/30

AFC

~~As proposed~~ As put up on N/29. we may refer to I.A. for their verification & to clear accordingly.

21/8/14

D 97c para 48

I.A As per income tax slab applicable for AY ~~2009-10~~ ²⁰¹⁵⁻¹⁶ no tax is applicable on income upto Rs. 2.5 lakh. As such, calculation on N/29 is correct. ~~At AY~~ ^{Further, since} ~~2015-16~~ ²⁰¹⁵⁻¹⁶ ~~income tax rates of current year apply.~~ ^{income tax rates of current year apply.} s/r

s/r

clear it as per clarification of personnel dept immediately. para 48

AFC

IRNA.

4 slab Act 6/8/14

Pl. potog

Att. Bhon 6/8/14

Dated 11.8.14

This final settlement is proposed after ^{six} years of issue of order and is final of its kind wherein there is no dismissal / removal / penalty / punishment or retirement on superannuation is stated. The only expression used is compulsory retirement as administrative decision under FR 56(i) which doesn't define any terms any conditions of final settlement. We should have on record rules w/ regulations of the CR scheme not only for this case but to serve as guidance to deal with any other similar case. We should ask ^{copy of} CR scheme or any other notings which defines CR in totality from Adminstrave / personnel / legal dept. records of Board meetings.

Shri M. Somot was compulsary retired under order from Admi. Dept, hence we should refer this matter

for opinion/comments of administrative dept since no satisfactory explanation or documents are received from legal dept personnel depts.

The suspension order issued to Shri. Kamal is still seems to be open and needs to be decided by an order of the disciplinary authority. If we make the settlement simply as per dates given by Personnel Dept. without ER scheme copy, may attract penalty etc which may be also examined. However higher authority may decide pl.

Amal
Accil ulster

AFC The final settlement papers received from the personnel dept. vide Nk. No. 539 dt. 29.6.2014 & Nk. No. 1021 dt. 30.6.2014 are for compulsory retirement and the Personnel dept. has cleared all the points raised by us to make the final settlement as per noting on N/21 to N/30 whereby they have also forwarded a copy of the court order. Based on which Personnel dept. has forwarded the final settlement papers to us. ~~In this point of suspension is clarified vide Nk. No. 234 dt. 30.6.14 by CIM.~~ In view of the above we may decide to clear the final settlement dates as worked out as per notings N/21 to N/30, however the points raised on N/34 & N/35 needs to be cleared to clarify the matter. May pl. see.

'X'

Amal
11/5/14

Dyfc

We may clear as per personnel dept noting duly signed by CIM. Submitted for information and further approval to release the final settlement of Shri M.P. Khandelwal etc. Submitted please for approval. Amal 11/5/14.

235
11/5/14
12/12/18

Amal
12/8

Dyfc

Please clear it as per Personnel dept letter & noting as stated at 'X' & duly approved by M-0.

AFC For M.A. Amal 12/8
12/8 Act under 12/8/14

Amal
12/8

N/32

As per approval on 2/31 the leave encashment and calculation of Gratuity papers are signed along with P.V. no-1761/6-8-14 for further action pl.

[Signature]
12/8/14

~~AFC~~ *[Signature]*
12/8/14

~~DyFC~~ *[Signature]*
14/8

~~Asst. Acct.~~ *[Signature]*
12/8/14

~~Asst. Acct.~~ *[Signature]*
12/8/14

Draft re putup herewith, req. final settlement of M.P. Borno's enclosed cheques (two nos) of CRB case.

[Signature]
18/08/14

~~Asst. Acct.~~ *[Signature]*
16-8-14

Accountant *[Signature]*
12/8/14

~~AFC~~ *[Signature]*
12/8/14

~~DyFC~~ *[Signature]*
12/8/14

~~Asst. Acct.~~ *[Signature]*
12/8/14

Pl. putup for copy of letter typed as per draft. *[Signature]*

~~Asst. Acct.~~ *[Signature]*
12/8/14
Shanudas

Dt 17.9.2014

Two instalments of VI pay Arrear released to employees for Gauri Chaturvedi out of balance 6 nos of instalment. According Shri M. P. Sonar Ex. Dyff, cheque no 761438 dt 10.9.14 for Rs 78,791/- is drawn and same is to be send to him through Personal Dept.

A draft Note dt 18-7-14 is prepared and placed in the file for further action pl.

Name
Aee

Aee _____
18/9/14

Dyff _____
18/9/14

_____ 18/9/14 _____ 19/9/14 Bhand

Dt 30.9.2014

We are in receipt of a letter from Shri Mehem Sonar Ex. Dyff with his letter dt 22.9.2014 addressed to the Personnel Officer, ESTE with copy to Dyff.

The representation is regarding final settlement. In this regard, it is submitted that the final settlement is done as per letter no. 1021 dt 30.6.14 received from G.M and various clarifications obtained from Personnel Dept dt sent to G.M vide no 841/22.8.14.

N/B4

~~Entire copy~~

~~AFC~~ It is a copy of letter received by us. Submission made on N/33 may be seen.

~~YJC~~
30/9/14

~~DYFC~~

copy is marked to us for inspection. If any reply to be given, same will be seen by per. officer & Legal dept. Further if you want to comment anything in that regard, you are free to comment.

~~AFC~~ 30/9 Acst N/B4 30/9/14

~~AAAcst~~

17.11.14.

We have received following letter from Com ^{in respect of M. P. Khandelwal} regarding Compulsory Retirement under FR 5(i). The draft reply is

① Kric/Gm/73-F/14-15/538 dt. 11.10.14

② Inward 1323 dt. 6.11.14 from office of Com. Incl regarding Final Settlement of Compulsory Retirement in the public interest under FR 5(i) as administrative decision. The reply of letter N/538 and ~~draft reply~~ ^{draft reply of Sr. 2 is} placed in file.

M. S. Balle

Accomplished

~~AFC~~ 30/9/14

~~DYFC~~ 30/9/14

~~AFC~~ 30/9 Acst N/B4 30/9/14

18.11.14

The comments as regard to Accounts department report
on M.P. Kamet File of Personnel Department - the
addition to be made regarding Pr. deduction of B hosti-
ent 1836. In this regard Memos placed in file

M. B. Subbar
19.11.14.

Acct

~~AFC~~ ~~19/11/14~~

~~DYFC~~ ~~19/11/14~~
~~AA~~ ~~19/11/14~~

12/12/14.

We are in receipt of letter No KAC/PERS(566)/2014-15/
2604 dt- 12.12.14 regarding reply submitted to M.P. Kamet-
towards final settlement for compulsory retirement against
settlement of dues.

As per Sr. No 6 under regarding balance of 751. of
four instalments of VPF by annas and refund of
interest on delayed payment of house build advance the
details are given to be referred payable to Shri
M. P. Kamet the details are given below.

- ① VPF by annas (balance of 4 instalments) ✓ 157582 ✓ 27570 ✓ 130008
- ② Interest on delayed HBA ✓ 143hh ✓ 143hh

Submitted for higher authorities for approval of
above payments to Shri M. P. Kamet.

M. B. Subbar

Accountant - As proposed above. However as reg. (1) above on 16/12
for amount of four insts will be released as stated on MO's
letter dated 20.11.2014. It is not clarified, whether
some will be released along with other employees of
Company to whom some are also to be released or
separately to Mr. Kamet. at matter x. which may
pl. be seen & decided.

17/12/14

~~AFC~~

Fact

~~AFC~~ we may take approval of M.D. for release of payments as proposed on N/35 as per the note let. of GM of copy of Lt. of MD addressed to Shri M.P. Kamat.

~~Y~~
18/12/14

~~DyFC~~

AS per MD letter dt 20-11-14, 2.5% penal interest levied to be refunded. - submitted for approval to release the same.

18/12

516
18/12/14

21/12/14

~~MD~~
18/12/14

~~De FC~~ 18/12
~~AFC~~ For NA.
18/12/14

Pl. Petor for copy of Note as per approved draft dt 18/12/14

20/12/14

~~Att~~ Ltr No Krc/ACC 5/h0/2014-15/1538 dt 18-12-14 is sent to GM on 18/12/14.

20/12/14

20/12/14
Pg no no 382h dt 20-12-14 for B. 1h3hh- loans interest on delged from- of house Buildy Advance of Shri M.P. Kamat is placed in file for signature is affixed above

Basballe
20.12.14

Accountant Wrand 20/12/14 As regards vi por Areas amount the same is not approved for release of payment and hence payment voucher is not drawn.

~~AFC~~ 20/12/14

~~DyFC~~ 21/12

~~AFC~~ and 22/12/14
22/12/14

N/37

DT 23.12.2014

The cheque No. 846332/20.12.14 of Rs 14,344/-
in favour of Shri M.P. Somor towards refund of
interest on delayed payment of HBA is to be
sent to M.P. Somor through Personnel Dept
in view of their letter no. 2604 dt 12.12.14.
Accordingly a draft letter dt 23.12.14 is prepared
and placed in the file.

Hand
Accd

~~AFC~~ Hand
23/12/14

~~Hand~~ Hand
23/12

~~Hand~~ Hand
23/12

DT 26.12.2014

As per Note No. 1380/17.11.2014 sent to G.M.
at Para 4-(c) in reply to requirements of
Shri M.P. Somor, a draft Note dt 26.12.14
is placed in the file regarding to P.M. ESCE
regarding informally Mr. Somor to deposit the
P.F. contributions of Rs. 9191/- with ESCE, which was
paid to him alongwith 2nd & 3rd Inst of his pay
Arrear.

The draft Note dt 26.12.14 may pl. be seen

~~AFC~~ Hand
26/12

~~Hand~~ Hand
26/12

~~Hand~~ Hand
26/12

Note No. 1581/26.12.14

Hand
checked

N/38

3.1.15

We are in receipt of No. No KIC/PERS/PF.2/2014-15/2752 dt-29.12.14 ~~for~~ regarding PF payment of Shri Makmal on vide pay order.

Submitted for higher authorities to advise.

B. S. S. S.
3.1.15

Accountant-

In view of Note No. 2752/29.12.14 of G.M.

We may decide to clear the matter by depositing the P.F. contribution of Rs. 9191/-

of Mr. M. P. Somai from his outstanding net Rs. 13000/-

vi pay Amount due to him and inform him accordingly. However may pl. decide.

W. S. S. S.
3.1.15

~~AFC~~

As proposed in view of note of

Personnel Dept. KIC/PERS/566/2014-15/2604 dt. 12.12.2014 & ~~letter~~ as informed by him vide letter No KIC/PERS/566/14-15/2433 dt. 20/11/2014 and in order not to give him scope to represent the matter again.

W. S. S. S.
5/1/2015

~~DyFC~~

A. S. S. S.
5/1/15

~~AFC~~

Discussed,
Submitted

As proposed may be approved.
6/1/15.

W. S. S. S.

AFC 21

For MA.

W. S. S. S. 21/1/15

As approved above of 'x' we may take action to deposit Rs. 9191/- with P.F. authority alongwith other employer salary Dec 2014. which may be noted & deposited of this amount and

A. S. S. S.
8.1.15
B. S. S. S.

19/2/15

Rs. 9191/- towards P.F. deposited alongwith Dec'14 salary remittance of other employees.

An amount of Rs 9191. Pf on 2nd and 3rd instalment of VIIth pay arrears amounting to Rs 78791 paid to M.P. Karmal on 10.5.14 is deposited with Pf department in the month of Dec 14. The total dues payable as per C/186 and letter no 20.11.14 C/232 amounts to Rs 80008/- The details are given below.

Balance dues of VII th pay	157582=00
Less PF 27574	
Less PF deposited 9191	18383=00
	<u>139199=00</u>

Less PF of Rs 9191/- not deducted from 2nd + 3rd instl of Rs 78791/-	9191=00
Amount payable	<u>130008=00</u>

Submitted for higher authority's.

B. S. Bhatia

Accountant - He may release net amount of Rs. 130008/- to Shri M.P. Karmal by cheque and Rs. 18,383/- to his P.F. alongwith other employees share of Feb 2015 salary.

N. S. Bhatia
23/2/15

AFC As proposed in view of approval granted on M/38.

G. S. Bhatia
28/2/15

657
23/2
19/2/15

D. Y. C. Please discuss
28/2

AFC Dismissed, As proposed we may clear his VIIth pay arrears and PA amount submitted please.

23/2

For M.A.
AFC 23/2
H. P. Karmal P.V.
24/2/15

N/40

P.V. NO. 4865 dt-24-02-15 for B. 1,30,000/- towards balance of VI bn
pay arrears is drawn in resp. of Shri. M.P. Karnat, & placed in file for
further n.A

Bhu
24/02/15

~~Asstt. Acctt.~~ Bhu
24/2/15

Accomplish - Mand

~~A/c~~ 4
24/2/15

~~DyFC~~

~~Payor~~

92412 Acct Mand

24/2/15

~~Acctt Bhawan / Palyta~~

B. 18383/- Remitted alongwith February'15 salary remittance
in resp. of Shri. M.P. Karnat, towards P.F. Employees Share.

Bhu
12/3/15

Note
~~Asstt~~ towards payment of B. 1,30,000/- is put up herewith for further

n.A.

Bhu
24/2/15

~~Asstt. Acctt.~~ M
20/3/15

~~A/c~~ 4
20/3

~~DyFC~~ gaurav

~~A/c~~ 4
23/3

~~A/c Mand~~ 23/3/15

~~A/c~~ M
23-3-15
Bhawan

N/41

We are in receipt of note no. KTC/PIO/RTI/2018-19/167
dt. 02.01.2019 regarding Information under RTI Act 2005
in respect of Shri Mahesh Kamat. Accordingly reply to
PIO is typed and placed herewith for signature of
higher authority please.

~~VP~~ ^{Asst. Act.}
02/01/19.

~~Accountant~~ ^{2/1/19}

~~AFC~~ ^{BSK}
2.1.19.

~~DyFC~~ ^{2/1/19}

14/06

C/229

Statement of loan account showing loan amount, interest charged and repayments made from the accounts section 40.

Submitted please.

P.M. : Ch...
2/5

Rajni
2/5/16.

12/31
31/5/16

D.Y. R. Far NA.

Qu...
3/5 Acft

As per record, the housing loan availed by Mr. Barnot is recovered fully including interest. Hence there is no dues receivable from the statement of loan A/c. The statement of loan A/c is placed in the file as Annexure. As regards documents relating to property, are not kept by Accounts Dept.

...
6/5/16


Dytl

Send to P.M. on 6/5/16


N/35

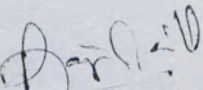
~~P.O.~~ Reply to Shri Mahesh K. Kamat is placed for signature please :

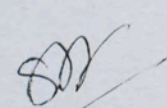
Pragathi
25/4/16

P.M. : 
26/04

M.D. : 

P.M. 
28/4

~~P.O.~~ 
28/4

L.W.O.-II 
28/4

~~Signature~~
P.O.

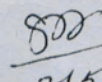
DATE: 02/05/2016

Letter dated 20.1.2016 is received from Shri. Mahesh Kamat on 25.1.2016 which is placed in the file. He stated vide this letter that since the housing loan obtained by him is fully repaid, all documents relating to the property furnished by him in our records as pre requirement for sanctioning of loan be returned to him. Also, he has asked to cancel the mortgage created against the said property and furnish him a complete statement of loan account showing the loan amount, interest charged & repayments made from time to time.

In this connection, it is submitted that after consultation with Smt. Priyagi Chari, retired U.D.C. it is concluded that the said file is not traceable.

However, may please see further.


C.L.D.C

L.W.O.-II - we may verify from account section if above said documents were available in the record. submitted please. 
2/5/16

~~P.O.~~ It is proposed we may call details from Accounts Section H.O. as regards to mortgage of property created against his housing loan and further as desired by him we may call details as regards to the Complete

Contd on N/36

C/248

Annexure

Details of House Building Advances of Shri. Mahesh P. Kamat, Ex. Dy. F.C.

Purpose of Loan:-	For Purchase of Flat
Rate of Interest:-	14.50%
Year of Sanctioned:-	Oct 1993
Loan Sanctioned:-	Rs. 2,31,500/-
Loan amount availed:-	231500.00
Add: Interest charged from Oct 1993 to Sept 2006	170391.00
	<hr/>
TOTAL	401891.00
Less: Amount recovered from Salary	
a) Principal loan (As per Annexure A enclosed)	231500.00
b) Interest (As per Annexure B enclosed)	66000.00
	<hr/>
Balance	104391.00
Less: Amount recovered from final Settlement dues towards	
Outstanding HBA	104391.00
	<hr/>
Balance	NIL

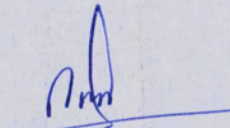
The amount of Rs. 14,344/- was recovered from final settlement dues as penal interest towards recovery of HBA, the said amount of Rs. 14,344/- has been refunded vide Chq no 846332 dt 20.02.2014.

2/2/07

Annexure "A"

Recovery of HBA from Shri. Mahesh P. Kamat, Ex. Dy. F.C

Year	Amount Recovered	Inst @Rs. 1650/-p.m.
1993-93(Oct 93- March-94)	9900.00	
1994-1995	19800.00	
1995-1996	19800.00	
1996-1997	19800.00	
1997-1998	18150.00	
1998-1999	13200.00	
1999-2000	21450.00	
2000-2001	19800.00	
2001-2002	19800.00	
2002-2003	19800.00	
2003-2004	19800.00	
2004-2005	19800.00	
2005-2006(upto Sept 2006)	10400.00	
Total	231500.00	

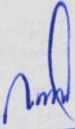

6/6/06

his housing loan and further as desired
we may call details as regards to the complete

Conto N/36

Annexure "B"

Amount Recovered from salary	
Financial year	Amount (Rs)
2005-2006 (Oct to March 06)	9900.00
2006-07	19800.00
2007-08	19800.00
2008-09	16500.00
Total	66000.00


6/5/16

272/26

DETAILS OF HOUSE BUILDING ADVANCE (PRINCIPAL AMOUNT AS ON 31.03.2007)

S.NO	NAME & DESIGNATION	OP. BAL. AS ON 31.03.2005	AMT. RECEIVED IN YEAR 2005-07	OP. BAL. AS ON 31.03.2007
1	Shri. V V S Kinniklenka Ly GM	0.00	17820.00 Interest	Nil
2	Shri. Samant. (Strata) Deput Manager	0.00	13500.00 Interest	Nil
3	Shri. Mahesh P. Kanai Ly F.D. (Cost & Budg.)	0.00	19800.00 Interest	Nil
4	Shri. Anil B. Prabhu Deput Manager	12100.00	12100.00 Principal	Nil
5	Shri. Giridhas P. Naik A.E.	7223.00	4100.00 Interest 7223.00 Principal	Nil
TOTAL		19323.00	5436.00 Interest 80016.00	

Fis 19,328/- received towards principal Amount
Fis 60,368/- received towards Interest on H.B.A.

DETAILS TOWARDS INTEREST RECEIVED ON H.B.A.

S.NO	NAME & DESIGNATION	OP. BAL. AS ON 31.03.2005	INTEREST FOR THE YEAR 2005-07	AMT. RECOVERED FOR YEAR 06-07	BAL. AS ON 31.03.2007
1	Shri. V V S Kinniklenka Ly GM	82091.00	0.00	17820	64271
2	Shri. Samant. Ghata Deput Manager	64251.00	0.00	13500	50751
3	Shri. Mahesh P. Kanai Ly F.D. (Cost & Budg.)	160491.00	0.00	19800	140691
4	Shri. Anil B. Prabhu Deput Manager	163606.00	737.00	4100	160243
5	Shri. Giridhas P. Naik A.E.	113220.00	406.00	5466	108157
TOTAL		583659.00	1142.00	60988.00	524113.00

Prep. By: *[Signature]*
Checked By: *[Signature]*

ACCOUNTS MANAGER

[Signature]
Assistant Financial Controller
Kadamba Housing Co-operative Society Ltd

C/2h5

12178
28/3/15

REGD. A/D.

No. No.KTC/PERS/(566)/2014-15/3609

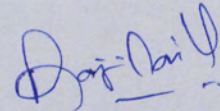
Date: 25.3.2015

To,
Shri Mahesh P. Kamat,
Flat. No.2, F-2,
"Shivneri" Comba, Margao-Goa.

Sub: Regd. Settlement of VIth pay arrears.

Dy. Financial Controller has forwarded a Cheque No.854874 dt. 17.3.2015 for Rs.1,30,008/- drawn on Corporation Bank, Panaji, towards balance of VI th pay arrears for the period from 1.1.2006 to 25.9.2008 i.e. till date of CRS.

Kindly acknowledge the receipt.

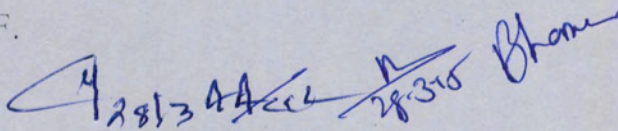


(R.D. Naik)
Personnel Officer

Encl: As above.

Copy to:-

1. The Dy.F.C. H.O. Porvorim - for information
2. A.L.A.
3. Pers. File
4. O/C.
5. G/F.


28/3/15

C/247

No:KTC/ACCTS/HO/2014-15/ 2081
Accounts Department,
Kadamba Transport Corpn, Ltd,
Porvorim Goa.
Date:- 20/03/2015.

NOTE

Sub: Regd. Settlement of VIth pay arrears.

Find enclosed herewith cheque No. 854874 dt. 17.03.15 for Rs. 1,30,008/- drawn on Corporation Bank, Panaji in resp. of Shri. Mahesh P. Kamat, Ex. Dy. Financial Controller towards balance of VIth pay arrears for the period from 01.01.2006 to 25.09.2008 i.e. till date of CRS.

Copy of acknowledgment by the concern may be forwarded to us for record.

Pawase
(T. K. Pawase)
Dy. Financial Controller

(Encl:- As Above.)

To,
The Personnel Manager,
KTCL,H.O. Porvorim.

C.C. To:-
1. CRS file
2. Office file.
3. Guard File.

Blue
23/3/15

C/243

Statement of M. P. Kamat Ex-Dy. F.C. towards VIth Pay arrears as per new order of pay fixation. As per Personnel KTC/PERS/6(566)/2014-15/1021 dt. 30.06.2014

	Difference	P.F. Net	Amount
Less: Amount paid 25%	367691	42894	324797
	<u>60134</u>	<u>6653</u>	<u>53481</u>
Less: Amount paid 7 th part	307557	36241	271316
	<u>25679</u>	<u>2760</u>	<u>22919</u>
Less: Balance of 25% paid in final settlement	281878	33481	248397
	<u>31789</u>	<u>4071</u>	<u>27718</u>
Less: balance of 7 th part paid in final settlement	250089	29410	220679
	<u>13716</u>	<u>1836</u>	<u>11880</u>
Less: Paid 3 rd & 3 rd installment vide ch. No. 761438 dt. 10.09.14	236373	27574	208799
	<u>78791</u>	<u>0</u>	<u>78791</u> (inclusive of PF 9191)
Balance	157582	27574	130008
Less		9191	
Balance		18383	Deposited along with Dec. 14 salary remittance
Balance			Deposited along with Feb. 15 salary remittance
			130008 Balance paid by ch. no. 854874 dt. 17.3.15

DRAFT

C/242

No:KTC/ACCTS/HO/2014-15/208/
Accounts Department,
Kadamba Transport Corpn, Ltd,
Porvorim Goa.
Date:- 20/03/2015.

NOTE

Sub: Regd. Settlement of VIth pay arrears.

Find enclosed herewith cheque No. 854874 dt. 17.03.15 for Rs. 1,30,008/- drawn on Corporation Bank, Panaji in resp. of Shri. Mahesh P. Kamat, Ex. Dy. Financial Controller towards balance of VIth pay arrears for the period from 01.01.2006 to 25.09.2008 i.e. till date of CRS.

Copy of acknowledgment by the concern may be forwarded to us for record.

T. K. Pawase
(T. K. Pawase)
Dy. Financial Controller

(Encl:- As Above.)

To,
The Personnel Manager,
KTCL, H.O. Porvorim.

C.C. To:-

1. CRS file
2. Office file.
3. Guard File.

C/2h1

C/1186

Statement of M. P. Kamat Ex. Dy. F.C. towards VITH pay arrears
 as per new order of pay fixation. As per Personal
 KTC/PLRS/6(566)/2014-15/1021 dt. 30.06.14

	Difference	P.F.	Net Amount
	367691	42894	324797
Less: Amount paid 25%	60134	6653	53481
	307557	36241	271316
Less: Amount paid 7th part	25679	2760	22919
	281878	33481	248397
Less: Balance of 25% Paid in Final Settlement	31789	4071	27718
	250089	29410	220679
Less: Balance of 7th part Paid in Final Settlement.	13716	1836	11880
	236373	27574	208799
LESS Paid 2nd & 3rd installment vide chq. No. 761438 dt. 10.09.14	78791	0	78791 (Inclusive of PF 9191)

Balance → 157582

27574 130008

9191

Deposited along with Dec 14 Salary remittance.

18383

130008

P.V. is drawn for Rs 130008/- for net payable.

C/2ho

No: KTC/PERS/PF:2/2014-15/2752
Kadamba Transport Corporation Ltd.,
Porvorim - Goa.

9193
31/12/14

Date: 29.12.2014.

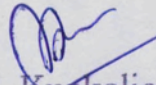
NOTE

Sub: P.F. Payment.

- Ref: 1. Your Note No: KTC/ACCTS/HO/2014-15/1380 dtd. 17.11.2014.
- 2. Your Note No. KTC/ACCTS/HO/2014-15/1581 dtd. 26.12.2014.

With reference to the above referred Note No. 1 and 2, all action on P.F. matters i.e. on P.F. payment on VIth Pay arrears is taken by Accounts Section in respect of all the Employees of the Corporation.

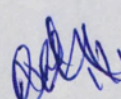
Hence , you are asked to take necessary action and not to refer such matters to Personnel section.


(V. V. S. Kulkarni)
GENERAL MANAGER

To,
The Dy. F. C.,
KTC. Ltd.,
H.O. Porvorim Goa.

AGZ
For. n.s. pt.
P.I.

9/2/11
AGZ
Mud 2/1




AGZ
2-1-15
Sham Subrite in CR's file
of M.P. Karand.

C/239

REGD. A/D.

9198
31/12/14

No.KTC/PERS/(566)/2014-15/2745
Kadamba Transport Corpn.Ltd.,
Paraiso-De-Goa, Porvorim,
Bardez-Goa.

Date: 27.12.2014

N O T E

Sub: Regarding Final settlement dues of Shri Mahesh P. Kamat

Dy.Financial Controller has forwarded a Cheque No.846332 dt. 20.12.2014 for Rs.14,344/- drawn on Corporation, Panaji towards refund of interest on delay in payment of HBA.

Kindly acknowledge the receipt.

(Signature)

(R.D. Naik)
Personnel Officer

To,
Shri Mahesh P. Kamat,
Flat, No.2, F-2,
"Shivneri" Comba, Margao-Goa.

Encl: As above.

Copy to:-

- 1. The Dy.F.C. H.O. Porvorim - for information
- 2. Pers. File
- 3. O/C.
- 4. G/F.

ARZ
P.H.

ARZ
14

1-1-15

Blank file CK.

C/238

DFA

KTC/ACCTS/-HO/2014-15/
Kadamba Transport Corp. Ltd.,
Accounts Department,
HO Porvorim

Date: 20.12.2014

NOTE

Ref: KTC/ACCTS/-HO/2014-15/1380 dtd 17.11.2014

Please refer our comments to the point no 4-C in the above referred note & inform to Shri. M.P. Kamat to deposit the amount of Rs. 9,191/- to KTCL by giving him a specific date to deposit, failure to which the said amount shall be recovered from the balance of his 6th Pay Arrears, to deposit the same to his P.F. Account.

Kindly treat this as most urgent.

(T.K. Pawase)
Dy. Financial Controller

To
The Personnel manager,
KTC HO.

~~ASE~~
Pl. Spruce
26/12

Spoken. Revised note issued.

File

26/12 ~~ASE~~
Nand
Laluker

C/132

KTC/ACCTS/-HO/2014-15/ 1581
Kadamba Transport Corp. Ltd.,
Accounts Department,
HO Porvorim

Date: 26.12.2014

NOTE

Sub: PF Payment
Ref: KTC/ACCTS/-HO/2014-15/1380 dtd 17.11.2014

Kindly refer above note and inform us about the action taken by your department at point No. 4-C mentioned therein.

T.K. Pawase
(T.K. Pawase)
Dy. Financial Controller

To
The Personnel Manager,
KTCL- HO.

CC to 1.G.M. KTCL-H.O.
2. M.D for kind info.
3. O.C
4. G.F.

OK

Sawap
27/12/14

[Signature]

[Signature]
28/12

C/236

Kadamba Transport Corp. Ltd.
Accounts Section
Head Office
Alto- Porvorim

Date:-23.12.2014

NOTE

Sub:-Regarding Final Settlement dues of Shri Mahesh Kamat.

Ref:-KTC/PERs(566)/2014-15/2604 dt.12.12.2014

In pursuance to above please find enclosed herewith Ch. No 846332 dt. 20.12.2014 for Rs.14344/- drawn on Corporation Bank Panaji in favour of Shri Mahesh Kamat to be issued to him towards refund of interest on delay in payment of HBA which was recovered from his final settlement dues and now the same is waived as per the letter under reference.

Encl:- As above

T.K. Pawase
(T. K. Pawase)
Dy. Financial Controller

To,
General Manager
KTCL, H.O.

- ✓ 1. O.C
- 2. G.F

Pawase
23/12/14

c/235

No. KTC/Accts-H.O/2014-15/ 138
Kadamba Transport Corp. Ltd.,
Accounts Department,
H.O., Porvorim.

Date: 18/12/2014

NOTE

Sub : Regd. Final Settlement of Shri Mahesh Kamat.
Ref : KTC/tech/Mahesh Kamat/14-15/599 DT.05.12.2014

With reference to above it is to inform that the final settlement dues are already cleared and forwarded to your department vide not no. KTC/Accts-H.O/2014-15/841 dt.22/08/2014 and the same are also released by the Personnel Department to incumbent as per the copy of note no.KTC/PERS(566)/2014-15/1585 dt.26/08/2014 received by us.

For further comments if any you may refer our subsequent information sent to your department after the aforesaid note.

T.K. Pawase
(T. K. Pawase)
Dy. Financial Controller

To,
General Manager,
Personnel Department,
KTCL, HO,
Porvorim.

C.C. to :1.O.C.
2.G.F.

[Signature]
18/12/14.

C234

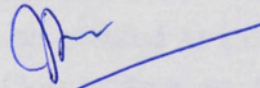
No.KTC/PERS/(566)/2014-15/ 2604
Kadamba Transport Corporation Ltd.,
Alto-Porvorim-Goa.
Dated:-12.12.2014.

To,
The Dy.Financial Controller,
Kadamba Transport Corporation Ltd.,
Alto-Porvorim-Goa.

8663
12/12/14

Sub:-Regarding final settlement dues of Shri Mahesh Kamat.

With reference to subject cited above, enclosed herewith ^{copy of} letter
No.KTC/PERS/(566)/14-15/2433, dated 20.11.2014 for your perusal and
necessary action.


(V.V.S.Kunkolienkar)
General Manager

Encl:as above

AGK
12/12
AGK
12/12

C/2433

KTE/PEERS (6566) 14-15/2433
Kardambe Transport Corpn., Ltd
Puraiso-de-Goa, Alto Porvorim
Bardez-Goa

21161C

Date: 20.11.2014.

To,
Shri Mahesh Kamat
Shivnery Co-op. Housing Society
Comba, Margao - Goa.,

Sub: Your letter dtd. 22/09/2014, 26/10/2014, & 3/11/2014 regarding final settlement dues.

With reference to your above letters the following is conveyed for your information. We have perused various aspects raised by you in your above letters wherein the main issues are addressed as follows.

- a) **Premature retirement** : The rule FR 56 (j) under which you have been given CRS by the Corporation under administrative decision in public interest and hence the retirement benefits shall be entitled as per the service conditions applicable to the Officers of the Corporation as stipulated in resolution no. 723. In light of this you are not entitled for pensionary benefits, but benefits that are applicable to all Officers.

- b) **Interest for delayed payment** : The Corporation has granted CRS to you w.e.f. 20/6/2008 by giving 3 months notice which came into force w.e.f. 19/9/2008. Meanwhile, you have preferred a writ petition no. 569/08 before High Court of Bombay at Panaji on 17/9/2008. The Hon'ble High Court of Bombay at Panaji had granted the interim relief up to 26/1/2009 & Ad interim relief granted earlier stood vacated. The matter was subjudice and finally the matter was decided by Hon'ble High Court vide order dated 7/5/2014. The Corporation had acted as per the order of Hon'ble High Court and accordingly your final settlement was made. Therefore, you are not entitled for 18% interest for alleged delayed payment as claimed by you.

Contd....



21/11

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c) **Delayed settlement of arrears of 6th pay :** The Corporation has implemented a 6th pay commission recommendation to its employees on 30/4/2010 (w.e.f. 1/1/2006). However, you were granted CRS w.e.f. 19/9/2008. Since, the matter was subjudice, Corporation at earlier stage had not calculated your dues. But you have been paid arrears vide letter no. KTC/ACCTS/HO/2011-12/1275 dated 22/10/2011 by way of cheque no. 716902 dated 20/10/2011 for Rs. 53,581/- towards 25% of VIth Pay arrears and vide letter no. KTC/ACCTS/HO/2014-15/1043 dated 19/9/2014 by way of cheque no. 761438 dated 10/9/2014 for Rs. 78,791/- towards 2nd and 3rd installment of balance 75% of VIth pay arrears. Hence you are not entitled for any interest as claimed by you. The remaining VIth Pay arrears of four installments of balance 75% arrears will be paid to you as given herewith.

Difference Amount	P.F.	Net Amount
Rs. 1,57,582/-	Rs. 27,574/-	Rs. 1,30,008/-

d) **Refund of alleged excess of pay and allowances in lieu of notice period :** Since the Writ Petition was dismissed, the action of the Corporation was upheld and hence you are not entitled for any pay after 20/09/2008. However, Corporation had paid your salary from 20/09/2008 till 27/1/2009 as per the order passed by Hon'ble High Court on 17/9/2008 which is excess and hence recoverable from your final settlement. Therefore, you are not entitled for any interest as claimed by you.

e) **Refund of interest on delayed payment of Housing Building Advance :** You were charged 2.5% penal interest i.e. Rs. 14,344/- on House Building Advance taken by you from the Corporation. As per the HBA guide lines due to default in payment of EMI. The said 2.5% penal interest levied will be refunded to you.

However, considering the fact that CRS has been given to you by the Corporation, due to which the EMI could not be paid by you in time, the Corporation has now decided to waive this penalty and the penal interest of Rs. 14,344/- recovered is being refunded to you separately.

Contd.....

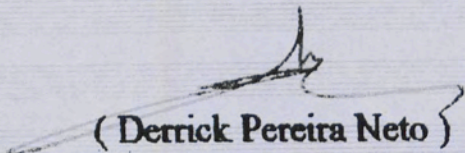
(2)

C/231

111411

f) **Recovery from the cash value of earned leave** : Your Compulsory Retirement was effective from 19/9/2008 however, Corporation has paid your salary upto 27/1/2009 which is excess and hence you are not entitled for refund with interest as claimed by you.

g) Your suspension has been revoked and will be intimated to you soon.



(Derrick Pereira Neto)
MANAGING DIRECTOR

~~DFA~~

C/250

12/209
12/204
12/207
12/205

No. KTC/Accts-H.O/2014-15/1538
Kadamba Transport Corp. Ltd.,
Accounts Department,
H.O., Porvorim.

Date: 18/12/2014

NOTE

Sub : Regd. Final Settlement of Shri Mahesh Kamat.
Ref : KTC/tech/Mahesh Kamat/14-15/599 DT.05.12.2014

With reference to above it is to inform that the final settlement dues are already cleared and forwarded to your department vide not no. KTC/Accts-H.O/2014-15/841 dt.22/08/2014 and the same are also released by the Personnel Department to incumbent as per the copy of note no.KTC/PERS(566)/2014-15/1585 dt.26/08/2014 received by us.

For further comments if any you may refer our subsequent information sent to your department after the aforesaid note.

(T. K. Pawase)
Dy. Financial Controller

To,
General Manager,
Personnel Department,
KTCL, HO,
Porvorim.

C.C. to :1.O.C.
2.G.F.

c/229

KTC/Tech/Mahesh kamal/14-15/599
KTCL, H.O Porvorim
Date; - 05.12.2014

To,
① The Personnel Manager,
② The Asst. Legal Advisor,
KTCL, H.O, Porvorim

8423
5/12/14

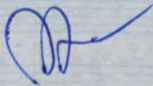
③ D Y P C

NOTE

Sub: Regd. Final Settlement of Shri Mahesh Kamat

Please find enclosed herewith letter received from Shri Mahesh Kamat dt. 28/11/2014 regarding final settlement.

You are therefore requested to submit your comments to the undersigned on 12.12.2014 positively.


(V. V. S. Kunkolienker)
GENERAL MANAGER

Encl as above:

AFC

No. comments from AFC depy. Ho.

From 6/12
T. S. A. J.

Draft letter dt 17.12.14 is prepared
placed herewith as per remarks dt 6/12/14

10ml
17/12/14

~~AFC~~ 18/12/14

~~D Y P C~~ From 18/12

C/228

3 set

2457
28.11.14

PO/ALA

From:
Shri Mahesh Kamat
Shivnery Cooperative Housing Society
Comba Margao Goa

Date: 28/11/2014

Inward No. 1486 Dt. 2/12/14
Office of the General Manager
Alto, Porvorim - Goa

To,
The Managing Director
Kadamba Transport Corporation Ltd
Paraiso De Goa,
PorvorimGoa

Sir,

Sub: your letter dated 20/11/2014 regarding final settlement

At the outset I express thanks for your agreeing to pay arrears of 6th pay, refunds of interest charged on House Building Advance and revoke the suspension order. As regards the other issues it appears to me that full disclosures are not made to you by respective departmental heads which I want to clarify in the context of the contents of your letter dated 20/11/2014 as below:

1. **Benefits under FR 56 (J):** it is undisputed position that I am compulsorily retired under FR 56 (j) as administrative decision in the public interest. The final settlement proceedings is spread over as many as 32 pages with remarks of various officers/ officials from the Personnel Department, Legal dept , Finance dept and administration dept. of KTCL. However at no point of time not a single official had brought on record or made a reference to the source note of the Personnel Department dated 6/6/2007 on which note the Managing Director based his recommendations to the Board of Directors about compulsory retirement, which proposal is finally approved by the Board of Directors of KTCL. This note is forming part of the documents filed (Annexure A colly) on affidavit by the MD of Respondent Corporation and sworn in before the Hon. High Court in writ petition

GTM
1/12/14
28/12

C/127

569/2008. I have brought this note to the notice of Personnel, Finance and Legal Dept, Managing Director as annexure to my representations, despite which at no level any cognizance of the said note is taken in the process of final settlement. The final settlement which finally took off after 6 years of effective date of Compulsory Retirement when the Legal Advisor vide his note dated 19/7/2014 forwarded the copy of judgment in writ petition 569/08 dated 7/5/2014 which letter along with copy of judgment also included as annexure note dated 6/6/2007 initiated by the Personnel department with specific mention by the Asst. Legal Advisor that **" This note is forming a part of CRS proposal annexed along with affidavit filed on behalf of corporation"**. The GM to whom said note was endorsed marked the document for safe custody and thereby prevented it from forming a part of the final settlement documents. It is also seen that all notes initiated by the subordinate officers in the Personnel Dept. begin with "as discussed and directed by GM/ higher authority". The contents of note dated 6/6/2007 are self explanatory leaving no ambiguity for arriving at a concrete decision about various aspects of CR from beginning till the final settlement of the compulsorily retired employee as below:

- a. That the employer has absolute rights to compulsorily retire an employee in public interest as administrative decision under FR 56 (J) which is fully applicable to KTCL officers by giving 3 months notice or pay and allowances in lieu of notice
- b. That the employee should have joined the establishment before attaining age of 35 years and have attained 50 years as on the date of CRS decision
- c. That CR under CCS CCA rules is a penalty and that CR as administrative decision under FR56 (J) or Rule 48 of CCS pension rules 1972 is not a penalty
- d. That the CR under CCS CCA rules can be given after establishing misconducts in disciplinary proceedings and that CR under FR 56(J) can be given upon assessment of entire service records of the employee

c/226

- e. That normal pension without any deductions is payable in case of CR which is not a penalty
- f. That CR in terms of administrative rules is not a penalty and outside the scope of Art, 311(2)

In short whole confusion is due to the fact that the Personnel Department is refusing to take cognizance of note date 6/6/2007 originated by Shri T. K. Pawse, Personnel Manager at the material time. This is despite the fact that ALA has discharged his duty by giving prior intimation to the Personnel dept. The purpose of ALA attaching such a note to the copy of Court judgment highlights its relevance to the process of final settlement. Hence the proposed final settlement by Personnel dept. is contrary to the provisions of FR 56 (J) and note dated 6/6/2007.

I have obtained the documents related to the final settlement under RTI, and based on that I reproduce the observations made by Shri Narhari Naik, Accountant

"This final settlement is proposed 6 years after issue of order and is first of its kind wherein there is no dismissal/removal/ penalty /punishment or retirement on superannuation. The only expression used is compulsory retirement as administrative decision under FR 56(J) which could not define any terms and conditions of final settlement. We should have on records rules and regulations of CR scheme not only for this case but to serve as guideline to deal with any other similar cases. **We should ask the copy of the scheme or any other noting which defines CRS in totality from the Administration, Personnel, and Legal dept. records of Board meeting.**

Shri M. P. Kamat was compulsorily retired under order from the Admn. Dept, hence we should refer this matter for opinion / comment of administration dept since no satisfactory explanation or documents are received from Legal and Personnel dept.

The suspension order issued to Shri Kamat is still open and needs to be decided by an order of the Disciplinary Authority. If we make the

settlement simply as per data given by the Personnel dept without CR scheme copy, may attract penalty etc. which may be also examined. However higher authority may decide please"

Based on the above remarks of the Accountant, Shri Gaude , AFC remarked that the above **points raised by the Accountant needs to be cleared and clarified.**

The most surprising part which needs to be considered is that Shri T. K. Pawse, DY. FC who was the Personnel Manager way back in the year 2007 and himself put up the CRS proposal to then MD of KTCL Shri Sanjay Goel, vide note dated 6/6/2007 under FR 56(J), also proposed to present MD Shri Derrick Neto, in the year 2014, to **give approval to clear the settlement as per noting of personnel dept duly signed by GM, and which MD approved.** It was the duty of Shri Pawse , Dy. FC , now, (disbursing officer) to respect the observations of his subordinate officers and to bring to the notice of MD the proposal moved by him when he was Personnel Manager and insist for the copy of the proposal to effect the payment as per the provisions of proposal made by him to the Board and as approved by the Board. Therefore for want of knowledge of note dated 6/6/2007, you have erroneously disallowed the benefits under FR 56(j) which provisions are similar to the proposals made to the Board vide note dated 6/6/2007. Once again I am enclosing a copy of the said note which copy is issued by ALA and certified by Personnel officer and GM as the PIO of KTCL duly highlighting the relevant provisions. **ATTENTION IS DRAWN TO THE FACT THAT SHRI T.K.PAWSE IS RETIRING IN JUNE 2015 AND THEREAFTER THE CORPORATION SHALL BE LEFT WITH NO TRACE AS REGARDS THE AUTHORSHIP OF NOTE DATED 6/6/2007. PROBABLY WITH THIS INTENTION THE SURFACING OF NOTE DATED 6/6/2007 IN THE PRESENT FINAL SETTLEMENT IS AVOIDED. MD MAY TAKE THE COGNISANCE OF THIS VITAL ISSUE AND SEEK OPINION OF SHRI T.K.PAWSE ON THIS NOTE BEFORE HIS SUPERANNUATION ON 30/6/2015 AND HIS FINAL SETTLEMENT BY KTCL.**

interest CR as administrative decision in rule 16 (3) of all India services (death cum retirement) rules , 1958.

With the provisions of Law cited above, I draw your attention to the proposal vide note dated 6/6/2007 which reads as below:

(1) If he is, in Group "A" or Group "B" service or post in a substantive, quasipermanent or temporary capacity and had entered Govt service before attaining the age of 35 years, after he has attained the age of 50 years.

The purpose of this provision is to ascertain the qualifying period of service to establish eligibility for full pension. In the alternative the qualifying period of service put in by any employee is not an act of misconduct qualifying for disciplinary proceedings for imposing penalty under CCS CCA rules as can be seen from the fact that MD had made several allegations of misconduct vide his undated, unsigned note, but excluding misconduct on account of putting qualifying period of service. The Compulsory retirement approved by Board and order issued by MD subsequently is on the basis of qualifying period of service establishes the approval of the appropriate authorities for pensionary benefits which is the essence of compulsory retirement in public interest. The respondent corporation in writ 569/08 defended compulsory retirement in public interest on the basis of ruling by the Hon. Supreme court in case of union of India versus M. E. Reddy under rule 16(3) of All India (death cum retirement) rules 1958, relevant provisions of which reads as under:

- a. Compulsory retirement after an employee has put in a sufficient number of years of service having qualified for **full pension** is neither a punishment nor a stigma so as to attract the provisions of Article 311(2) of the constitution.
- b. Compulsory retirement after an employee has served for 25/30 years and is retired on full **pensionary benefits**, it cannot be said that he suffered any real prejudice.

- c. An order of compulsory retirement on one hand caused no prejudice to the Govt servant who is made to lead a restful life enjoying **full pensionary and other benefits** and on the other gives a new animation and equanimity to the services. The employee should try to understand that the true spirit behind the rule which is not to penalize them but amounts just to a fruitful incident of service made in the large interest of the country.
- d. The jurisprudential philosophy of rule 16(3) and other similarly worded provisions like Rule 56(J) and other rule relating to the Govt. servants is the same.
- e. The court had considered the scope and ambit of rule 56(J) which is also worded in the same terms as rule 16(3) . Rule 56(3) runs thus:

“Notwithstanding anything contained in this rule the appropriate authority shall if it is of the opinion that it is in public interest so to do have the absolute right to retire any Govt. servant by giving him notice of not less than three months in writing or three months pay and allowances in lieu of such notice.

(1) If he is Class I or Class II or post the age for the purpose of direct recruitment to which is below 35 years, after he has attained the age of 50 years

(2) In any other case after he has attained the age of 55 years.

From the above it can be seen that the **para “e”** which is reproduced from the Supreme Court judgment is exactly the same as proposed vide note dated 6/6/2007 by Shri T.K.Pawse, Personnel Manager which is as approved by the Board and defended by the respondent corporation in writ 569/08. Hence it is obvious that the appropriate authority had approved the CR with full pensionary benefits as applicable to compulsory retirement in public interest. Therefore the proposal of final settlement now processed by the GM holding the charge of Personnel Manager smacks an odor of victimization and amounts to disobedience of the orders of

C/222

Managing Director and approval of the Board of Directors on the subject matter of compulsory retirement in public interest as administrative decision under FR 56(J) and violation of the order of Hon High court so far it relates to jurisprudential philosophy of Rule 16(3) and other similarly worded provisions like FR 56(J) and other rules relating to Govt servants .

3. Interest on delayed Payments:

You have made a specific submission that I am compulsorily retired w.e.f. 20/6/2008 by giving 3 months notice which came into force w.e.f. 19/9/2008. It was obligatory for the personnel dept to initiate settlement process and furnish papers to the finance dept so that they can settle my dues on 19/9/2008. My challenging the retirement or not before any legal forum , my winning or losing the battle at law has nothing to do with the settlement by the KTCL as per the provisions of FR 56(j).The Hon. High Court vide its order dated 27/1/2009 observed “ **considering the fact that the petitioner is subjected to compulsory retirement , by an order which is impugned in this petition , in our view , this is not a case where by way of interim relief, this court should permit the petitioner to continue in service. Grant of such a relief may amount to allowing the petition at this stage. Ultimately if the petition is allowed, appropriate relief can be granted to the petitioner by way of back wages etc. As against this, in case the petition fails it will be difficult for the Management to recover the salary from the petitioner for intervening period.**” This order of the Hon. High Court does not authorize the Management to withhold the final settlement till final order in the petition at a later date. It us your submission that the corporation had acted as per the order of Hon. High Court and accordingly my final settlement was made. In this connection please note that the final settlement which was due in the year 2008 is released in the year 2014, writ petition is filed in the year 2008. There is no dispute raised by me as regards the final settlement in the said writ. Hence there is an error in your submission that you have made my final settlement as per order of Hon. High Court. There are specific provisions of

Law under which retiring benefits paid in order of compulsory retirement, if the order of Compulsory retirement is reversed at a later date can be recovered from the employee in installments, or employee can retain such benefits by paying interest to the employer or such benefits can be set off against the benefits upon superannuation. Hence by no chance the employer can legitimately deny the final settlement of the employee by linking it with the outcome of the petition at a later date which may take several years. Hence upon compulsory retirement I was entitled for final settlement as on 19/09/2008 and hence I should be paid interest @ 18% from 19/09/2008 to date of actual release of cheque in full and final settlement. **The corporation may exercise its powers and recover the interest from the officers responsible for the delay. The MD had discharged his obligation by issuing an order no. KTC/ADMN// 1-2/2008-09/20 dated 20/6/2008 providing a reasonable time of 90 days up to the forenoon of 19/9/08 to respective offices to settle the dues. IT WOULD BE IN THE INTEREST OF KTCL TO DECIDE ON THIS ISSUE BEFORE THE FINAL SETTLEMENT OF SHRI T.K. PAWSE ON 30/06/2015 SO THAT IF HE WAS AT FAULT FOR DELAYED PAYMENT, PENAL INTEREST MAY BE RECOVERED FROM HIM.**

4. Delayed settlement of arrears of 6th pay :

The payment of arrears arising out of pay revision scales is also forming the part of the final settlement which should have been paid to me irrespective of the petition filed by the petitioner and its outcome in petition at a later date. My final settlement was due on 19/09/2008. Though the corporation continues to pay the arrears in installments in respect of employees in service, the corporation settled all dues on this account with respect of all employees died, resigned, removed, dismissed or retired in the year 2013; hence I should be paid interest @18 % for every day of delayed payment since 2013.

5. Refund of unauthorized deduction towards the excess salary in lieu of notice period

At the outset, it is to be noted that salary is paid to one who has performed duty. In my case I am kept under suspension vide order dated 8/6/2007 which suspension order is not revoked till date, hence the question of rejoining duty and payment of salary thereafter does not arise. I am eligible to draw the subsistence allowance under FR 53 (1) till such time the suspension is not revoked. Under FR 56 (J) the notice period is only for 3 months and it cannot be stretched beyond that. Since my suspension is not revoked and since my compulsory retirement is also made effective during the suspension period without revoking the suspension and putting me back on duty before issuing the order of Compulsory retirement, the question of your alleging the payment of salary or excess salary during the suspension period 20/09/2008 till 27/01/2009 does not arise. Presuming but not admitting that you have paid excess of notice pay, the MD, KTCL vide his note KTC/ ADMN/ 1-2/2007 -08/77 dated 22/11/2007 had laid down the guidelines for treatment of notice pay which reads as follows **"treat the previous notice period as if under suspension and to calculate the amount paid actually and to be paid under suspension and the difference to be adjusted for future payments of subsistence allowance as per FR 56(3)."** You have to first release the dues of subsistence allowance to enforce any recovery. In view of this you have to refund Rs. 167762/- with interest @18%

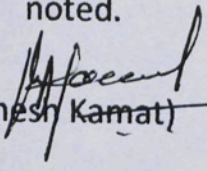
6. Recovery from cash value of earned leave

Provision of law does not permit recovery against the cash value of earned leave. Copy of rules is enclosed. Again the question of salary after 8/6/2007 does not arise since I am placed under suspension which is not revoked till date. Notice pay is not beyond a period of 3 months. In the event there is excess of notice pay or subsistence allowance as alleged, it is to be dealt with under provisions of note issued by MD under reference KTC/ ADMN/1-2/2007-08/77 dated 22/11/2007 by way of adjustment against the subsistence allowance which is arbitrarily stopped despite clear eligibility established by the Disciplinary under FR 56 (3). I have obtained information

under RTI, act and I am informed that **payment of subsistence allowance is stopped to me under order NO. KTC/ADMN/1-2/2008-09/20 dated 20/6/2008**, on perusal of which it is seen that the said order is under FR 56(J) ordering compulsory retirement as administrative decision in public interest and does not speak anything about the stoppage of subsistence allowance. Further no order under CCS CCA rules came to be issued to me revoking the suspension till date. Hence if any excess amount is paid against the subsistence allowance it is to be adjusted against the dues of subsistence allowance and balance of salary subject to the contents of the order of revocation as when issued. Pending which any recovery against the cash equivalent of earned leave is illegal. But before that the personnel dept had to take a decision whether the alleged excess payment is against notice pay, salary or subsistence allowance. It is also to be decided whether such recovery is under FR 56 (J), CCS CCA rules, order of MD dated 20/6/2008 or order of MD dated 20/11/07. I need not be put into hardship due to the decision crisis of the Personnel dept. Recovery made against the cash equivalent of earned leave is bad in law and should be refunded with interest.

7. Kindly furnish the order of revocation of suspension as informed vide letter dated 20/11/14. The arrears of pay and interest recovery against house building advance may be remitted at the earliest for which the sanction is communicated vide letter dated 20/11/14.
8. Finally it is well established position that the compulsory retirement under FR 56 (J) as administrative decision in public interest is not in nature of penalty/punishment of dismissal / removal from service. It is also a established position that issue of settlement was not the subject matter of writ petition 569/08. Only issue raised in the petition was **“whether Respondent corporation can invoke its powers under FR 56 and compulsorily retire petitioner on the ground that the continuation in service till he attains the age of superannuation will not be in public interest?”** The Hon. Court had decided that the **decision of the petitioner cannot be said to be arbitrary or contrary to the provisions of F.R. 56**. The actions of the management clearly establish harassment, victimization and

dismissal without establishing misconducts in disciplinary proceedings, delaying final settlements over 6 years and working out the final settlement as applicable to case of dismissal, thereby imposing suffering in my retired life wherein the objective of the public interest retirement under FR 56(J) is to maintain the balance of interest so that the employee can live a peaceful retired life enjoying full pensionary and other benefits. In view of above kindly arrange settlement as per provisions of compulsory retirement in public interest and interest for delayed payments within 15 days from the receipt of this letter, failing which further necessary action will be initiated entirely at your cost and consequences which may be noted.


(Mahesh Kamat)

End. AS above

C/217

2016
25/7/14

KTC/LA/4/2014-15/174
Legal Department
Porvorim - Goa.

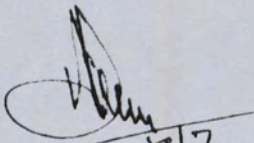
Inward No. 383 Dt. 19/7/14
Office of the General Manager Tech
Alto, Porvorim - Goa

Dated : 19/07/2014

NOTE

Writ Petition No. 569/2008 filed by Shri M. P. Kamat before Hon'ble
Court of Bombay at Panaji is disposed of by order dt. 07/05/2014
missing the writ petition resulting CRS granted to him is upheld. The copy
the Judgment is annexed herewith for your perusal. The unsigned note dt.
06/2007 drafted by the Personnel Manager is forming a part of CRS
posal was annexed alongwith affidavit filed on behalf of Corporation. The
signed original note is annexed herewith for your perusal.

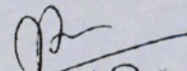
You are therefore, requested to do the needful in this regard.


(V. D. Harmalkar)
Asst. Legal Advisor

eral Manager

P.O. to keep these documents in safe cu

copy.

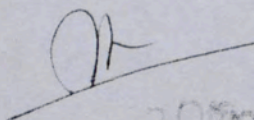

22/7

Suggest to keep the said documents in the
file of Mahesh Kamat.

Original
25/7/14.

Certified true copy




Officer
Corp. Ltd.
Goa

Publ
Recd

the balance of interest of the employer and employee. The Compulsory Retirement upon attaining 60 years of age and Compulsory Retirement as administrative decision is on different considerations and both cannot be combined.

Please note that I have not reached the age of 60 even as on date to visualize any remote possibility of extending the provisions of superannuation at 60 or that no enquiry proceedings came to be instituted against me despite suspension to extend the provisions of penalty under CCS CCA rules. Further that the corporation has filed an affidavit stating that no punishment or dismissal is involved in the compulsory retirement order passed against me. Hence by no chance any provision of any law relating to dismissal/penalty can be extended to me. Compulsory retirement in public interest under FR 56 (J) is not forming the part of the exceptions under Resolution 723. Further note that information was sought under RTI as regards the rules and regulations of KTCL relevant to the Compulsory retirement where in the PIO has informed that **there are no specific guidelines and procedures for compulsory retiring the KTCL officers.** Further note that vide proposal dated 6/6/2007, while reproducing Resolution No. 901, **Personnel Manger had disclosed Resolution No. 723.** The Board in full awareness of the inclusions and exclusions of the Resolution No. 723 adopted a resolution to compulsorily retire me under FR 56(J) as administrative decision in public interest. Hence your denial of pensionary benefits is contrary to the resolution of the Board and other rules as applicable to the officers of the Govt of Goa which are also applicable to me under Resolution No. 723. I am enclosing following documents in support of my claim for retiring benefits under a public interest compulsory retirement as applicable to Govt officers which rules are also applicable to me:

1. Provisions related to premature retirement distinct from compulsory retirement ordered as penalty
2. Retiring pension under rule 36 of CCS (Pension) rules
3. Guide lines issued by the Hon. Supreme Court in case Union of India versus M. E. reddy which is cited by the KTCL in defense of the Public

In this controversy of note dated 6/6/2007, my final settlement is getting delayed. Hence this controversy should be sorted out and directions should be issued to the GM who is also holding the charge of Personnel Manager to process the final settlement on the basis of note dated 6/6/2007 which proposal is as per the provisions of the compulsory retirement in public interest as administrative action.

2. It is informed to me that service benefits shall be entitled as per the service conditions applicable to the officers of the corporation as stipulated in resolution No. 723. In this connection please note that Resolution No. 723 includes all existing rules/regulations/ notifications/orders as applicable to the officers of the Govt. of Goa including the future amendments and changes and new rules /regulations/notifications/orders. In this context, Resolution 723 includes FRSR, CCS Pension rules 1972, Death cum retirement benefits, 1958 and every other act as applicable to the officer of the Govt of Goa which regulates the compulsory retirement as administrative decision in public interest. In respect of the compulsory retirement as administrative decision in public interest the entitlement of the prematurely retired employee is normal pension under FRSR, CCS pension rules 1972, All India services (Death cum retirement) rules 1958. Vide note dated 6/6/07 initiated by Shri T. K. Pawse , Personnel Manager , provisions invoked are FR 56 (J), Rule 48 of the CCS pension rules 1972. Further the corporation had relied upon rule 16(3) of All India services (Death cum retirement) rules 1958 defending the CRS in public interest in writ petition 569/08. Hence in terms of resolution 723, FRSR, CCS pension rules 1972 and Death cum retirement benefits rules 1958 also applicable to me which upheld pensionary benefits. The exception vide Resolution 723 is superannuation pension and does not include any other pension such as Retiring pension, absorption pension, invalid pension, compensation pension, compulsory retirement pension etc.. In this context please note that compulsory retirement under superannuation is on completing 60 years of age and compulsory retirement under FR 56(J) is based on the qualifying period of service and assessment of service records to maintain

I have received information under RTI, and the PIO vide his letter KTC/PIO/166/(58)/ 14-15/144 dated 24/11/2014 had informed as under " **there is no record of note dated 6/6/2007 on the records of the Personnel Dept. initiated by Shri T.K.Pawse , nor there is records of submission of such proposal by Personnel Dept to any other dept of KTCL in the year 2007 is on the records of Personnel dept. however an unsigned note of Shri T. K. Pawse dated 6/6/07 which is available on the records of the Personnel dept. is enclosed**". This is suspicious since personnel dept is not having the copy of its own note and also not acknowledging the available unsigned copy of note on its records for final settlement and also does not have any record of having forwarded such note to another dept of KTCL. This note one hand is not available with Personnel dept and on the other the personnel dept is not taking any cognizance of the note copy provided to them by the Legal Advisor which according to him is the **ORIGINAL UNSIGNED NOTE OF PERSONNEL MANAGER.**

I am referring to additional documents in connection with this note dated 6/6/07:

1. KTC/PERS/ 143/2007-08/993 dated 7/8/2007 wherein Shri T. K. Pawse , Personnel Manger submitted that CRS proposal was not moved by the Personnel Dept.
2. KTC/LA/4 -1 /2010-11/ 554 dated 19/3/11 wherein LA has submitted that available unsigned proposal is provided
3. Affidavit filed before Hon. High Court where in MD had submitted that a note prepared by Personnel Manager Shri T.K. Pawse about the petitioner was placed before the Board. Note is filed before the court as annexure " A" colly to the affidavit.
4. Hon High court had accepted the legality of the said note on the basis of order of compulsory retirement issued by MD of the respondent corporation *based on affidavit* sworn by the MD before the Hon. High Court.

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NOTE

Date:- 6th June, 2007

The Board of Director in its 90th Board Meeting held on 12.5.1997, approved vide Resolution No. 901 to implement the Central Civil Services (Conduct) Rules 1964 and Control Civil Services (Classification, Control and Appeal) Rules 1965 to the Officers of the Corporation. The same is reproduced herebelow.
Resolution No. 901

"RESOLVED THAT, the rules/regulations/notifications/Orders referred to in resolution No. 723 passed by the BOD of Directors in 69th Meeting held on 28.9.1992 also includes Central Civil Services (Conduct) Rules 1964 and Central Civil Services (Classification, Control and Appeal) Rules 1965 is hereby approved.

RESOLVED FURTHER THAT, the Managing Director be and is hereby authorised to take all necessary action in the matter."

Accordingly, by another resolution No. 900, the powers of taking the

Disciplinary Action were delegated to the Managing Director of the Corporation. The Resolution No. 900 is reproduced herebelow for reference.

'RESOLVED THAT, the Managing Director with the concurrence of the Chairman be and is hereby authorised to transfer Group "A" and Group "B" Officers of the Corporation to different section/Branches."

"RESOLVED FURTHER THAT whenever Group "A" Officer is transferred to Group "B" post, the Group "B" post to which the Group "A" Officers has been transferred shall be deemed to have been upgraded to Group "A" post with effect from the date the Group "A" Officer assumes charge and shall remain so upgraded so long as the Group "A" Officer continues on the said post."

"RESOLVED FURTHER THAT, the transfer of Group "A" & "B" Officers already effected by the Managing Director be and is hereby ratified."

"RESOLVED FURTHER THAT The Power of the BOD to take Disciplinary Action against Group "A" and Group "B" Officer be and is hereby delegated to the Managing Director subject to the conditions that major punishment of demotion and dismissal/removal from the services of the Corporation shall be imposed only with the approval of the BOD."

' RESOLVED FURTHER THAT the Managing Director be and is hereby authorised to take all necessary action in the matter."

As per FR-56 (j) which applies to KTCL Officers also, the Appropriate Authority shall, if it is of the opinion that it is in the public interest so to do, have absolute right to retire any Government servant by giving him notice of not less than three months in writing or three months' pay and allowances in lieu of such notice;

certified true copy

Prasanna

[Signature]

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(i) If he is, in Group "A" or Group "B" service or post in a substantive, quasi-permanent or temporary capacity and had entered Government service before attaining the age of 35 years, after he has attained the age of 50 years;

(ii) in any other Applicant after he has attained the age of fifty-five years;

(Copy of the extract of FR-56 is placed herewith for ready reference.)

Further, as per Rule 11 of CCA & CCS, Compulsory Retirement as a penalty is different from "Compulsory Retirement" as an administrative action under F.R.56(j) or Rule 48 of the C.C.S. (Pension) Rules, 1972. The more important points of difference are-(i) while Compulsory retirement as administrative action can be ordered on assessment of overall records of the employee, the penalty of compulsory retirement can be imposed only on account of a misconduct which is established after holding proceedings in accordance with the prescribed procedure; and (ii) though the pensionary benefits can be reduced to the extent of one-third in Applicant of Compulsory Retirement as a penalty, the normal pension without any deduction is payable in the Applicant of Compulsory retirement of other kind. If goes without saying that the Compulsory retirement in terms of administrative rules is not a penalty and is outside the scope of Art,311(2). (copies of extract of Rule 11 of CCA & CCS and article 311 are placed herewith for perusal.)

Shri Mahesh P. Kamat, joined the services of the Corporation on 16/12/1982 on attaining the age of 28 years as Accountant. Thereafter, he was departmentally selected to the post of Asstt. Financial Controller with effect from 1/10/1985 and promoted as Dy. Financial Controller with effect from 24/03/1990. While functioning as Dy. Financial Controller, Shri Mahesh P. Kamat was issued three Charge-Sheets on different Articles of Charges. All the Charge-Sheets were placed for the departmental enquiry before the enquiring authority. He was placed under Suspension as Statistical Officer Pending departmental enquiry and final action with effect from 25.10.1997 till 17.12.1997. Also he was again placed under suspension as Statistical Officer pending departmental enquiry and final action with effect from 24.2.2001 till 27.8.2002. Since no charges framed against Shri M. P. Kamat were proved in two Charge-Sheets, he was exonerated from the charges framed against him vide order No.KTC/ADMN/1-2/2003-04/72, dated 20.11.2003 and No.KTC/ADMN/1-2/2006-07/122, dated 17/2/2007 respectively. Copies of the exoneration orders are placed in the file for perusal. As regards to the third Charge-Sheet framed against him, it is learnt that the departmental

Subj

in Office

certified true copy

for file

C/211

10/11-

enquiry has been completed and the enquiry report is in the Office of the Disciplinary Authority for final action.

He has been posted as Dy. Financial Controller (Costing & Budget) with effect from ^{May} June, 2006. Accordingly, he has been allotted the duties of the post vide order No. KTC/PERS/110(566)/2006-2007/3392, dated 20/2/2007. Subsequently, he has been posted with one Jr. Stenographer and one C.L.D.C. for every half day and two clerks were issued with the transfer order from the Civil department, however, it is learnt that, both the clerks had approached the then Managing Director/ Hon,ble Chairman saying that, they are not willing to work under Shri Mahesh P. Kamat. Further, the Jr. Stenographer provided to him vide order No. KTC/PERS/3/2006-2007/3373, dated 16/2/2007 has been withdrawn by the Managing Director vide Order No. KTC/ADMN/1-2/2007-08/4, dated 12/4/2007 Presently, he is provided with one C.L.D.C. from the Accounts Department for every half day.

During the period, Shri Mahesh P. Kamat has addressed several correspondances to the Managing Director as well as to the P.I.O. seeking various informations under Right to Information Act and the same are placed in the file from page No _____ to _____ respectively.

In addition to above he has addressed several correspondance/representation before the Managing Director same are also placed in the file from page No _____ to _____ respectively

Considering the above position, before taking any decision, the same is required to placed before the BOD in terms of Resolution No.901 above.

Submitted please.

(T. K. Pawase)
PERSONNEL MANAGER

MANAGING DIRECTOR

*used to accept the letter
: rejection of the request
press conference
been placed under
-> we.f 88-2007 (third time
in last 10 years)*

*In the latest
us of membership
regarding refusal
to subscribe
to Mobile phone & sim card*

Cost of the copy

[Signature]

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TS
8/8/07

KTC/PERE/143/2007-08/36
Kadamba Transport Corporation Limited
Paraiso-de-Goa., Alto-Porvorim,
Bardez - Goa.,
Date:- 7th August, 2007

(Rub)

To,
The Officer On Special Duty,
Kadamba Transport Corporation Limited,
Paraiso-de-Goa., Alto-Porvorim,

2637
09/08/07

We refer your note under reference No. KTC/OSD/RTI/07-08/82,
30.7.2007 and to inform you that,

Information in respect of letter dated 23rd July, 2007

1. Compulsory retirement scheme with respect of Shri M. P. Kamat.

- a) CRS proposal to 154th BOD meeting dated 11.6.2007 was not moved by the Persc department hence the same is not available with this department.
- b) The Minutes of the BOD Meetings are conducted by the Legal Department, hence information sought under item 1 b) is not available with this department.
- c) Certified copy of the Noting No. N/66 & 67 dated 11/7/2007 of this department is enclosed as sought under item 1 c).
- d) No Legal Opinion of the KTCL Legal Department nor from the external Agency is available with this department as sought under item 1 d).

2. Audit Observations on Accounts:

- a) CCS (CCA) Rules are not framed by the Personnel Department of the Kadamba Transport Corporation Limited. Hence clarifications sought under item 2 a) is not available with this department.
- b) The Audit job of the Corporation is not maintained by the Personnel Department. Hence the information sought under item 2 b) cannot be furnished.
- c) Since from the year 1995-96, Shri M. P. Kamat, Shri U. B. Naik, Shri T. K. Pawas and Shri Y. D. Gaude were Head of the Accounts Department.
- d) Since from the year 1995-96, the departmental proceedings under reference No. KTC/ADMN/1-2/97-98/205, dated 4/3/1998 were instituted against Shri Mahesh P Kamat, who was the incharge of the Finance Department, however, since the said

URGENT

Pl furnish reply to the queries raised very specific and to the point.

PT

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proceedings were instituted from the Administration department, the confirmation whether the said proceedings were instituted arising out of Audit observation is not available with the Personnel Department. Hence, same be confirmed from the Administration department.

3. Others.

- a) As sought under item 3 a), copy of the noting Ni/ 3 to Ni/5 and the copy of the DPC dated 20/8/2007 in respect of Shri Y. D. Gaude's promotion as AFC is enclosed

T. K. Pawase
(T. K. Pawase)
PERSONNEL MANAGER

Encl. As Above..

Pawase

**Public Information Officer
Kadamba Transport Corp. Ltd.
Ponvorim - Goa**

Registered A/D

C/208

No. KTCLA/4-1/2010-11/554
Legal Department,
Kadamba Transport Corpn. Ltd.,
Porvorim Goa.

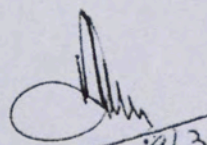
Date : 19/3/2011

To
Shri M.P. Kamat,
Shivnery Cooperative Housing Society,
Comba Margao Goa.

Sub: Information under RTI Act.

As per your application dated 21/2/2011 I am forwarding herewith the information available with this department as follows.

- 10) Available proposal unsigned is already forwarded to the applicant alongwith the affidavit hence can not be produced.
- 11) There is no specific proposal to withdraw CRS vide Order dated 19/7/2007 on record. However, the statement was made orally by our counsel since the writ petition 492/2007 is withdrawn. There is no substance in the petition.
- 12) There is no record to reconsider CRS proposal during 156th meeting. However, the resolution no. 9/2008 can be produce.
- 13) There is no such proposal is available on record with this department. However, the Managing Director has placed the proposal being a court matter. The agenda note is required can be produced.
- 14) Minutes of BOD 154th to 156 are enclosed herewith.
- 18) Submitt the specific information which is required to be submitted.


(V.D. Harmalkar)
Asst. Legal Advisor

Encl. as above

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5. Notice can be given before attaining the age specified or completing the required years of qualifying service, but the effective date of retirement should be after the attainment of the prescribed age or completion of years of qualifying service. — *FR 56, Note 2*

2. Premature Retirement

[Swamy's — FR & SR, Part-I and Pension Compilation]

1. Premature retirement is distinct from (i) compulsory retirement, ordered as penalty, and (ii) voluntary retirement.

2. **Conditions.** — The Appointing Authority has the absolute right to remove an employee from service if it considers necessary to do so in public interest, giving him notice of not less than three months in writing or pay and allowances in lieu thereof, in the following circumstances: —

(a) *After attaining the age of 50 years:*

Groups 'A' and 'B' Officers who had entered service before attaining the age of 35 years.

(b) *After attaining the age of 55 years:*

(i) Groups 'A' and 'B' Officers other than above

(ii) All Group 'C' employees.

(c) *On completion of 30 years' qualifying service:*

All employees

3. **Restrictions.** — The power should NOT be exercised

(a) to retire an employee on grounds of misconduct or as a short cut to avoid formal disciplinary proceedings; or

(b) for reduction of surplus staff or for effecting general economy without following the instructions relating to retrenchment.

4. **Appeal.** — An employee served with a notice / order of premature retirement may represent within three weeks from the date of service of such a notice / order of premature retirement for consideration by the appropriate authority.

5. **Premature retirement benefits.** — Normal pensionary benefits. *Rule 48 (1)(b), Appendix-5 & FR 56 (j).*

6. Notice can be given before attaining the age specified or completing the required years of qualifying service, but the effective date of retirement should be after the attainment of the prescribed age or completion of years of qualifying service. — *FR 56, Note 2*

Formalities required in that behalf. For this purpose, the authorities concerned should maintain a proper record of the date of retirement of the Government servants working under them and take such appropriate action as may be necessary for their retirement on the due dates.

At the same time, a Government servant cannot take advantage of the non-receipt of formal orders regarding his relief, etc., to say that he has been granted an extension of service. If the Government servant desires to take any leave preparatory to retirement he will naturally apply for it in good time. If not, he should bring the fact that he is attaining the age of superannuation or completing the period of service after which he has to retire, to the notice of the Head of the Office in which he is serving or if he is himself the Head of the Office to that of his immediate superior. Unless he receives specific orders that he should continue in service, he should make over charge on the due date to the Head of the Office (or such officer as may be nominated by the latter), or if he is himself the Head of the Office to the next seniormost officer in the office who would normally be placed in charge of the office in his absence.

[G.L. M.H.A., O.M. No. 33/6/56-Estt. (A), dated the 10th December, 1965.]

(3) Relinquishment of charge on a holiday.—1. A question has been raised regarding the procedure to be followed for relinquishment of charge of office in the case of a retiring Government servant when the day on which he is due to retire happens to be a closed holiday. Since a Government servant shall retire from service with effect from the afternoon of the last day of the month in which his/her date of retirement falls, the retiring Government servant should formally relinquish charge of office on the afternoon of that day itself even if it happens to be a closed holiday.

2. In cases in which handing over of cash, stores, etc., is involved, these may be made over by the retiring officer (to the relieving officer or, in the absence, of the relieving officer, to the next senior officer of the Department present) on the close of the previous working day on the analogy of Rule 255 (2) of the General Financial Rules. Therefore, the actual relinquishment of charge of office shall be made in the prescribed form on the last day of service for which the physical presence of the officer in the office need not be insisted upon.

[G.L. M.F., O.M. No. 19050/876-E, IV (B), dated the 21st February, 1977.]

36. Retiring pension

A retiring pension shall be granted—

- (a) to a Government servant who retires, or is retired, in advance of the age of compulsory retirement in accordance with the provisions of Rule 48 or 48-A of these rules, or Rule 56 of the

Fundamental Rules or Article 459 of the Civil Service Regulations; and

- (b) to a Government servant who, on being declared surplus, opts for voluntary retirement in accordance with the provisions of [Special Voluntary Retirement Scheme relating to Voluntary Retirement of surplus employees].

37. Pension on absorption in or under a corporation, company or body

- (1) A Government servant who has been permitted to be absorbed in a service or post in or under a Corporation or Company wholly or substantially owned or controlled by the Central Government or a State Government or in or under a Body controlled or financed by the Central Government or a State Government, shall be deemed to have retired from service from the date of such absorption and subject to sub-rule (3) he shall be eligible to receive retirement benefits if any, from such date as may be determined, in accordance with the orders of the Central Government applicable to him.]

EXPLANATION.—Date of absorption shall be—

- (i) in case a Government employee joins a corporation or company or body on immediate absorption basis, the date on which he actually joins that corporation or company or body;
- (ii) in case a Government employee initially joins a corporation or company or body on foreign service terms by retaining a lien under the Government, the date from which his unqualified ~~absorption~~ ^{absorption} is accepted by the Government.

(2) The provisions of sub-rule (1) shall also apply to Central Government servants who are permitted to be absorbed in joint sector undertakings, wholly under the joint control of Central Government and State Governments / Union Territory Administrations or under the joint control of two or more State Governments / Union Territory Administrations.

(3) Where there is a pension scheme in a body controlled or financed by the Central Government in which a Government servant is absorbed, he shall be entitled to exercise option either to count the service rendered under the Central Government in that body for pension or to receive [] retirement benefits for the service rendered under

1. Substituted vide G.L. Dept. of P & P.W., Notification F. No. 38/80/08-P & P.W., dated the 21st December, 2012, published as GSR 928 (E) in the Gazette of India Extraordinary, dated the 26th December, 2012.

2. Substituted by G.L. Dept. of P & P.W., Notification No. 4/42/91-P & P.W. (D), dated the 25th June, 1997, published as S.O. No. 1775 in the Gazette of India, dated the 19th July, 1997.

3. Omitted vide G.L. Dept. of P & P.W., Notification F. No. 38/80/08-P & P.W., dated the 21st December, 2012, published as GSR 928 (E) in the Gazette of India Extraordinary, dated the 26th December, 2012.

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Rules, the date of cessation of that portion will also be same as for original commutation. Rule 40, GHD (a) & (3-A)

The commuted amount of the pension will be restored on completion of fifteen years from the date the reduction of pension on account of commutation becomes operative in accordance with Rule 6, but if the commutation amount was paid on more than one occasion on account of upward revision of pension, the respective commuted amount of the pension will be restored on completion of fifteen years from the respective dates. Rule 10.4

13. Encashment of Leave

[Swamy's FR & SR, Part III]

Encashment of Earned Leave. From 1.1.2006, the authority competent to sanction leave should automatically grant lumpsum cash equivalent of leave salary admissible for the number of days of earned leave and half pay leave at the credit of the employee on the last day of his service, subject to overall limit of 300 days.

The half pay leave component will not be commuted to make up for the shortfall in earned leave. **No deduction will be made from the cash equivalent**

1. On retirement after attaining the age of superannuation.
2. When the service is extended in public interest beyond superannuation, after extension.
3. When an employee retires on superannuation while under suspension or while disciplinary or criminal proceedings are pending against him, the whole or part of cash equivalent of leave salary may be withheld to meet recoveries from him possibly arising on conclusion of the proceedings. On conclusion of the proceedings, payment may be released after adjustment of Government dues, if any.
4. On termination of service by notice, payment of pay and allowances in lieu of notice or otherwise in accordance with the terms and conditions of his appointment.
5. On termination of service of officials re-employed after retirement. In this case, the maximum will include the period for which encashment of leave was allowed at the time of previous retirement.
6. When an employee is invalidated from service on medical grounds.
7. When an employee resigns or quits service on his own accord, the lumpsum cash payment will be only to the extent of half of the *earned leave at his credit* subject to a maximum of 150 days on the date of cessation from service. HPL will lapse.
8. **On premature retirement under FR 56 (j) or (l) or Rule 48 of CCS (Pension) Rules;**

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By Regd. A/D

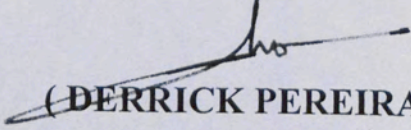
No.KTC/PERS /(566)/2014-15/ 2569
Kadamba Transport Corpn.Ltd.,
Paracio – de Goa ,Alto Porvorim
Date: 4.12.2014

8455
E/1244

O R D E R

- Read: (1) Suspension order No. KTC/ADMN/1-1/2007-2008/24
dated 8.6.2007.
(2) Your representation dtd. 22.9.2014 [Para 6 & 7 (7)].

In terms of above referred order at (1) and representation dtd. 22.9.2014 (Para 6 & 7 (7), at(2), the suspension order suspending Shri Mahesh P. Kamat, the than Dy.Financial Controller(Costing & Budget) from 8.6.2007 to 20.6.2008 stands revoked.


(DERRICK PEREIRA NETO)
MANAGING DIRECTOR

To,
Shri Mahesh P. Kamat,
Flat No.2, F-2.,
"Shivneri"
Comba, Margao-Goa.

AE
16/12

- Copy To,
1. The Hon'ble Chairman - for information
 2. The General Manager,
 3. The Accounts Section, H.O.
 4. Personnel Dept.,
 5. Other Concerned Depts. -----
 6. O/C. 7. G/F.

6.12.14
AAZ
Bham

C/203

From:

S831
22/9/14

Mahesh Kamat

Shivnery Cooperative Housing Society

Comba Margao Goa

Date: 22 /09/2014

To,

The Personnel Officer

Kadamba Transport Corporation Ltd

Paraiso De Goa , Porvorim

Bardez Goa

~~AFZ~~
25/9
25/9
25/9
25/9

Sir,

Ref: Final settlement dues vide your note No. KTC/PERS/(566)/2014-15/1585 dated 26/08/2014 acknowledged under protest on 04/09/2014.

Vide order No. KTC/ADMN/ 1-2/2008-09/20 dated 20/06/2008, Compulsory Retirement order was issued to me effective from 19/09/2008 or on the forenoon of the day following the date of expiry of three months from the date of service of notice as an administrative decision. Having informed sufficiently in advance, it was the duty of Personnel department to complete all formalities and intimate the accounts department to enable them to release all retiring benefits on 19/09/2008. The Personnel department initiated the process under instructions to the accounts department vide letter No. KTC/PERS/(566)/2014-15/1585 dated 26/08/2014 which is **6 years after effective date of compulsory retirement and restricted the settlement to leave encashment & gratuity.** Waiting for 15 days thereafter in hope that all retirement dues will be released as per the note of the Compulsory Retirement from Personnel Dept., but having failed to receive full and final settlement, I submit following representation:

1. Compulsory Retirement order was issued on 20/06/2008 under intimation to the personnel department communicating the effective date of retirement as 19/09/2008 or on the forenoon of the day following the date of expiry of three months from the date of service of notice. A clear period

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of 90 was available to the Personnel department to complete the process and intimate the accounts department sufficiently in advance to enable the accounts department to release all the retiring benefits of compulsory retirement on 19/09/2008. Data needed for the purpose as below were already created and held in possession by the Personnel department on 20/06/2008.

- a. Order/ notice of Compulsory Retirement dated 20/06/2008
- b. Note of Compulsory retirement dated 06/06/2008 defining the procedure and terms of settlement on compulsory retirement as administrative decision
- c. Leave records
- d. Gratuity data
- e. House Building advance
- f. Order of suspension dated 8/6/2007

Despite all data available in the department itself, the Personnel department delayed the initiation over 6 years which is absurd, unreasonable and unjustified intended to cause harassment, hardship and suffering to the undersigned.

2. The undersigned intermittently enquired and demanded the release of arrears on account of revision of VI th pay scales. However the arrears were not released neither treating undersigned on par with the employees on roll of establishment or on par with retired employees. The corporation continues to hold the balance payable to me on account of revision of pay scales despite all employees who retired as late as 2013 were fully paid. The Personnel department neither claimed the funds on my account from the Govt. nor used its own funds to settle my account which is absurd, unreasonable and unjustified intended to cause harassment, hardship and suffering to the undersigned.
3. The Personnel Department initiated the process of final settlement vide note KTC/PERS/6(566)/2014-15/1021 dated 30/06/2014 as if the order of Compulsory retirement dated 20/06/2008 was an order of dismissal/removal. As on 30/06/2014, the position was sufficiently clear that the order of compulsory retirement was not punitive in nature and that the premature retirement was issued since the undersigned joined KTCL before attaining 35 years and as on 20/06/2008 attained 50 years being qualifying no. of years of service eligible for compulsory retirement under FR 56(j). The proposal before the Board was to dismiss the

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undersigned as a punishment after departmental enquiry or retire the undersigned under FR 56. The Board rejected the proposal of dismissal and accepted retirement proposal under FR 56 (j) as non penalty retirement. The management had filed affidavit before Hon. High Court denying the dismissal and application of article 311. The High Court had also given a ruling that order of compulsory retirement is not to be treated as a punishment and carries no stigma. As per note of Compulsory Retirement dated 6/6/2007 originated from the personnel dept to the MD and thereafter further to the BOARD and filed in affidavit before the Hon. High Court, the retiring benefits payable in case of compulsory retirement which is not a penalty include full pensionary benefits without any deduction. The provisions of premature retirement ordered under FR when the employee retired for the reason that he had joined the establishment before age of 35 and attained the age of 50 when the proposal was approved in public interest are also pensionary benefits. Rule 48 of CCS (Pension) rules 1972 referred to in the note dated 6/6/2007 provide for similar pensionary benefits. Hence withholding the retiring benefits as above from the final settlement dues is defeating the provisions of laws, Personnel departments own proposal & Board decision intentionally done to cause harassment, hardship and suffering to the undersigned.

4. Compulsory Retirement order was issued on 20/06/2008 communicating the effective date of retirement as 19/09/2008 or on the forenoon of the day following the date of expiry of three months from the date of service of notice. This is a notice of three months misconstrued as pay and allowances in lieu of notice of three months. No cheque came to be issued to me equivalent to three months pay in lieu of three months notice along with the subsistence allowance during suspension period. The notice is self explanatory as it does not make the compulsory retirement immediately effective but defers it by three months. Hence recovery of excess towards the notice pay is absurd and unjustified and shows the intentions of the department to somehow cause hardship and suffering to the undersigned.
5. An amount of Rs. 14344/- is deducted as penal interest on outstanding House Building Advance. The Personnel department failed to release entire dues of premature retirement as on 19/9/2008 and having conveniently delayed the settlement over 6 years to the detriment of the undersigned, proposed recovery of interest @ 2.5% on outstanding dues of house building. This question would not have cropped up, had the Personnel dept

C/200

released the final settlement as per the directives of the order dated 20/06/2008. This clearly shows the malafide of the Personnel Deptt. to cause hardship and suffering to the undersigned.

6. The suspension imposed vide order KTC/ADMN/1-2/2007-08/24 dated 8/6/07 is still open and continues. An order of suspension does not terminate automatically unless revoked by the authority that issued such order. The suspension is ordered for major penalties and in case even after the conclusion of proceedings only minor penalty is imposed, the suspension stands unjustified. The High court had also ruled that the parameters of decision in departmental enquiry and compulsory retirement are completely different and order of compulsory retirement carries no stigma. The ongoing suspension is a stigma on my service records in KTCL and should be revoked with proper order of the disciplinary authority. This is essential since no charge sheet has been framed over a period of 7 years which cannot be attributed to the undersigned. The corporation had simultaneously run the order of suspension under CCS CCA rules for major penalty and order of compulsory retirement under FR for no penalty. The undersigned was on suspension and not on duty of the corporation at the time of notice of retirement or specified date of compulsory retirement.
7. In view of above the final settlement which is wrongly proposed by the Personnel department imposing settlement of dismissal should be reworked and revised as settlement of premature retirement in advance of age of the superannuation retirement at 60 years as below:
 1. Payment of full retiring pension as applicable to premature retirement in advance of age of superannuation retirement with interest @ 18% from 19/09/2008
 2. Payment of Interest @ 18% on gratuity with effect from 19/09/2008
 3. Refund of Rs. 167762/- wrongly recovered as excess payment towards the pay and allowances in lieu of notice with interest @ 18%
 4. Refund of interest on House Building Advance Rs. 14344/- with interest @18%
 5. Payment of Interest @18% on the value of leave encashment Rs. 436573/- which has become due for payment on 19/09/2008.
 6. Payment of full arrears on account of revision of pay scales with interest from 6/3/2013

C/201

undersigned as a punishment after departmental enquiry or retire the undersigned under FR 56. The Board rejected the proposal of dismissal and accepted retirement proposal under FR 56 (j) as non penalty retirement. The management had filed affidavit before Hon. High Court denying the dismissal and application of article 311. The High Court had also given a ruling that order of compulsory retirement is not to be treated as a punishment and carries no stigma. As per note of Compulsory Retirement dated 6/6/2007 originated from the personnel dept to the MD and thereafter further to the BOARD and filed in affidavit before the Hon. High Court, the retiring benefits payable in case of compulsory retirement which is not a penalty include full pensionary benefits without any deduction. The provisions of premature retirement ordered under FR when the employee retired for the reason that he had joined the establishment before age of 35 and attained the age of 50 when the proposal was approved in public interest are also pensionary benefits. Rule 48 of CCS (Pension) rules 1972 referred to in the note dated 6/6/2007 provide for similar pensionary benefits. Hence withholding the retiring benefits as above from the final settlement dues is defeating the provisions of laws, Personnel departments own proposal & Board decision intentionally done to cause harassment, hardship and suffering to the undersigned.

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C/200

released the final settlement as per the directives of the order dated 20/06/2008. This clearly shows the malafide of the Personnel Dept. to cause hardship and suffering to the undersigned.

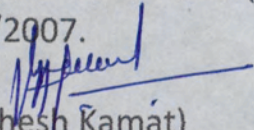
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 3. Refund of Rs. 167762/- wrongly recovered as excess payment towards the pay and allowances in lieu of notice with interest @ 18%
 4. Refund of interest on House Building Advance Rs. 14344/- with interest @18%
 5. Payment of Interest @18% on the value of leave encashment Rs. 436573/- which has become due for payment on 19/09/2008.
 6. Payment of full arrears on account of revision of pay scales with interest from 6/3/2013

C/199

7. Suspension order dated 8/6/07 should be revoked by an order of disciplinary authority to remove the stigma on service records.

All supporting papers are being sought to verify the calculations and errors and omissions noticed will be informed in due course of time. Please note that Personnel dept. took more than 6 years to initiate the process of final settlement. Hope that the matter will be decided within 15 days under intimation to me.

I am enclosing the copy of affidavit with annexure filed by corporation in defense in writ petition 569/08 to facilitate the settlement under FR 56 (J) or Rule 48 of CCS (Pension Rules) as per the departmental note dated 6/6/2007.


(Mahesh Kamat)

Encl. as above

CC to : Dy. Finance controller & ALA

C/188

Copy to Telkhonev

193

IN THE HIGH COURT OF BOMBAY AT GOA

Writ Petition No. 492/2007

Mahesh Kamat ... Petitioner

v.

Kadamba Transport Corporation Ltd. & anr ... Respondents

COUNTER AFFIDAVIT OF RESPONDENT NO. 1

I, Sanjay Goel, Indian inhabitant, aged about 32 years, residing at Panjim, Goa do hereby solemn affirm and state as follows:

- 1) I am presently working as Managing Director of Kadamba Transport Corporation Ltd (KTCL). I have perused a copy of the above petition and understood its contents. I am conversant with the facts of this case and authorized to file this affidavit.
- 2) By Order dated 15/10/2007 this Hon'ble Court is pleased to direct this Respondent to indicate the public interest in making the Order of compulsory retirement and to deal with the other points raised in the Petition. In compliance thereof and to oppose admission and grant of interim relief, I am placing on record the material on which the Board of Directors of KTCL (in short 'Board') formed the opinion to compulsorily retire the Petitioner under FR-56(j). Respondent

C/197

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craves leave to file additional affidavit in case the Petition is admitted.

- 3) The Board consists of 12 members. There were 10 members present when the resolution was passed to compulsorily retire the Petitioner. I was the Managing Director. Mr. Harish Zantye (then M.L.A) was the Chairman.
- 4) The entire service record (3 volumes) of the Petitioner was placed before the Board. A note prepared by me containing observations and remarks about the Petitioner was placed before the Board with supporting documents. A note prepared by Mr. T.K. Pawase, Personnel Manager KTCL about the Petitioner was also placed before the Board. **Annexure A Colly** are copies of the said notes. The documents are annexed to this affidavit and detailed hereunder.
- 5) At the meeting, I appraised the Board that:

5A: Despite drawing a gross salary of Rs. 34,500/- per month, Petitioner is inefficient and does not do work; does not want to take efforts and has no will to work; avoids work on the pretext of lack of staff, non-cooperation/ inefficiency of

2196

ANNEXURE A 204
copy

NOTE

Date:- 6th June, 2007

The Board of Director in its 90th Board Meeting held on 12.5.1997, approved vide Resolution No. 901 to implement the Central Civil Services (Conduct) Rules 1964 and Control Civil Services (Classification, Control and Appeal) Rules 1965 to the Officers of the Corporation. The same is reproduced herebelow.

Resolution No. 901

"RESOLVED THAT, the rules/regulations/notifications Orders referred to in resolution No. 723 passed by the BOD of Directors in 69th Meeting held on 28.9.1992 also includes Central Civil Services (Conduct) Rules 1964 and Central Civil Services (Classification, Control and Appeal) Rules 1965 is hereby approved.

RESOLVED FURTHER THAT, the Managing Director be and is hereby authorised to take all necessary action in the matter."

Accordingly, by another resolution No. 900, the powers of taking the Disciplinary Action were delegated to the Managing Director of the Corporation. The Resolution No. 900 is reproduced herebelow for reference.

'RESOLVED THAT, the Managing Director with the concurrence of the Chairman be and is hereby authorised to transfer Group "A" and Group "B" Officers of the Corporation to different section/Branches."

"RESOLVED FURTHER THAT whenever Group "A" Officer is transferred to Group "B" post, the Group "B" post to which the Group "A" Officers has been transferred shall be deemed to have been upgraded to Group "A" post with effect from the date the Group "A" Officer assumes charge and shall remain so upgraded so long as the Group "A" Officer continues on the said post."

"RESOLVED FURTHER THAT, the transfer of Group "A" & "B" Officers already effected by the Managing Director be and is hereby ratified."

"RESOLVED FURTHER THAT The Power of the BOD to take Disciplinary Action against Group "A" and Group "B" Officer be and is hereby delegated to the Managing Director subject to the conditions that major punishment of demotion and dismissal/removal from the services of the Corporation shall be imposed only with the approval of the BOD."

'RESOLVED FURTHER THAT the Managing Director be and is hereby authorised to take all necessary action in the matter."

As per FR-56 (j) which applies to KTCL Officers also, the Appropriate Authority shall, if it is of the opinion that it is in the public interest so to do, have absolute right to retire any Government servant by giving him notice of not less than three months in writing or three months' pay and allowances in lieu of such notice;

c/185

205

c/186

(i) If he is, in Group "A" or Group "B" service or post in a substantive, quasi-permanent or temporary capacity and had entered Government service before attaining the age of 35 years, after he has attained the age of 50 years;

(ii) in any other Applicant after he has attained the age of fifty-five years;

(Copy of the extract of FR-56 is placed herewith for ready reference.)

Further, as per Rule 11 of CCA & CCS, Compulsory Retirement as a penalty is different from "Compulsory Retirement" as an administrative action under F.R.56(j) or Rule 48 of the C.C.S. (Pension) Rules, 1972. The more important points of difference are-(i) while Compulsory retirement as administrative action can be ordered on assessment of overall records of the employee, the penalty of compulsory retirement can be imposed only on account of a misconduct which is established after holding proceedings in accordance with the prescribed procedure; and (ii) though the pensionary benefits can be reduced to the extent of one-third in Applicant of Compulsory Retirement as a penalty, the normal pension without any deduction is payable in the Applicant of Compulsory retirement of other kind. If goes without saying that the Compulsory retirement in terms of administrative rules is not a penalty and is outside the scope of Art,311(2). (copies of extract of Rule 11 of CCA & CCS and article 311 are placed herewith for perusal.)

Shri Mahesh P. Kamat, joined the services of the Corporation on 16/12/1982 on attaining the age of 28 years as Accountant. Thereafter, he was departmentally selected to the post of Asstt. Financial Controller with effect from 1/10/1985 and promoted as Dy. Financial Controller with effect from 24/03/1990. While functioning as Dy. Financial Controller, Shri Mahesh P. Kamat was issued three Charge-Sheets on different Articles of Charges. All the Charge-Sheets were placed for the departmental enquiry before the enquiring authority. He was placed under Suspension as Statistical Officer Pending departmental enquiry and final action with effect from 25.10.1997 till 17.12.1997. Also he was again placed under suspension as Statistical Officer pending departmental enquiry and final action with effect from 24.2.2001 till 27.8.2002. Since no charges framed against Shri M. P. Kamat were proved in two Charge-Sheets, he was exonerated from the charges framed against him vide order No.KTC/ADMN/1-2/2003-04/72, dated 20.11.2003 and No.KTC/ADMN/1-2/2006-07/122, dated 17/2/2007 respectively. Copies of the exoneration orders are placed in the file for perusal. As regards to the third Charge-Sheet framed against him, it is learnt that the departmental

c/1155

enquiry has been completed and the enquiry report is in the Office of the Disciplinary Authority for final action.

He has been posted as Dy. Financial Controller (Costing & Budget) with effect from ^{May} June, 2006. Accordingly, he has been allotted the duties of the post vide order No. KTC/PERS/110(566)/2006-2007/3392, dated 20/2/2007. Subsequently, he has been posted with one Jr. Stenographer and one C.L.D.C. for every half day and two clerks were issued with the transfer order from the Civil department, however, it is learnt that, both the clerks had approached the then Managing Director/ Hon,ble Chairman saying that, they are not willing to work under Shri Mahesh P. Kamat. Further, the Jr. Stenographer provided to him vide order No. KTC/PERS/3/2006-2007/3373, dated 16/2/2007 has been withdrawn by the Managing Director vide Order No. KTC/ADMN/1-2/2007-08/4, dated 12/4/2007 Presently, he is provided with one C.L.D.C. from the Accounts Department for every half day.

During the period, Shri Mahesh P. Kamat has addressed several correspondances to the Managing Director as well as to the P.I.O. seeking various informations under Right to Information Act and the same are placed in the file from page No _____ to _____ respectively.

In addition to above he has addressed several correspondance/representation before the Managing Director same are also placed in the file from page No _____ to _____ respectively

Considering the above position, before taking any decision, the same is required to placed before the BOD in terms of Resolution No.901 above.

Submitted please.

(T. K. Pawase)
PERSONNEL MANAGER

*In the latest
cases of misbehavior
regarding refusal
to surrender
his mobile phone & sim card*

MANAGING DIRECTOR

*to refuse to accept the letter
stating rejection of the request
for a press conference,
he has been placed under
suspension since 2-6-2007 (should have
in last 10 years)*

1) Suspended vide Order no. KTC/ADMIN/1-1/2007-2008/24 dt 8-6-2007.

2) CRS vide Order no. KTC/ADMIN/1-2/2007-2008/43 dt 19-7-2007
 Retired w.e.f. day 20-10-2007

Notice for pay July 2007 13 Gross 14468 — 100+
 w.e.f. (19-7-2007) Deds 1483
 Net 12985 ✓

Aug 2007 31 100+ Gross 34497 Deds 5186 Nil
 29311- ✓

100+ Sept 2007 30 34497 5186 29311- ✓
 100+ Oct 2007 31 26975 26975 Nil

3) Note re KTC/ADMIN/1-2/2007-08/77 dt 22-11-2007
 order no 43/19-7-2007 withdrawn and notice pay paid as to be considered by Suspensia

4) Order no. KTC/ADMIN/1-2/2007-08/79 dt 27-11-2007 - Enhanced
 the Suspensia allowance by 50% w.e.f. 9-9-2007

5) KTC ADMIN/1-2/2008-09/20 dt 20-6-2008. CRS order issued
 6) Suspense from 19-7-2007 to 26-6-08 served on 26-6-2008. Opt Susp
Notice for pay CRS 27-6-2008

Month	Days	Net
June 08	4	4407.
July 08	31	31721.
Aug 08	31	31721
Sept 08	30	31721
Oct 08	31	29621
Nov 08	30	29621
Dec 08	31	31027.
Jan-09	26	27568.

upt 26-1-09

C/192

7215
31/10/13

From:

Shri Mahesh Kamat
Shivnery Cooperative Housing Society
Comba Margao Goa

Date: 30/10/2014

To,

The Asst. Finance Controller
Kadamba Transport Corporation Ltd
Paraiso De Go Building,
Porvorim Goa.

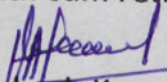
Sir,

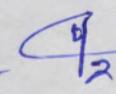
Sub: Final settlement of compulsory retirement

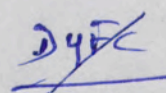
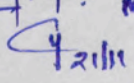
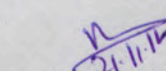
I have obtained information under RTI, Act 2005 from the Personnel Dept containing page nos. 8 to 18, in which I have not come across any reference of compulsory retirement under FR 56(j) as administrative decision in Public interest. The final settlement is proposed as if the compulsory retirement is a decision of major penalty /punishment of dismissal /removal from service.

The compulsory retirement order issued to me is under FR 56(J) as administrative decision since my continuation of service till superannuation was not in the Public Interest. In the whole set of note sheet from page nos. 8 to 18 , it is surprising to note that either Personnel Manager or ALA or the Deputy Finance Controller had ^{not} drawn any reference to note of Compulsory retirement dated 6/6/2007 (copy) enclosed initiated by Shri T. K. Pawse ,then Personnel Manager and now Deputy Finance Controller where the terms of settlement as retiring pension are distinctly defined

It is my apprehension that Personnel Manager /GM, ALA and Deputy Finance controller are deliberately preventing the said note dated 6/6/2007 from coming to the knowledge of the subordinate members of the respective dept. Hence this note is enclosed for your knowledge and information that the final settlement is exclusively under FR 56 (j)/ Rule 48 of CCS (pension rules 1972)/ Rule 16(3) of death cum retirement benefits, 1958 invoked by appropriate authority of KTCL.


(Mahesh Kamat)

Submitted A  21/11/14

 21/11/14 May like
AFC  21/11/14
Acq and 21/11/14  21/11/14
Shant - cks file

NOTE

Date:- 6th June, 2007

cl/191

The Board of Director in its 90th Board Meeting held on 12.5.1997, approved vide Resolution No. 901 to implement the Central Civil Services (Conduct) Rules 1964 and Control Civil Services (Classification, Control and Appeal) Rules 1965 to the Officers of the Corporation. The same is reproduced herebelow.

Resolution No. 901

"RESOLVED THAT, the rules/regulations/notifications Orders referred to in resolution No. 723 passed by the BOD of Directors in 69th Meeting held on 28.9.1992 also includes Central Civil Services (Conduct) Rules 1964 and Central Civil Services (Classification, Control and Appeal) Rules 1965 is hereby approved.

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Accordingly, by another resolution No. 900, the powers of taking the Disciplinary Action were delegated to the Managing Director of the Corporation. The Resolution No. 900 is reproduced herebelow for reference.

'RESOLVED THAT, the Managing Director with the concurrence of the Chairman be and is hereby authorised to transfer Group "A" and Group "B" Officers of the Corporation to different section/Branches."

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"RESOLVED FURTHER THAT, the transfer of Group "A" & "B" Officers already effected by the Managing Director be and is hereby ratified."

"RESOLVED FURTHER THAT The Power of the BOD to take Disciplinary Action against Group "A" and Group "B" Officer be and is hereby delegated to the Managing Director subject to the conditions that major punishment of demotion and dismissal/removal from the services of the Corporation shall be imposed only with the approval of the BOD."

' RESOLVED FURTHER THAT the Managing Director be and is hereby authorised to take all necessary action in the matter."

As per FR-56 (j) which applies to KTCL Officers also, the Appropriate Authority shall, if it is of the opinion that it is in the public interest so to do, have absolute right to retire any Government servant by giving him notice of not less than three months in writing or three months' pay and allowances in lieu of such notice;

(i) If he is, in Group "A" or Group "B" service or post in a substantive, quasi-permanent or temporary capacity and had entered Government service before attaining the age of 35 years, after he has attained the age of 50 years;

(ii) in any other Applicant after he has attained the age of fifty-five years;

(Copy of the extract of FR-56 is placed herewith for ready reference.)

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c/190

enquiry has been completed and the enquiry report is in the Office of the Disciplinary Authority for final action.

He has been posted as Dy. Financial Controller (Costing & Budget) with effect from ^{May} June, 2006. Accordingly, he has been allotted the duties of the post vide order No. KTC/PERS/110(566)/2006-2007/3392, dated 20/2/2007. Subsequently, he has been posted with one Jr. Stenographer and one C.L.D.C. for every half day and two clerks were issued with the transfer order from the Civil department, however, it is learnt that, both the clerks had approached the then Managing Director/ Hon,ble Chairman saying that, they are not willing to work under Shri Mahesh P. Kamat. Further, the Jr. Stenographer provided to him vide order No. KTC/PERS/3/2006-2007/3373, dated 16/2/2007 has been withdrawn by the Managing Director vide Order No. KTC/ADMN/1-2/2007-08/4, dated 12/4/2007 Presently, he is provided with one C.L.D.C. from the Accounts Department for every half day.

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In addition to above he has addressed several correspondance/representation before the Managing Director same are also placed in the file from page No _____ to _____ respectively

Considering the above position, before taking any decision, the same is required to placed before the BOD in terms of Resolution No.901 above.

Submitted please.

(T. K. Pawase)
PERSONNEL MANAGER

*In the interest
of members
regarding refusal
to submit
his mobile phone & sim card
and
MANAGING DIRECTOR
to refuse to accept the letter
stating rejection of his request
for a leave conference
he has been placed under
suspension w.e.f 2-6-2007 (third time
in last 10 years)*

C/1886

KTC/ACCOUNTS-H.O./2014-15/1396
Kadamba Transport Corp. Ltd.,
Accounts Department,
H.O., Porvorim

Date: 19.11.2014

NOTE

The following addition is made to the comments submitted by us as regards to points related to Accounts Department in the file of Shri M.P. Kamat which was marked to us.

Addition:

4.c) The Provident Fund Contribution of Rs. 4071/- and Rs. 1836/- deducted from arrears of 6th pay amount release of balance of 25% of arrears and amount of balance of 1st installment of arrears of total 7th installments shall be deposited to Provident Fund accounts of the incumbent.

The same may please be taken as record.

Pawase
(T. K. Pawase)
Dy. Financial Controller.

TO,
Personnel Manager,
K. T. C. Ltd.,
H.O., Porvorim.

CC TO: 1) O.C.
2) G.F.

*Rs. 5907/- Amount pf. Remitted alongwith
November'14 Salary Remittance.*

*Red
15/11/14*

M *Q*

*Red
19/11*

C/1187

The comments as regard to points related to Accounts Department are as below:

4.c) The employees retired, resigned, dismissed, terminated till the date July 2012 are paid VIth pay arrears in full as per funds received from Government for that purpose and thereafter corporation has not received funds against our proposal to pay the balance of VIth pay arrears fully to the employee thereafter from July 2012.

The final settlement of Shri M. P. Kamat is cleared on 22.08.2014 which is after above date and therefore balance of VIth pay arrears is outstanding for payment alongwith other employees whose final settlements are cleared after July 2012.

The P.F. contribution of Rs.9191/- from the amount of 2nd & 3rd installment of VIth pay arrears out of seven installments was not made since the same are paid after the final settlement and since there was no employers share of P.F. Contribution. The said amount paid to him is inclusive of employees share of P.F. Contribution and in view of his representation the incumbent will be informed to refund the P.F contribution to KTCL by giving a specific date, failure to which the same will be recovered from his balance of VIth pay arrears payable to him to deposit the same to his P.F. account. As regard to delay in payment of P.F. contribution if any, the same will be disposed off as per assessment of P.F. office and no cases are cleared for payment of interest by KTCL to the employees directly.

d) The recovery made of Rs 167762/- as excess paid towards notice pay is as per date of cessation given in the Clearance Certificate dated 25.09.2014 of final settlement of Shri M.P. Kamat by the Personnel Department i.e. as 26.09.2008. The payment of notice pay was made as per office memorandums received from the Administrative Department to clear the same without prejudice to the outcome of write petition no. 569/2008.

e) The recovery for an amount of Rs 14,344/- is made towards delay in payment of House building advance is as per remark of Personnel Department on final settlement noting no. N/27 that to charge penalty @ 2.5% for non - payment of HBA.

f) Recovery of Rs 167762/- is already explained above in 4(d).

5) The final settlement of employees are made as per intimation and information received from Personnel Department and the final settlement papers i.e. Clearance Certificate duly signed by all Departments and along with other relevant information regarding Privilege Leave and Gratuity vide letter no. KTC/PERS/6(566)/2014-15/1021 dated. 30.06.2014 was received by Accounts Department on 03.07.2014 inward no. 3098 and accordingly the final settlement of Shri M.P. Kamat is made and there is no delay from Accounts Department.

The other points are not concerning to Accounts Department.

C/1186

Statement of M.P. Kamat Ex. Dy. F.C. towards VITH pay arrears
as per new order of pay fixation. As per Personal
KTC/PERS/6(566)/2014-15/1021 dt. 30.06.14

	Difference	P.F.	Net Amount
	367691	42894	324797
Less : Amount paid 25%	60134	6653	53481
	307557	36241	271316
Less : Amount paid 7th part	25679	2760	22919
	281878	33481	248397
Less: Balance of 25% Paid in Final Settlement	31789	4071	27718
	250089	29410	220679
Less: Balance of 7th part Paid in Final Settlement.	13716	1836	11880
	236373	27574	208799
LESS: Paid 2nd & 3rd installment vide chq. No. 761438 dt. 10.09.14	78791	0	78791 (Inclusive of PF 9191)
Balance →	157582	27574	130008

9101
157582
130008

C/185

Reconciliation of net amount payable to M.P. Kamat

157582

Less: P.F. to be remitted

27574

130008

P.F. not remitted on payments made

4071

1836

5907

} Deposited along with North Selang
ref krc/ACC01/10/2014/1396 d- 13-11-14

P.F. not remitted on 2nd & 3rd

9191

→ Ref. Sim. along with Dec. 14 Selang.

c/1184

KTC/ACCOUNTS-HO/2014-15/1380
Kadamba Transport Corp. Ltd,
Accounts Department,
H.O. Porvorim.

Date: 17.11.2014

NOTE

With reference to copy of letter of Shri. Mahesh P. Kamat dt. 03.11.14 received by this Department with remark to submit comments related to Accounts Department, our comments are submitted as below:

4.(b) The final settlement of employees are cleared for payment only after receipt of intimation and information about Leave & Gratuity along with the Clearance Certificate. The information as regard to final settlement in respect of Shri. M. P. Kamat forwarded vide letter no. KTC/PERS/6(566)/2014-15/1021 dt. 30.06.2014 was received by Accounts Department on 03.07.2014 inward no.3098 and vide Corrigendum no. KTC/PERS/6(566)/2014-15/1035 dt. 04.07.2014 on 05.07.2014 and thereafter the points raised as regard to final settlement were cleared by Personnel Department on 31.07.2014.

4.c) The employees retired, resigned, dismissed, terminated till the date July 2012 are paid VIth pay arrears in full as per funds received from Government for that purpose and thereafter corporation has not received funds against our proposal to pay the balance of VIth pay arrears fully to the employees whose settlement are cleared after July 2012.

The final settlement of Shri. M. P. Kamat is cleared on 22.08.2014 which is after above date and therefore balance of VIth pay arrears is outstanding for payment along with other employees whose final settlements are cleared after July 2012.

The P.F. contribution deduction of Rs.9191/- from the amount of 2nd & 3rd installment of VIth pay arrears out of seven installments was not made since the same has been paid after the final settlement and since there was no employer's share of P.F. to be contributed towards the same. The said amount paid to him is inclusive of employee's share of P.F. Contribution and now in view of his representation the incumbent will be informed to refund the amount of P.F. Contribution Rs.9191/- to KTCL by giving a specific date, failure to which the same will be recovered from his balance of VIth pay arrears payable to him to deposit the same to his P.F. account as represented by him.

Cont....2

C/183

As regard to delay in payment of P.F. contribution if any, the same will be disposed off as per assessment of P.F. office and no cases are cleared for payment of interest by KTCL to the employees directly against delay.

- d) The recovery made of Rs 167762/- as excess paid towards notice pay is as per date of cessation given in the Clearance Certificate dated 25.09.2014 of final settlement of Shri M.P. Kamat by the Personnel Department i.e. as 26.09.2008. The payment of notice pay was made as per office memorandums received from the Administrative Department to clear the same without prejudice to the outcome of write petition no. 569/2008 as mentioned thereon.
- e) The recovery for an amount of Rs 14,344/- is made towards delay in payment of balance of House building advance is as per remark of Personnel Department on final settlement noting no. N/27 that to charge penalty @ 2.5% for non - payment of balance of HBA.
- f) The amount of Rs. 167762/- recovered as excess payment towards notice pay is explained in 4(d) above and it has been recovered from the amount of earned leave since no other amount was available for recovery.

(T. K. Pawase)
Dy. Financial Controller

To,
General Manager
K. T. C. Ltd.,
Porvorim

Copy to:-
1. O/C
2. G/F

Pawase
17/11/14

M
mdc 9

C/182

CRS file set

~~CRS~~

2182
3-11-14

Inward No. 1323 D/G/11/14
Office of the General Manager
Alto, Porvorim - Goa

From:
Shri Mahesh Kamat
Shivnery Cooperative Housing Society
Comba Margao Goa

7553
10/11/14
For HA
10/11
12/11
12/14

Date: 03/11/2014

To,
The Managing Director
Kadamba Transport Corporation Ltd
Paraiso De Goa,
PorvorimGoa

CRS

Sir,

Sub: Final settlement of compulsory retirement in the public interest under FR 56 (j) as administrative decision.

This has a reference to my representation dated 26/10/14 and personal discussions in your chamber on 31/10/2014 and as desired I submit as follows:

1. A note prepared by Shri T.K. Pawse, Personnel Manager dated 6/6/2007 and another undated note from Shri Sanjay Goel, Managing Director was placed before the Board to decide my compulsory retirement as follows:
 - a. To approve Compulsory retirement as penalty under Rule 11 of CCA & CCS rules 1965 within the scope of Article 311 (2) after establishing the misconducts in disciplinary proceedings as per the prescribed procedure. However the Board was informed that vide resolution No.900, Boards powers to take disciplinary action against the group A & B officers are delegated to the Managing Director subject to the condition that major punishment of demotion or dismissal /removal from the services of the corporation shall be imposed only with the approval of the BOD. In the instant case though the order of suspension was imposed by the Managing Director, contemplating enquiry proceedings, no enquiry proceedings came to be initiated over a period

GM

3/11/14
12/11/14

PO/DYF/AL
Pl. comments to be submitted by 15/11/14
10/11

C/1181

beyond 15 months. This being the case, the stage was not matured to invoke powers of Board to decide a major punishment of compulsory retirement under rule 11 of CCS CCA rules 1965 within the scope of Art. 311(2).

OR

b. To approve Compulsory retirement as administrative decision under FR 56 (j) or Rule 48 of CCS (pension) rules 1972 outside the scope of Art. 311 (2) on assessment of overall service records **in the public interest or for the sake of public interest** by giving notice of 3 months or pay and allowances in lieu of notice period on attaining age of 50 years and having entered the service before attaining age of 35 years as penalty or administrative decision. The entitlement of the employee :

- a. If compulsorily retired in public interest as administrative decision on review of entire service records: normal pension without any deduction.
- b. If compulsorily retired as penalty in public interest after establishing doubtful integrity or ineffectiveness identified on the basis of fitness/competence of the employee to continue in the post which he is holding after holding proceedings as per the prescribed procedure: deduction from the pension to the extent of $\frac{1}{3}^{rd}$ of the normal pension.

The Board of Directors had only option to approve compulsory retirement **in the public interest or for the sake of public interest** as administrative decision or as penalty. The Board approved the **compulsory retirement as administrative decision in public interest.** There is no scope for any misinterpretation since the decision of the Board to compulsorily retire under FR 56 (J) as administrative decision in the interest of public is reconsidered, reconfirmed and maintained by the reconstituted Board. There is no expression used in the Board resolution or in the order of Managing Director which amounts to attaching a stigma to the employee to

constitute the resolution or the order as penalty of compulsory retirement. The rules under CCS CCA and rules of the corporation are empty of provisions to compulsorily retire an employee **in the public interest or for the sake of public interest**. Only the rules under FRSR, Rule (56) (j), CCS (Pension) rules, 1972 (Rule 48) and All INDIA (Death cum Retirement) benefits 1958 (Rule 16) (3) include provisions to compulsorily retire an employee **in the public interest or for the sake of public interest**.

2. The term compulsory retirement used in the resolution /order is to be construed as "**premature retirement in public interest**". Compulsory retirement as a penalty under CCS CCA rules 1965 is distinct from the compulsory retirement under FR 56(j) or rule 48 (1) (b) of pension rules 1972. The decision of compulsory retirement is to be taken **in the public interest or for the sake of public interest**.
3. The Hon. High court judgment in writ petition 569/08 had made it sufficiently clear the jurisprudential philosophy of provisions of Rule 56 (j), rule 16 (3) and other rule relating to the similarly worded provisions like rule 48 . Any order of compulsory retirement under these provisions is no stigma of punishment. The safety valve of public interest is the most powerful and strongest safeguard against any abuse or colorable exercise of power. While examining this aspect of the matter the Hon. court has considered the affidavits, documents such as the notes dated 6/6/2007 and another undated note, Board resolution, order of compulsory retirement filed by the corporation and observed that the decision which is taken consequent to the departmental inquiry is a penalty in service jurisprudence but compulsory retiring the employee is neither a penalty nor punishment and carries no stigma as per settled law. The rule of compulsory retirement has been held to hold the balance between the rights of the individual and the interest of the public administration ie the balance between the termination of the completed career of a retired employee and maintenance of top efficiency in the diverse activities of administration. The guidelines reproduced by the Hon. High Court as above are prescribed by the Hon. Supreme Court in respect of compulsory retirement for the sake of public interest. The hon. Supreme Court in case

C 1179

Union of India versus M.E. Reddy which case is also relied upon by KTCL in writ 569/08, Hon. Supreme Court had made it clear that such a retirement in public interest causes, no prejudice to the employee who is made to **lead a restful life enjoying full pensionary and other benefits** and on the other gives a new animation and equanimity to the services.

4. Hence my retiring benefits under retirement in public interest/for the sake of public interest should be reworked and settled as follows:

a. Premature Retirement benefit: Retiring pension as normal pensionary benefit as per rule 48 (1) (b) , appendix & FR 56 (j) for retiring before the date of superannuation but after attaining age of 50 years by forming an opinion that continuation in service till the age of superannuation is not **in public interest or for the sake of public interest** should be released.

b. Interest for delayed payments: The order of compulsory retirement is effective from 19/9/2008, hence as on 19/9/2008 I should have been paid all dues. The note for compulsory retirement was initiated by the Personnel department on 19/05/2014 ie 6 years after the effective date of compulsory retirement, which should have initiated immediately upon the receipt of order of premature retirement to enable the accounts dept to release all retiring benefits on 19/09/2008. . All details of leave, gratuity etc. was in exclusive possession of the Personnel dept. Three months prior notice period was available with Personnel dept to facilitate the payment on the date of public interest retirement. The personnel dept. initiated the settlement process on 19/5/2014 ie after a period of over 6 years , hence interest at the rate of 18% should be paid on all dues from 19/9/2008 till the future date of final settlement which continued to be unpaid entirely for the fault of the Personnel dept. The action of the personnel dept is strictly in violation of the guidelines issued by the Hon. Supreme Court & High court and against the employee living a restful life after his retirement for the sake of public interest. Hence interest @ 18% should be paid on delayed settlement of:

1. The retiring pension to be quantified

C/1178

- 2. Gratuity Rs. 3.5 lac
- 3. Leave encashment Rs. 436573/-

c. Delayed settlement of arrears of 6th pay: The status of the employee can be either as an employee of the corporation or the ceased to be the employee of the corporation. He cannot be hanging in between or on both sides for different purposes as per the convenience of the officer of the establishment. The arrears on account of pay revision should be paid either in installments on par with employees on roll of the establishment or fully paid on par with retired employees of the corporation. By not paying full amount of arrears I continue to occupy the status of normal employee of the establishment. The non recovery of provident fund contribution on the last installment of pay arrears is a violation of the provisions of the act and should be deposited with the authorities with interest. On earlier release of installments I should be paid interest for delayed payment and delayed deposit of PF contributions with appropriate authority. Hence I should be paid interest 18% on arrears paid and payable after 19/9/2008.

d. Refund of alleged excess of pay and allowances in lieu of notice period: I am retired in public interest vide order dated 20/06/2008 to be effective from 19/09/2008. Hence it is a confirmed position that the retirement is deferred by three months. if it was the case of pay and allowances in lieu of notice period, the retirement would have been immediate enclosed with a cheque equivalent to value of pay and allowances of three months along with the retiring benefits. This is not the case as the public interest retirement is deferred by three months. This being the case there is no cause for alleging the excess payment of pay and allowances in lieu of notice period. Therefore the deduction of Rs. 167762/- as excess payment of pay and allowances in lieu of notice period should be refunded with interest @18%.

e. Refund of interest on delayed payment of Housing Building Advance: As pointed out above the final settlement which was due on 19/9/2008 is unsettled till date over a period of 6 years due to reasons attributable to the personnel department. It is arbitrary and height of harassment

C/197

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that the establishment withholding the release of dues on account of public interest retirement over period of 6 years and despite retaining the amounts not setting it against the dues of House Building Advance instead recovering an amount of Rs. 14344/- as interest for delayed payment. Hence Rs. 14344/- should be refunded with interest @18% till the date of final settlement in future.

f. Recovery from the cash value of earned leave: Recovery of Rs. 167762/- from the cash value of earned leave is illegal. It is legal position that no deduction will be made from the cash equivalent on premature retirement under Fr 56 (j) or (l) or rule 48 of CCs (pension) Rules. Hence amount set off against cash value of earned leave should be refunded with interest @18%.

g. Suspension order dated 8/6/2007: I am placed under suspension with effect from 8/6/2007 contemplating disciplinary proceedings. However no charge sheet came to be issued to me till date or the suspension order dated 8/6/2007 came to be modified or revoked till date. Hence I continue to be under suspension as per my service records which are a stigma on my service records. It is an established position that the order of compulsory retirement **in the public interest or for the sake of public interest** is not a punishment / penalty/ dismissal/removal or strain or stigma of any inefficiency, incompetency, ineffectiveness, misbehavior or doubtful integrity or entail any civil consequences, the suspension order which continues open in my service records for no fault of mine constitutes a stigma on my service records and should be revoked by proper order of the Disciplinary Authority.

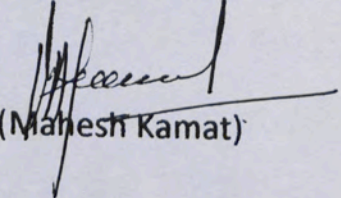
5. It is a settled position of law that the retiring benefits are payable to the employee who is retired **in public interest or for the sake of public interest** at the stipulated date of retirement to avoid any strain of civil consequences. The disbursing officer need not wait till the end of the month as applicable to superannuation retirement but is authorized to draw in the special case of public interest retirement to settle the retiring benefits at the specified date. In case of any doubt or non availability of

C/126

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information, the disbursing officer is bound to make the provisional payment. The employee has the right to challenge his retirement in public interest but this does not approve the action of the personnel dept and finance dept to defer the settlement over a unreasonable period of 6 years. Even in case the final settlement is made and later on the order of retirement in public interest is set aside by the court and the employee is reinstated, there are provisions to repay the amounts lump sum or in installments or to retain the amount received on payment of interest to the employer or to retain and adjust the amount received against the final settlement on attaining age of superannuation. The interest is payable to the employee for delayed settlement. There is office memorandum under which the employer can recover the interest from the officer responsible for the delay.

In view of above, kindly rework and settle my account as per provisions of law as applicable to the **retirement in public interest or for the sake of public interest** within 15 days from the date of receipt of this representation since the matter is delayed over 6 years which is against the concept of employee living a restful retired life but compelled to undergo the strain of civil consequences which is opposed to the retirement in public interest or for the sake of public interest and guidelines issued by the Hon. supreme court and judgment passed by the Hon. High court. If the settlement continues to be unpaid beyond a period of 15 days, necessary action at law will be initiated entirely at your cost and consequences for which this representation may be treated as intimation cum notice.


(Manesh Kamat)

C/105

KTC/ACCOUNTS-HO/2014-15/1379
Kadamba Transport Corp. Ltd,
Accounts Department,
H.O. - Porvorim.
Date: 17.11.2014

NOTE

Ref:- KTC/GM/73-F/14-15/538 dt.11.10.2014.

With reference to above the comments to the points related to Accounts Department are given as below:

- 8 (1) (2) The final settlement of employees are made as per intimation and information received from Personnel Department and the final settlement papers i.e. Clearance Certificate duly signed by all Departments and along with other relevant information regarding Privilege Leave and Gratuity vide letter no. KTC/PERS/6(566)/2014-15/1021 dt. 30.06.2014 in respect of Mahesh P. Kamat was received by Accounts Department on 03.07.2014 inward no.3098 and accordingly the final settlement of him is made and there is no delay from Accounts Department.
- (3) The Notice Pay for the period from 27.06.2008 to 25.09.2008 was paid as per Order no. KTC/ADMN/1-2/2008-09/20 dt. 20.06.2008 and thereafter Notice Pay paid for further period from 26.09.2008 to 26.01.2009 is as per Office Memorandums received in that regard to release Notice Pay Without Prejudice to the outcome of write petition no. 569/2008.

The amount recovered towards Notice Pay at the time of settlement is as per date of cessation of service given by Personnel Department on 26.09.2008 and as such the amount of subsistence allowance paid is not Mis-interpreted as Notice Pay as stated in the representation.

Pawase
(T. K. Pawase)
Dy. Financial Controller

To,
General Manager
K. T. C. Ltd.,
H.O. Porvorim

Copy to:-
1. O/C
2. G/F

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md

G

O/C

Schub
17/11/14

c/124

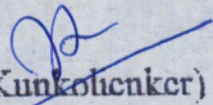
KTC/GM/73-F/14-15/538
KTC, H.O. Porvairam
Date: 11.10.2014

7588
11/11/14

NOTE

Please find enclosed herewith the letter received from Shri Mahesh Kamat, dt. 26/10/2014 regarding Compulsory Retirement under FR 56(D) as administrative decision in public interest, regarding final settlement.

You are therefore requested to send the comments on the above letter positively by 18.11.2014.


(V.V.S Kunkohenker)
General Manager

To,
✓ The Dy. Financial Controller,
The Asst. Legal Advisor,
The Personnel Officer,

Copy To; M.D for information.

For N.A.
G. 12/11/14
Asst
M.D u/ly

Recd Accts no / 14-15-13-24
dt 27/11/14

C/123

3 set

2161
28/10/14

From:
Shri Mahesh Kamat
Shivnery Cooperative Housing Society
Comba Margao Goa

Inward No. 1334 Dt. 10/11/14
Office of the General Manager
Alto, Porvorim - Goa

Date: 26/10/2014

To,
The Managing Director
Kadamba Transport Corporation Ltd
Paraiso De Goa, PorvorimGoa

Sir,
Sub: Compulsory Retirement under FR 56 (J) as administrative decision in public interest, regarding final settlement

This is to bring to your notice the errors and omissions in the final settlement proposed by the Personnel department. A detailed representation was submitted vide letter dated 22/9/2014 (Copy enclosed) which is not replied till date. Hence this representation and appeal for appropriate orders:

1. The compulsory retirement issued to me is purely administrative decision under FR 56 (j). The supporting records for your reference are :
 - a. Resolution No. 71/2007
 - b. Order KTC/ADMN/1-2/2007-08/43 dated 19/7/2007
 - c. Resolution No. 43/2008
 - d. Order KTC/ADMN/1-2/2008-09/20 dated 20/06/2008
2. The decision of compulsory retirement is taken by the Board under FR 56 (j) based on the source notes of personnel Manager and Managing director. The supporting records for your reference are:
 - a. Note dated 6/06/2007 by Shri T. K. Pawse, Personnel Manager
 - b. Note undated by Shri sanjay Goel , Managing Director
3. The decision taken by the Board under FR 56 (j) is purely administrative decision and not a penalty/punishment, stigma of dismissal/removal,

28/10

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10/11/2014

Dy
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C/172

- implication of misbehavior or incapacity and does not attract the provisions of Art. 312/ Rule 11 of CCA/CCS rules 1965. The objective of compulsory retirement as administrative decision is to hold the balance of interest between the rights of individual Govt. servant and interest of public administration as per the guidelines laid down by the Hon. Supreme Court. The supporting documents for your reference are:
- a. Note of Personnel Manager Shri T. K. Pawse
 - b. Affidavit filed by the Managing Director before High Court
 - c. Order of Hon. High court in writ 569/08
 - d. Guidelines of supreme Court in case of Union of India versus M. E. reddy
4. The decision taken by the Board under FR 56 (j) on the basis of qualifying service period (joining before age of 35 & attaining age of 50) and on review of service records rejecting specific acts of misconduct for enquiry and major penalty. The supporting documents for your reference are:
- a. Note dated 6/6/2007 from personnel Manager Shri T. K. Pawse (Review report and compulsory retirement under FR 56 (j))
 - b. Note undated from Shri Sanajy Goel, MD (specific acts of misconduct & penalty of dismissal)
5. The provisions of rules invoked by the appropriate authority in KTCL in adopting resolutions and defense in writ petition are:
- a. Rule FR 56 (j) – note dated 6/6/2007
 - b. Rule 48 of CCS (Pension) Rules , 1972—note dated 6/6/2007
 - c. Rule 16 (3) of all India (Death cum Retirement) Rules , 1958
6. The Board had considered and specifically rejected:
- a. Compulsory retirement as penalty under rule 11 of CCS & CCA
 - b. Compulsory retirement as penalty under FR 56 (j)
 - c. Compulsory retirement as penalty under Art, 311 (2)
 - d. Compulsory retirement upon superannuation at the age of 60 is out of scope since the employee is not reached the age of superannuation attaining age of 60.

7. Provisions of settlement under FR 56 (j) & as per appendix 5 of the CCS (pension) rules, 1972 are as under:

a. Effective date of retirement:

1. The forenoon of the day (which should be treated as a non working day) following the day of expiry of the notice
2. Where it is decided to dispense with the three months notice, immediate when pay and allowances are given in lieu of notice period

b. Effective date of settlement

1. Settlement can be deferred till expiry of 3 months for which notice is given
2. Immediate settlement without any deferment when pay and allowances given in lieu of notice period.
3. Settlement cannot be deferred for the employee challenging the decision of compulsory retirement in the court of Law. Even in case the court reinstates the employee, Law provides for:
 - a. Recovery of retiring benefits already paid
 - b. Retaining the retiring benefits already paid with interest and recovery in installments
 - c. Adjustment of retiring benefits in the final settlement at superannuation

c. Grant of leave and increments

1. Leave due and admissible in notice period
2. Increments falling due in the notice period
3. No deductions are permitted from the cash equivalent of accumulated leave on premature retirement under Fr 56 (j) or Rule 48 of CCS (pension) rules.

8. Retirement benefits under compulsory retirement which is not a penalty but administrative decision and a premature retirement before date of superannuation are normal pensionary benefits and other statutory benefits. The rules in support are:

- a. FR 56 (j)
- b. Rule 48(1), (b), Appendix-5

C/170

✓

c. Rule 16 (3)

Upon receipt of note sheets N/8 to N/18 under RTI, Act, following discrepancies are observed:

1. The final settlement under order of compulsory retirement KTC/ ADMN/ 1-2/2008-09/20 dated 20/6/2008 served to me on 27/6/2008 which was due on 27/6/2008 is initiated for the first time on 19/05/2014 that is after a period of 6 years . The delay in processing and payment is entirely attributable to the personnel department.
2. The final settlement dues initiated vide note dated 19/5/2014 after a delay of over 6 years is incomplete since it does not propose the retiring pension as per rules and CRS proposal initiated by its own department vide note dated 6/6/2007. The delay in processing and payment is entirely attributable to the Personnel dept.
3. The finance dept. vide note dated 19/5/2014 is wrongly informed that notice pay is paid from 27/6/2008 to 26/1/2009 that is a period of 7 months when no such provision exist in the order of compulsory retirement dated 20/6/2008. Subsistence allowance under FR 53 paid vide suspension order dated 8/6/2007 is misinterpreted as the notice pay and proposed for recovery.
4. On page no 10, it is submitted that because of dismissal of writ petition by the Hon. High court, the decision of compulsory retirement taken by the management vide order dated 20/6/2008 is in order. Despite this confirmation, retiring pension approved by the Board as proposed by the personnel dept and as per rules cited is not released.
5. All records needed for final settlement after the notice of compulsory retirement was issued such as leave records, gratuity data, and board decision, order of Compulsory Retirement were in possession of Personnel Dept. despite this the Personnel dept. took more than 6 years to initiate the file. Even if some data was not available, provisional pension was to be released immediately as per the rules.
6. The settlement proposal which is initiated by the personnel dept vide note dated 19/5/2014 is not under FR 56 (j) but as penalty or

punishment despite the decision of the Board as purely administrative decision and remarks of the Hon. High court on page 16 that compulsory retiring the employee is either a penalty or punishment as per settled law and it implies no stigma or any suggestion of misbehavior. The order of compulsory retirement under FR 56 (J) as administrative decision is passed on the subjective satisfaction of the Board and it is not open to the misinterpretation of the Personnel officer.

7. The Hon. High court had clarified that parameters which are to be applied while taking the decision pursuant to the departmental enquiry are different from the parameters which are to be considered while taking decision for compulsory retiring the employee. The suspension order KTC/ ADMN/ 1-1/ 2007-08/ 24 dated 8/6/2007 is not revoked till date and continues with benefits under FR 53 till it is decided by the disciplinary authority and outside the scope of any action by Personnel Department.

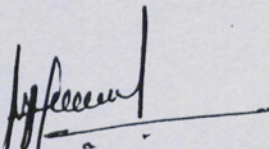
In view of above the Personnel dept should be directed to pay retiring pension with interest and all other dues referred to in my letter dated 22/09/2014 which is enclosed herewith.

I am enclosing the note dated 6/6/2007 and another undated note from the Managing Director, since it is my apprehension that the Personnel Dept is desperately trying to ignore and hide these notes which is the starting point of compulsory retirement under FR 56 (j) and review of service records compiled by Personnel Manager under FR 56 (J) to enable the Board to arrive at a decision to compulsorily retire me under Fr 56(J) which rules are also applicable to KTCL officers as administrative decision in public interest. The Personnel dept had examined and raised several issues in the settlement proposal including the non existing rule of deemed revocation of suspension order but not its own note dated 6/6/2007 and excluded FR 56(j) which is the crucial element in the approved scheme of Compulsory retirement which is now in the process of final settlement.

C/1168

✓

Please note that the Personnel department took more than 6 years to initiate a note on final settlement. I hope that the matter will be redressed within 15 days under intimation to me failing which I will be constrained to take appropriate action at Law entirely at your cost and consequences. This may be taken as the intimation cum notice in that regard.


(Mahesh Kamat)

Encl: as above.

c/119

copy

NOTE

Date: - 6th June, 200

The Board of Director in its 90th Board Meeting held on 12.5.1997, approved vide Resolution No. 901 to implement the Central Civil Services (Conduct) Rules 1964 and Control Civil Services (Classification, Control and Appeal) Rules 1965 to the Officer of the Corporation. The same is reproduced herebelow.

Resolution No. 901

"RESOLVED THAT, the rules/regulations/notificationsOrders referred to in resolution No. 723 passed by the BOD of Directors in 69th Meeting held on 28.9.1992 also includes Central Civil Services (Conduct) Rules 1964 and Central Civil Services (Classification, Control and Appeal) Rules 1965 is hereby approved.

RESOLVED FURTHER THAT, the Managing Director be and is hereby authorised to take all necessary action in the matter."

Accordingly, by another resolution No. 900, the powers of taking the Disciplinary Action were delegated to the Managing Director of the Corporation. The Resolution No. 900 is reproduced herebelow for reference.

'RESOLVED THAT, the Managing Director with the concurrence of the Chairman be and is hereby authorised to transfer Group "A" and Group "B" Officers of the Corporation to different section/Branches."

"RESOLVED FURTHER THAT whenever Group "A" Officer is transferred to Group "B" post, the Group "B" post to which the Group "A" Officers has been transferred shall be deemed to have been upgraded to Group "A" post with effect from the date the Group "A" Officer assumes charge and shall remain so upgraded so long as the Group "A" Officer continues on the said post."

"RESOLVED FURTHER THAT, the transfer of Group "A" & "B" Officers already effected by the Managing Director be and is hereby ratified."

"RESOLVED FURTHER THAT The Power of the BOD to take Disciplinary Action against Group "A" and Group "B" Officer be and is hereby delegated to the Managing Director subject to the conditions that major punishment of demotion and dismissal/removal from the services of the Corporation shall be imposed only with the approval of the BOD."

' RESOLVED FURTHER THAT the Managing Director be and is hereby authorised to take all necessary action in the matter."

As per FR-56 (j) which applies to KTCL Officers also, the Appropriate Authority shall, if it is of the opinion that it is in the public interest so to do, have absolute right to retire any Government servant by giving him notice of not less than three months in writing or three months' pay and allowances in lieu of such notice;

C/1166

(i) If he is, in Group "A" or Group "B" service or post in a substantive, quasi-permanent or temporary capacity and had entered Government service before attaining the age of 35 years, after he has attained the age of 50 years;

(ii) in any other Applicant after he has attained the age of fifty-five years;

(Copy of the extract of FR-56 is placed herewith for ready reference.)

Further, as per Rule 11 of CCA & CCS, Compulsory Retirement as a penalty is different from "Compulsory Retirement" as an administrative action under F.R.56(j) or Rule 48 of the C.C.S. (Pension) Rules, 1972. The more important points of difference are-(i) while Compulsory retirement as administrative action can be ordered on assessment of overall records of the employee, the penalty of compulsory retirement can be imposed only on account of a misconduct which is established after holding proceedings in accordance with the prescribed procedure; and (ii) though the pensionary benefits can be reduced to the extent of one-third in Applicant of Compulsory Retirement as a penalty, the normal pension without any deduction is payable in the Applicant of Compulsory retirement of other kind. If goes without saying that the Compulsory retirement in terms of administrative rules is not a penalty and is outside the scope of Art,311(2). (copies of extract of Rule 11 of CCA & CCS and article 311 are placed herewith for perusal.)

Shri Mahesh P. Kamat, joined the services of the Corporation on 16/12/1982 on attaining the age of 28 years as Accountant. Thereafter, he was departmentally selected to the post of Asstt. Financial Controller with effect from 1/10/1985 and promoted as Dy. Financial Controller with effect from 24/03/1990. While functioning as Dy. Financial Controller, Shri Mahesh P. Kamat was issued three Charge-Sheets on different Articles of Charges. All the Charge-Sheets were placed for the departmental enquiry before the enquiring authority. He was placed under Suspension as Statistical Officer Pending departmental enquiry and final action with effect from 25.10.1997 till 17.12.1997. Also he was again placed under suspension as Statistical Officer pending departmental enquiry and final action with effect from 24.2.2001 till 27.8.2002. Since no charges framed against Shri M. P. Kamat were proved in two Charge-Sheets, he was exonerated from the charges framed against him vide order No.KTC/ADMN/1-2/2003-04/72, dated 20.11.2003 and No.KTC/ADMN/1-2/2006-07/122, dated 17/2/2007 respectively. Copies of the exoneration orders are placed in the file for perusal. As regards to the third Charge-Sheet framed against him, it is learnt that the departmental

enquiry has been completed and the enquiry report is in the Office of the Disciplinary Authority for final action.

He has been posted as Dy. Financial Controller (Costing & Budget) with effect from ^{May} June, 2006. Accordingly, he has been allotted the duties of the post vide order No. KTC/PERS/110(566)/2006-2007/3392, dated 20/2/2007. Subsequently, he has been posted with one Jr. Stenographer and one C.L.D.C. for every half day and two clerks were issued with the transfer order from the Civil department, however, it is learnt that, both the clerks had approached the then Managing Director/ Hon,ble Chairman saying that, they are not willing to work under Shri Mahesh P. Kamat. Further, the Jr. Stenographer provided to him vide order No. KTC/PERS/3/2006-2007/3373, dated 16/2/2007 has been withdrawn by the Managing Director vide Order No. KTC/ADMN/1-2/2007-08/4, dated 12/4/2007 Presently, he is provided with one C.L.D.C. from the Accounts Department for every half day.

During the period, Shri Mahesh P. Kamat has addressed several correspondances to the Managing Director as well as to the P.I.O. seeking various informations under Right to Information Act and the same are placed in the file from page No _____ to _____ respectively.

In addition to above he has addressed several correspondance/representation before the Managing Director same are also placed in the file from page No _____ to _____ respectively

Considering the above position, before taking any decision, the same is required to placed before the BOD in terms of Resolution No.901 above.

Submitted please.

(T. K. Pawase)
PERSONNEL MANAGER

MANAGING DIRECTOR

*to the extent
of the instructions
regarding refusal
to submit the
the details provided since then
and
to refer to report for letter
strong objection of this Agent
for a proper conference
he has been taking ~~part~~
correspondence of 20-2-2007 (which time
in last 10 years)*

C.1164

✓
25

On perusal of the above submission, following observations regarding mis-behaviour of Shri Mahesh P. Kamat may be noted;

He was transferred and posted as Dy. Financial Controller (Costing & Budget) vide order No. KTC/PERS/3/ 2006-07/548, dated 16th May,2006, and on acknowledging the said order, Shri Mahesh P. Kamat vide his note No. 19, dated 22.5.2006 represented in connection with the transfer order issued to him. On examining his representation, he was asked to continue to hold the charge of Officer On Special Duty vide order No. KTC/PERS/3/2006-07/615, dated 29.5.2006.

He was issued written instructions dated 20.2.2007 to undertake regular work as Dy. Financial Controller (Costing & Budget). However, vide his letter No.KTC/DYFC/C7B/2006-2007/23, dated 22/3/2007 addressed to the Managing Director, he closed the Costing & Budgeting exercise supposed to be done by him in his capacity as Dy. Financial Controller (Costing & Budget) on the plea that Officers are not Co-Operative with him and not providing him information, lack of staff and facilities. It amounts to insinaty and absolving one's duties on superficial grounds without making any serious efforts on his part to get the assigned work done.

Further vide letter No. KTC/ADMN/1-2/2007-08/08, dated 26/4/2007 he was assigned duties to ensure accounting of the "Spares" viz-a-viz respective vbuses. However, again vide letter addressed to the Managing Director, he stopped doing further work on grounds of non Co-Operation from the Officers and shortage of Staff.

He was assigned adhoc duty for line checking vide order No. Nil, dated 30.4.2007, however, in reply to the said line checking order vide his letter No. Nil, dated 2.5.2007, he has stated that " I, would like to state that, I do not have moral sancity to check the Conductors who might have pilfered some revenue in Rs. tens or few hundreds. The inspecting authority should not be under the clouds. I myself is facing serious allegations running into few lakhs of-rupees. Natural justice demands that the inspecting authority should not be under clouds." (Copy of the same is placed in the file at page _____.)

On demand of his leave application dated 11.5.2007 to 5.6.2007 to the Managing Director in his reply vide letter No. Nil, dated 30/5/2007 he has stated that, "

C/113 ✓

My absence from work place shall not make any difference to KTCL." " In fact I have appeared before you almost after a month wherein I was also threatened with Disciplinary Action." (Copy of the same is placed in the file at page ___)

In various letters (Copies enclosed) to the Managing Director and Chairman, it is clear that he is always making a accusation on the Officers regarding their exoneration, service benefits etc.,

All the junior staff allotted to him has denied to work under him due to his personal behaviour.

Vide letter dated 19/5/2007, Shri Mahesh P. Kamat has claimed that, the payment of difference in subsistence allowance is delayed beyond 90 days after receipt of the enquiry report and for which he has claimed an interest of Rs.10% per anum. (Copy of the said letter is placed in the file at page ___)

He is in a habit of addressing letters to the Managing Director and the other authorities almost everyday just accusing others and for the benefits they are enjoying. Recently, vide Note No. KTC/ADMN/1-2/2007-2008/20, dated 4/6/2007 he was directed to handover the mobile handset and the SIM card, however, despite of written directives from the Managing Director, he refused to handover the mobile hand set and SIM card, this amounts to insubordination.

and received the letter from the Director

He has addressed several correspondance to the Managing Director and P.I.O., seeking various information under Right to Information Act. (Copies of the same are placed in the file from page _---- to ___)

He has been issued Memorandum No. KTC/ADMN/1-2/2007-2008/22, dated 7/6/2007 for making mis-using Office Stationery and staff for his personal representations and grievances. (Copy of the same is placed in the file at page ___)

He is without any charge/work since June,2006. In the past whatever work is assigned to him, he has not completed on the pretext or without making any serious efforts.

All the episodes amounts to total insubordination, lack of positive attitude towards work, improper personal behaviour and a negative mind set.

Since he is drawing the basic pay of Rs. 14,550/- in the Pay scale of Rs. 10,000-325-15,200/-, his total gross salary per month worksout to Rs. 40,264.75 and since Corporation is not able to use his any service due to his above mentioned

In the latest case, he sought permission for holding 3 days conference when the Decree letter was sent to him he refused to accept the same on the ground of being addressed to him by the Managing Director of M.D. In addition he also stated that he was staff to receive the letter. Finally he left to his home without acknowledging the letter. This amounts to insubordination & Refraining of order. He is placed under suspension w.e.f. 26-2-2007 for these acts being disciplinary proceedings.

C/162

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behaviour, he is a right person/Officer to be issued Compulsory Retirement under FR-56(j) as a administrative action in the Public intrest.

It is therefore placed before the Board for consideration and necessary decision please.

(Sanjay Goel, IAS)
MANAGING DIRECTOR

C/161

✓

From:

Mahesh Kamat

Shivnery Cooperative Housing Society

Comba Margao Goa

Date: 22 /09/2014

To,

The Personnel Officer

Kadamba Transport Corporation Ltd

Paraiso De Goa , Porvorim

Bardez Goa

Sir,

Ref: Final settlement dues vide your note No. KTC/PERS/(566)/2014-15/1585 dated 26/08/2014 acknowledged under protest on 04/09/2014.

Vide order No. KTC/ADMN/ 1-2/2008-09/20 dated 20/06/2008, Compulsory Retirement order was issued to me effective from 19/09/2008 or on the forenoon of the day following the date of expiry of three months from the date of service of notice as an administrative decision. Having informed sufficiently in advance, it was the duty of Personnel department to complete all formalities and intimate the accounts department to enable them to release all retiring benefits on 19/09/2008. The Personnel department initiated the process under instructions to the accounts department vide letter No. KTC/PERS/(566)/2014-15/1585 dated 26/08/2014 which is **6 years after effective date of compulsory retirement and restricted the settlement to leave encashment & gratuity.** Waiting for 15 days thereafter in hope that all retirement dues will be released as per the note of the Compulsory Retirement from Personnel Dept., but having failed to receive full and final settlement, I submit following representation:

1. Compulsory Retirement order was issued on 20/06/2008 under intimation to the personnel department communicating the effective date of retirement as 19/09/2008 or on the forenoon of the day following the date of expiry of three months from the date of service of notice. A clear period

C/160 ✓

of 90 was available to the Personnel department to complete the process and intimate the accounts department sufficiently in advance to enable the accounts department to release all the retiring benefits of compulsory retirement on 19/09/2008. Data needed for the purpose as below were already created and held in possession by the Personnel department on 20/06/2008.

- a. Order/ notice of Compulsory Retirement dated 20/06/2008
- b. Note of Compulsory retirement dated 06/06/2008 defining the procedure and terms of settlement on compulsory retirement as administrative decision
- c. Leave records
- d. Gratuity data
- e. House Building advance
- f. Order of suspension dated 8/6/2007

Despite all data available in the department itself, the Personnel department delayed the initiation over 6 years which is absurd, unreasonable and unjustified intended to cause harassment, hardship and suffering to the undersigned.

2. The undersigned intermittently enquired and demanded the release of arrears on account of revision of VI th pay scales. However the arrears were not released neither treating undersigned on par with the employees on roll of establishment or on par with retired employees. The corporation continues to hold the balance payable to me on account of revision of pay scales despite all employees who retired as late as 2013 were fully paid. The Personnel department neither claimed the funds on my account from the Govt. nor used its own funds to settle my account which is absurd, unreasonable and unjustified intended to cause harassment, hardship and suffering to the undersigned.
3. The Personnel Department initiated the process of final settlement vide note KTC/PERS/6(566)/2014-15/1021 dated 30/06/2014 as if the order of Compulsory retirement dated 20/06/2008 was an order of dismissal/removal. As on 30/06/2014, the position was sufficiently clear that the order of compulsory retirement was not punitive in nature and that the premature retirement was issued since the undersigned joined KTCL before attaining 35 years and as on 20/06/2008 attained 50 years being qualifying no. of years of service eligible for compulsory retirement under FR 56(j). The proposal before the Board was to dismiss the

undersigned as a punishment after departmental enquiry or retire the undersigned under FR 56. The Board rejected the proposal of dismissal and accepted retirement proposal under FR 56 (j) as non penalty retirement. The management had filed affidavit before Hon. High Court denying the dismissal and application of article 311. The High Court had also given a ruling that order of compulsory retirement is not to be treated as a punishment and carries no stigma. As per note of Compulsory Retirement dated 6/6/2007 originated from the personnel dept to the MD and thereafter further to the BOARD and filed in affidavit before the Hon. High Court, the retiring benefits payable in case of compulsory retirement which is not a penalty include full pensionary benefits without any deduction. The provisions of premature retirement ordered under FR when the employee retired for the reason that he had joined the establishment before age of 35 and attained the age of 50 when the proposal was approved in public interest are also pensionary benefits. Rule 48 of CCS (Pension) rules 1972 referred to in the note dated 6/6/2007 provide for similar pensionary benefits. Hence withholding the retiring benefits as above from the final settlement dues is defeating the provisions of laws, Personnel departments own proposal & Board decision intentionally done to cause harassment, hardship and suffering to the undersigned.

4. Compulsory Retirement order was issued on 20/06/2008 communicating the effective date of retirement as 19/09/2008 or on the forenoon of the day following the date of expiry of three months from the date of service of notice. This is a notice of three months misconstrued as pay and allowances in lieu of notice of three months. No cheque came to be issued to me equivalent to three months pay in lieu of three months notice along with the subsistence allowance during suspension period. The notice is self explanatory as it does not make the compulsory retirement immediately effective but defers it by three months. Hence recovery of excess towards the notice pay is absurd and unjustified and shows the intentions of the department to somehow cause hardship and suffering to the undersigned.
5. An amount of Rs. 14344/- is deducted as penal interest on outstanding House Building Advance. The Personnel department failed to release entire dues of premature retirement as on 19/9/2008 and having conveniently delayed the settlement over 6 years to the detriment of the undersigned, proposed recovery of interest @ 2.5% on outstanding dues of house building. This question would not have cropped up, had the Personnel dept

C/158 ✓

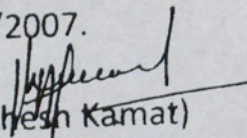
released the final settlement as per the directives of the order dated 20/06/2008. This clearly shows the malafide of the Personnel Dept. to cause hardship and suffering to the undersigned.

6. The suspension imposed vide order KTC/ADMN/1-2/2007-08/24 dated 8/6/07 is still open and continues. An order of suspension does not terminate automatically unless revoked by the authority that issued such order. The suspension is ordered for major penalties and in case even after the conclusion of proceedings only minor penalty is imposed, the suspension stands unjustified. The High court had also ruled that the parameters of decision in departmental enquiry and compulsory retirement are completely different and order of compulsory retirement carries no stigma. The ongoing suspension is a stigma on my service records in KTCL and should be revoked with proper order of the disciplinary authority. This is essential since no charge sheet has been framed over a period of 7 years which cannot be attributed to the undersigned. The corporation had simultaneously run the order of suspension under CCS CCA rules for major penalty and order of compulsory retirement under FR for no penalty. The undersigned was on suspension and not on duty of the corporation at the time of notice of retirement or specified date of compulsory retirement.
7. In view of above the final settlement which is wrongly proposed by the Personnel department imposing settlement of dismissal should be reworked and revised as settlement of premature retirement in advance of age of the superannuation retirement at 60 years as below:
 1. Payment of full retiring pension as applicable to premature retirement in advance of age of superannuation retirement with interest @ 18% from 19/09/2008
 2. Payment of Interest @ 18% on gratuity with effect from 19/09/2008
 3. Refund of Rs. 167762/- wrongly recovered as excess payment towards the pay and allowances in lieu of notice with interest @ 18%
 4. Refund of interest on House Building Advance Rs. 14344/- with interest @18%
 5. Payment of Interest @18% on the value of leave encashment Rs. 436573/- which has become due for payment on 19/09/2008.
 6. Payment of full arrears on account of revision of pay scales with interest from 6/3/2013

- c/152 ✓
7. Suspension order dated 8/6/07 should be revoked by an order of disciplinary authority to remove the stigma on service records.

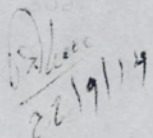
All supporting papers are being sought to verify the calculations and errors and omissions noticed will be informed in due course of time. Please note that Personnel dept. took more than 6 years to initiate the process of final settlement. Hope that the matter will be decided within 15 days under intimation to me.

I am enclosing the copy of affidavit with annexure filed by corporation in defense in writ petition 569/08 to facilitate the settlement under FR 56 (J) or Rule 48 of CCS (Pension Rules) as per the departmental note dated 6/6/2007.


(Mahesh Kamat)

Encl. as above

CC to : Dy. Finance controller & ALA


22/9/14

c/156

No.KTC/ACCTS-HO/556/RTI/2014-15/1377
Kadamba Transport Corp. Ltd.,
Accounts Department, H.O., Porvorim.
Date : 13/11/2014.

To,
The Public Information Officer,
Kadamba Transport Corporation Ltd.,
KTCL, Porvorim - Goa

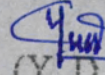
Sub : Information under R.T.I Act 2005
Ref : KTC/PIO/166(58)/14-15/119 dt.27.10.14.

Sir,

With reference to above, the information asked by, Shri Mahesh Kamat , vide his application dt.27.10.2014 is submitted as below :-

- Point No.4: The details of Subsistence allowance paid as per suspension order KTC/ADMN/1-1/2007-2008/24 dt.08.06.2007 is that the same is paid for the period from 19.7.2007 to 26.06.2008. The photocopies of Subsistence allowance paid for the month July 2007 (13 days) and for August 2007 to October 2007 are enclosed as available and for the further period the records needs to be located which require time being the same is of old period. The photocopy of order no. KTC/ADMN/1-2/2008-09/20 dt.20.06.2008 for subsistence allowance stopped is enclosed.
- Point No. 5:- The photocopies for amount paid towards Notice Pay for the period from 27.06.2008 to 25.09.2008 and thereafter notice pay paid for further Period from 26.09.2008 to 26.01.2009 as per office memorandum received in that regard to release Notice Pay without prejudice to the outcome of writ petition No.569/2008 are enclosed.
- Point No.6 : The information in this regard is as stated at point no.5 above.
- Point No.11:- Photocopies of Note sheet from N/21 to N/32 are enclosed.

Yours faithfully,


(Y. D. Gaudc)

Dy. Financial Controller

Encl. As above.
O.C.
G.F.



e/155

- 2 - vi pay app.
- 4 - notice pay recovery.
- 5 - suspension.
- 7(i) - pension.

July 07	18	50%	13 days notice
Aug 07	31	50%	31 u
Sept 07	22	50%	22 u u
Oct 07	31	75%	
Nov 07	11	75%	
Dec 07	17	75%	
to May 08			
June 26		75%	

June 4	Notice
July	
Aug	
Sept	
to June 09	

13 PWB

June 07 10 days 75%
 20 days 50%

M.P. Kamat, OSD Code No.0009 Attendance from April 06 to March 07. M. Kamat ✓

Days Pr.	30	31	30	31	30	31	30	31	30	31	30	31	30	31	28	31	365
Basic	14225	14225	14225	14225	14225	14225	14225	14225	14225	14225	14225	14225	14225	14225	14225	14550	171025
Inc. Arr.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D.P.	7113	7113	7113	7113	7113	7113	7113	7113	7113	7113	7113	7113	7113	7113	7113	7275	85518
D.A.	5121	5121	5121	5121	5121	5121	5121	5121	5121	6188	6188	6188	6188	6188	6188	6329	67995
Sal. Arr.																	0
D.A. Arr.	0	1891	0									3201					5092
Leave Enc																	0
H.R.A.	3200.70	3200.70	3200.70	3200.70	3200.70	3200.70	3200.70	3200.70	3200.70	3200.70	3200.70	3200.70	3200.70	3200.70	3200.70	3273.75	38481
C.C.A.	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	1440
M.All.	1191	1267	1191	1191	1191	1191	1191	1234	1234	1234	1234	1234	1234	1234	1262	1262	14782
W.A.																	0
Cash All																	0
Charge All																	0
O.T.																	0
Per. Pay	325	325	325	325	325	325	325	325	325	325	325	325	325	325	325	325	3900
LTC Enc.																	0
Add/Less																	0
Gross	31295.70	33262.70	31295.70	31295.70	31295.70	31295.70	31295.70	31295.70	31295.70	32405.70	32405.70	32405.70	32405.70	32405.70	32405.70	33134.75	388233
P.F.	3175	3402	3175	3175	3175	3175	3175	3175	3175	3303	3303	3303	3303	3303	3303	3378	39554
E.S.I.																	0
Fes. Adv.																	0
Cr.Susc.																	0
Bank Rec																	0
L.W.F.																	0
Soc. Rec.																	0
LIC Sav.																	0
Post. Sav																	0
P.L.I.																	0
Soc. R/D.																	0
Inc. Tax	1500	1500	1785	1785	1785	1785	1785	1785	1785	1785	1785	1785	1785	1785	176	176	23547
other	1650	1650	1650	1650	1650	1650	1650	1650	1650	1650	1650	1650	1650	1650	1650	1650	19800
T.Ded.	6325	6552	6610	6610	6610	6610	6610	6610	6610	6738	7193	9556	9940	5129	5028	82901	
Net. Pay	24971	26711	24686	24686	24686	24686	24686	24686	24686	25668	25213	22850	25795	27277	28107	305332	

Regd-A-D.

C/151

No.KTC/PERS/(566)/2014-15/1823
Kadamba Transport Corp. Ltd.,
Paraiso-De-Goa, Porvorim,
Bardez-Goa.
Dated:-20.09.2014.

5981
25/9/14

N O T E

Ref:-KTC/PERS/(566)/2008-09/1585, dated 26.08.2014.

Dy.Financial Controller has forwarded a cheque No.761438, dated 10.09.2014 for Rs.78,791/-(Rupees.Seventy eight thousand seven hundred ninety one only) drawn on IndusInd Bank towards 2nd and 3rd instalment of balance 75% of VIth pay arrears for the period from 01.01.2006 to 25.09.2008 i.e. till date of Compulsory Retirement from Service.

Kindly acknowledge the receipt.

R.D. Naik

(R.D. Naik)

PERSONNEL OFFICER

To,
Shri Mahesh P. Kamat,
Flat No.2, F-2,
"Shivneri", Comba Margao-Goa.

Encl: as above.

Copy to: 1. The Dy.Financial Controller, H.O. Porvorim-for information.
2. Asstt.Legal Advisor for inf.
3. Pers.file 4.O.C. 5.G.F.

AF
25/9

4
25/9 Acc

26/9/14

C/150

No:KTC/ACCTS/HO/2014-15/1043
Accounts Department,
Kadamba Transport Corpn, Ltd,
Porvorim Goa.
Date:- 18/09/2014.

NOTE

Ref: NO:KTC/ACCTS/HO/2014-15/841 dt. 22.08.2014.

Further to above find enclosed herewith cheque No. 761438 dt. 10.09.2014 for Rs. 78,791/- drawn on Indusind Bank, Panaji in resp. of Shri. Mahesh P. Kamat, Ex. Dy. Financial Controller towards 2nd and 3rd instalment of balance 75% of VIth pay arrears for the period from 01.01.2006 to 25.09.2008 i.e. till date of CRS.

Copy of acknowledgment by the concern may be forwarded to us for record.

Pawase
(T. K. Pawase)
Dy. Financial Controller

(Encl:- As Above.)

To,
The Personnel Manager,
KTCL, H.O. Porvorim.

C.C. To:-

1. CRS file
2. Office file.
3. Guard File.

and

jo

C/In

No:KTC/ACCTS/HO/2014-15/1043
Accounts Department,
Kadamba Transport Corpn, Ltd,
Porvorim Goa.
Date:- 19/09/2014.

NOTE

Ref: NO:KTC/ACCTS/HO/2014-15/841 dt. 22.08.2014.

Further to above find enclosed herewith cheque No. 761438 dt. 10.09.2014 for Rs. 78,791/- drawn on Indusind Bank, Panaji in resp. of Shri. Mahesh P. Kamat, Ex. Dy. Financial Controller towards 2nd and 3rd instalment of balance 75% of Vith pay arrears for the period from 01.01.2006 to 25.09.2008 i.e. till date of CRS.

Copy of acknowledgment by the concern may be forwarded to us for record.

T. K. Pawase
(T. K. Pawase)
Dy. Financial Controller

(Encl:- As Above.)

To,
The Personnel Manager,
KTCL,H.O. Porvorim.

C.C. To:-

1. CRS file
2. Office file.
3. Guard File.

DRAFT

c/1148

No:KTC/ACCTS/HO/2014-15/
Accounts Department,
Kadamba Transport Corpn, Ltd,
Porvorim Goa.
Date:- 18/09/2014.

NOTE

Ref: NO:KTC/ACCTS/HO/2014-15/841 dt. 22.08.2014.

Further to above find enclosed herewith cheque No. 761438 dt. 10.09.2014 for Rs. 78,791/- drawn on Indusind Bank, Panaji in resp. of Shri. Mahesh P. Kamat, Dy. Financial Controller towards 2nd and 3rd instalment of balance 75% of VIth pay ^{ex} for the period from 01.01.2006 to ~~26.01.2008~~ i.e. till date of CRS.

25.09.2014?

Copy of acknowledgment by the concern may be forwarded to us for record.

(T. K. Pawase)
Dy. Financial Controller

(Encl:- As Above.)

To, ^{Personal}
The ~~General~~ Manager,
KTCL, H.O. Porvorim.

C.C. To:-

1. ~~The~~ Personnel Department.
2. CRS file
3. Office file.
4. Guard File.

~~APC~~
Pl. verify date of CRS.
& accordingly clear A.

checked & put up
↑
7 +

Dy. FC

REGD. A/D.

C/116 + C/117

No.KTC/PERS/(566)/2014-15/ 1585
Kadamba Transport Corpn.Ltd.,
Paraiso-De-Goa, Porvorim,
Bardez-Goa.

Date: 26.8.2014

4929
26/8/14

NOTE

Sub:- Dues of final Settlement/

Please find enclosed herewith Cheque bearing No.761354 dated 13.8.2014 amounting Rs.1,50,076/- drawn on Indusind Bank, Panaji towards Leave Encashment alongwith calculation statement and revised statement of Vith Pay arrears for the period from January,2006 to September, 2008, statement showing details of excess payments towards Notice Pay from Sept,2008 to January,2009, Statement of Interest Charged on HBA and second Cheque bearing No.914655 dated 22.8.2014 amounting Rs.3,50,000/- drawn on Corporation Bank, Panaji towards Payments of Gratuity alongwith ~~A~~ ANNEXURE-A showing details of Calculations.

Kindly acknowledge the receipt.

R. D. Naik

(R. D. Naik)
PERSONNEL OFFICER

To,
Shri Mahesh P. Kamat,
Flat, No.2, F-2,
"Shivneri" Comba, Margao-Goa.

Encl: As above.

1. Cheque No.761354 dt. 13.8.2014 for Rs. 1,50,076/- drawn on Indusind Bank
2. Calculation of Leave Encashment
3. Revised Statement of Vith Pay Arrears
4. Details of excess payments of Notice pay
5. Statement of interest charged on HBA
6. Cheque No.914655 dt. 22.8.2014 for Rs.3,50,000/- drawn on Corporation Bank
7. Annexure A calculation of Gratuity

Copy to:-

1. The Dy. F.C., H.O. Porvorim.
2. The A. L. A. for information.
2. Pers. file.
3. O/C. 4. G/F.

A. S. A. 27/8
28/8
28/8/14
Bhram

c/hs

No:KTC/ACCTS/HO/2014-15/ 841
Accounts Department,
Kadamba Transport Corpn, Ltd,
Porvorim Goa.
Date:- 22/08/2014.

NOTE

The final settlement for Compulsory Retirement in respect of Shri. Mahesh P. Kamat, Dy. Financial Controller employee code No. 0009 is made as per letter No:KTC/PERS/6(566)/2014-15/1021 dt. 30.06.2014 received from Personnel Department along with clearance Certificate and clarifications. The Cheque No.761354 dt. 13.08.2014 for Rs.1,50,076.00 (Rupees One lakh fifty thousand seventy six) drawn on Indusind Bank, Panaji towards Leave Encashment & Ch.No.914655 Dt. 22.08.2014 For Rs. 3,50,000.00(Rupees Three lakhs fifty thousand only) drawn on Corporation Bank, Panaji towards Gratuity are enclosed herewith as per aforesaid letter as final settlement dues along with Annexure -A and details of calculation for respective payments to be issued to the concern The payment drawn as mentioned above may be confirmed from your end as per compulsory retirement being first case.

A copy of acknowledgment by the concerned may be forwarded to us for our record.

Pawase
(T. K. Pawase)
Dy. Financial Controller

(Encl:- As Above.)

To,
The General Manager,
KTCL,H.O. Porvorim.

C.C. To:-

1. The Personnel Department.
2. CRS file
3. Office file.
4. Guard File.

C/11h

(DETAILS OF CALCULATIONS):

In respect of Shri. Mahesh P. Kamat, Dy. Financial Controller, Code No. 0009 attached to Head Office as per No.KTC/PERS/6 (566)/ 2014-15/71021 Dt. 30.06.2014.

LEAVE ENCAHMENT 284 DAYS)

Pay Band + Grade Pay + D.A.16% x No.of days E.L 284
30

29550+6600+5784X 284
30
= 3,96,975/-

UNPAID: Rs. NIL

OTHERS: 39598/-(Bal. 25% Rs. 27718/- + Bal. 7th part Rs. 11880/-)

TOTAL: Rs. 4,36,573.00

LESS DEDUCTIONS:

1	Excess payment towards notice pay From 26.09.08 to 26.01.09	1,67,762.00
2	Interest on HBA <i>out of day</i>	1,04,391.00
3	Penal Interest @ 2.5%	14,344.00

TOTAL DEDUCTIONS: 2,86,497.00

Net Payable Rs. 1,50,076.00

Pravin
Prep. By:

B. S. K.
Checked By.

Nml
ACCOUNTANT
12/8/14

Pravin 12/8/14
Asst. Financial Controller

Pravin 14/8
Dy. Financial Controller

JV h36 cl-

C/1h3

ANNEXTURE A

CALCULATION OF GRATUITY

Name: Shri. Mahesh P. Kamat, Dy. F.C. Head Office.

Emp. Code: 0009.

Ref: No. KTC/PERS/6(566)/2014-15/1021 dt. 31.06.2014.

GRATUITY (13 months)

Pay Band + Grade Pay + D.A. ^{16%} 100% X 15 X No. of years 26
26

29550 + 6600 + 5784 X 15 X 26
26

= Rs. 6,29,010.00

Limit for Gratuity is Rs. 3,50,000/- in the year 2008-09.

Prep. By.

Checked By

ACCOUNTANT

Asst. Financial Controller

Dy. Financial Controller

To,
The Member Secretary,
KTCL Employees Group Gratuity
Cum Life Assurance Fund/Trust.

C/1h2

ANNEXTURE A

CALCULATION OF GRATUITY

Name: Shri. Mahesh P. Kamat, Dy. F.C. Head Office.
Emp. Code: 0009.
Ref. No. KTC/PERS/6(566)/2014-15/1021 dt. 31.06.2014.

GRATUITY (13 months)

Pay Band + Grade Pay + D.A. 100% X 15 X No. of years 26

$$\frac{29550 + 6600 + 5784 \times 15 \times 26}{26}$$

= Rs. 6,29,010.00

Limit for Gratuity is Rs. 3,50,000/- in the year 2008-09.

Prep. By.

Checked By

ACCOUNTANT
12/8/14

Asst. Financial Controller

Dy. Financial Controller

To,
The Member Secretary,
KTCL Employees Group Gratuity
Cum Life Assurance Fund/Trust.

djh

No. KTC/PERS/6(566)/2014-15/1035
Kadamba Transport Corporation Ltd.,
Paraiso De Goa, Alto Porvorim.
Date:-04.07.2014.

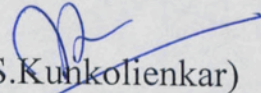
3187
5/7/14

C O R R I G E N D U M

Ref:-Letter No.KTC/PERS/6(566)/2014-15/1021, dated 30.06.2014.

The date of joining appeared in the final settlement letter referred above, may please be read as 13.12.1982 instead of 14.06.1983.

Other contents of the said letter remains unchanged.


(V.V.S.Kunkolienkar)
General Manager

To,
The Dy. Financial Controller,
K. T. C. Ltd., Head Office,
Alto Porvorim-Goa.

Copy to:-
1.Pers. file. 2.O.C. 3./G.F.

*
3187
Ago
M/S
7-7-14
Blaney

C/110

3098
31/7/14

No. KTC/PERS/6(566)/2014-15/1021
Kadamba Transport Corporation Ltd.,
Paraiso De Goa, Alto Porvorim.
Date: 30.06.2014.

To,
The Dy. Financial Controller,
K. T. C. Ltd., Head Office,
Alto Porvorim-Goa.

Sub: Final settlement in respect of Shri Mahesh P. Kamat,
Dy. Financial Controller.

Ref: 1. Order No. KTC/ADMN/1-2/2008-09/20, dated
20.6.2008, Compulsary Retirement of Shri Mahesh
Kamat, Dy. Financial Controller.
2. No. KTC/PERS/6 (566)/2014-15/539, dtd. 29.05.2014.

Asst
Finance
4/7

Enclosed herewith please find the clearance certificates in respect of Shri Mahesh P. Kamat, Dy. Financial Controller. He has worked for the Corporation for 26 years i.e. joined w.e.f. 14.06.1983 and eligible for gratuity for 13 months. He was suspended from 08th June, 2007 and thereafter no charge sheet has been issued to him. His suspension order was not revoked till the order of Compulsary Retirement. Hence his suspension is deemed revoked, hence he will be eligible for full salary after deduction of subsistence allowance paid during the period of his suspension. He has got 284 days privilege leave balance to his credit. His last pay band scale and grade pay is Rs.29,550/- + Rs.6,600/- .

His legal dues may be paid to him after adjustment of dues as per the enclosed note dated 05.06.2014 . A copy of final settlement may be sent to this office.

His residential address is as under:-

Shri Mahesh P. Kamat,
2/F/2, Shivnery Co-operative Housing Society,
Comba Margao-Goa.

FOR NA -

7/17 Act 4
[Signature]

AAA
4.214
Blame

[Signature]
(V.V.S. Kunkolienkar)
General Manager

Copy to:-
1. Pers. file. 2. O.C. 3. G.F.

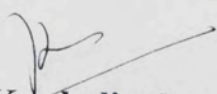
Received on Reg 14-15, page 4
at S.No. 18- [Signature]

c/139

KADAMBA TRANSPORT CORPORATION LIMITED
PORVORIM-GOIA
CLEARANCE CERTIFICATE

Shri Mahesh P. Kamat, Dy.F.C Emp. Code No. 009 ceases to be in our employment with effect from 26.9.2008.

This clearance when signed by the respective under mentioned authorities will relieve the above person from all his liabilities towards the company. Final dues will be paid to him after receiving the form duly signed by all.


(V.V.S.Kunkolienkar)
General Manager

Date: 29.5.2014.

Sr.No.	Name of Department	Amount to be recovered	Description of material	Signature of Head of Department
1	<u>DEPARTMENT (DEPOT)</u> ✓ <i>MARGAO</i>			
	i) Traffic ✓	—	<i>Nil</i> —	<i>[Signature]</i>
	ii) Stores ✓	— <i>Nil</i> —	— <i>Nil</i> —	<i>[Signature]</i> <i>26/5/14</i> <i>Kellon</i>
	iii) Accounts ✓			
	iv) C.W.S. ✓ <i>Marg/depot</i>	— <i>no dues</i> —	—	
2.	Traffic Department(H.O.) Admn. Dept.			
3.	Accounts Department(H.O.) i) Group Insurance ii) Postal Saving iii) L.I.C. etc.			

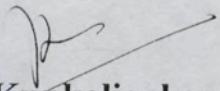
N.B.: Clearance Certificate should be duly filled in and forwarded to the Personnel Manager immediately.

C/138


KADAMBA TRANSPORT CORPORATION LIMITED
PORVORIM-GOA
CLEARANCE CERTIFICATE

Shri Mahesh P. Kamat, Dy.F.C Emp. Code No. 009 ceases to be in our employment with effect from 26.9.2008.

This clearance when signed by the respective under mentioned authorities will relieve the above person from all his liabilities towards the company. Final dues will be paid to him after receiving the form duly signed by all.


(V.V.S.Kunkolienkar)
General Manager

Date: 29.5.2014.

Sr.No.	Name of Department	Amount to be recovered	Description of material	Signature of Head of Department
1	<u>DEPARTMENT (DEPOT)</u> i) Traffic ii) Stores iii) Accounts iv) C.W.S.	} Nil	} Nil	 Adm (V.S.D.)
2.	Traffic Department(H.O.) Admn. Dept.			
3.	Accounts Department(H.O.) i) Group Insurance ii) Postal Saving iii) L.I.C. etc.			

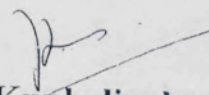
N.B.: Clearance Certificate should be duly filled in and forwarded to the Personnel Manager immediately.

C/137

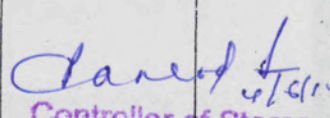
KADAMBA TRANSPORT CORPORATION LIMITED
PORVORIM-GOA
CLEARANCE CERTIFICATE

Shri Mahesh P. Kamat, Dy.F.C Emp. Code No. 009 ceases to be in our employment with effect from 26.9.2008.

This clearance when signed by the respective under mentioned authorities will relieve the above person from all his liabilities towards the company. Final dues will be paid to him after receiving the form duly signed by all.


(V.V.S.Kunkolienkar)
General Manager

Date: 29.5.2014.

Sr.No.	Name of Department	Amount to be recovered	Description of material	Signature of Head of Department
1	<u>DEPARTMENT (DEPOT)</u> i) Traffic ii) Stores iii) Accounts iv) C.W.S.		There are no dues from Mr. Mahesh Kamat towards central store - KTC - Porvorim. Store Keeper K.T.C.L. Central Store	 Controller of Stores KTC Ltd.
2.	Traffic Department(H.O.) Admn. Dept.			
3.	Accounts Department(H.O.) i) Group Insurance ii) Postal Saving iii) L.I.C. etc.			

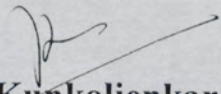
N.B.: Clearance Certificate should be duly filled in and forwarded to the Personnel Manager immediately.

C/136

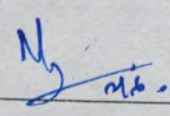
KADAMBA TRANSPORT CORPORATION LIMITED
PORVORIM-GOA
CLEARANCE CERTIFICATE

Shri Mahesh P. Kamat, Dy.F.C Emp. Code No. 009 ceases to be in our employment with effect from 26.9.2008.

This clearance when signed by the respective under mentioned authorities will relieve the above person from all his liabilities towards the company. Final dues will be paid to him after receiving the form duly signed by all.


(V.V.S.Kunkolienkar)
General Manager

Date: 29.5.2014.

Sr.No.	Name of Department	Amount to be recovered	Description of material	Signature of Head of Department
1	<u>DEPARTMENT (DEPOT)</u> i) Traffic ii) Stores iii) Accounts iv) C.W.S. v) Dy. G.M (Tech)	nil	—	
2.	Traffic Department(H.O.) Admn. Dept.			
3.	Accounts Department(H.O.) i) Group Insurance ii) Postal Saving iii) L.I.C. etc.			

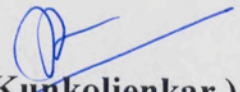
N.B.: Clearance Certificate should be duly filled in and forwarded to the Personnel Manager immediately.

C/135

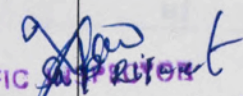
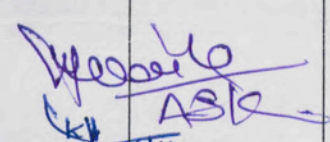
KADAMBA TRANSPORT CORPORATION LIMITED
PORVORIM-GOA
CLEARANCE CERTIFICATE

Shri Mahesh P. Kamat, Dy.F.C Emp. Code No. 009 ceases to be in our employment with effect from 26.9.2008.

This clearance when signed by the respective under mentioned authorities will relieve the above person from all his liabilities towards the company. Final dues will be paid to him after receiving the form duly signed by all.


(V.V.S.Kunkolienkar)
General Manager

Date: 29.5.2014.

Sr.No.	Name of Department	Amount to be recovered	Description of material	Signature of Head of Department
1	<u>DEPARTMENT (DEPOT)</u> i) Traffic ii) Stores iii) Accounts <i>PRV.</i> iv) C.W.S.	<i>nil</i> <i>nil</i> <i>nil</i>	<i>Ass't</i>  TRAFFIC SUPERVISOR K. T. C. Ltd., Porvorim Depot  ASST. ACCOUNTANT KADAMBA TRANSPORT CORP. LTD. PORVORIM DEPOT	
2.	Traffic Department(H.O.) Admn. Dept.			
3.	Accounts Department(H.O.) i) Group Insurance ii) Postal Saving iii) L.I.C. etc.			

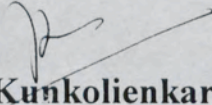
N.B.: Clearance Certificate should be duly filled in and forwarded to the Personnel Manager immediately.

c/134

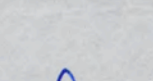
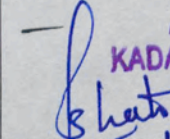
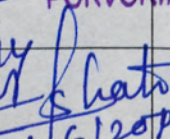
KADAMBA TRANSPORT CORPORATION LIMITED
PORVORIM-GOA
CLEARANCE CERTIFICATE

Shri Mahesh P. Kamat, Dy.F.C Emp. Code No. 009 ceases to be in our employment with effect from 26.9.2008.

This clearance when signed by the respective under mentioned authorities will relieve the above person from all his liabilities towards the company. Final dues will be paid to him after receiving the form duly signed by all.


(V.V.S.Kunkolienkar)
General Manager

Date: 29.5.2014.

Sr.No.	Name of Department	Amount to be recovered	Description of material	Signature of Head of Department
1	<u>DEPARTMENT (DEPOT)</u> i) Traffic ii) Stores iii) Accounts (P.V.) iv) C.W.S.	N: 1- no dues		 ASST. ACCOUNTANT KADAMBA TRANSPORT CORP. LTD. PORVORIM DEPOT
2.	Traffic Department(H.O.) Admn. Dept.	no dues		 11/8/2014 WM  11/6/2014 OSD CTRK
3.	Accounts Department(H.O.) i) Group Insurance ii) Postal Saving iii) L.I.C. etc.			

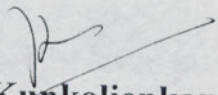
N.B.: Clearance Certificate should be duly filled in and forwarded to the Personnel Manager immediately.

C/133


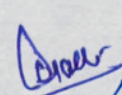

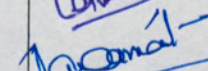
KADAMBA TRANSPORT CORPORATION LIMITED
PORVORIM-GOA
CLEARANCE CERTIFICATE

Shri Mahesh P. Kamat, Dy.F.C Emp. Code No. 009 ceases to be in our employment with effect from 26.9.2008.

This clearance when signed by the respective under mentioned authorities will relieve the above person from all his liabilities towards the company. Final dues will be paid to him after receiving the form duly signed by all.


(V.V.S.Kunkolienkar)
General Manager

Date: 29.5.2014.

Sr.No.	Name of Department	Amount to be recovered	Description of material	Signature of Head of Department
1	<u>DEPARTMENT (DEPOT)</u>			
	i) Traffic	- Nil -	- Nil -	
	ii) Stores	- Nil -	- Nil -	
	iii) Accounts ✓	← Nil →	← Nil →	
	iv) C.W.S.			
				Asst. Accountant (Kadamba Transport Corp. (Ltd.) Panaji Depot, Panaji Goa.
2.	Traffic Department(H.O.) Admn. Dept.			
3.	Accounts Department(H.O.)			
	i) Group Insurance			
	ii) Postal Saving			
	iii) L.I.C. etc.			

N.B.: Clearance Certificate should be duly filled in and forwarded to the Personnel Manager immediately.

KADAMBA TRANSPORT CORPORATION LIMITED

Statement of Arrears of Pay and Allowances of Mahesh P. Kamat, Dy. F.C. (C&B), Code No 0009 for the period from 01.01.06 to 25.09.2008
 As per VI th pay band 15600 - 39100 + Grade Pay 6600

Scale of Pay as per V th Pay 10000 - 325 - 13500

Period	Days	Days Pay	Band	Grade Pay	Eand	Grade Pay	Grade Pay	D.A. %	DUES				DRAWN												Net Pay (25-27)		
									D.A. %	D.A.	Total (6+7+9)	HRA	M.A.L.L	Total (10+11+12)	Basic	D.P.	D.A. %	D.A.	Total (15+16+18)	HRA	CCA	CCA	M.A.L.L	Total (19+22+23)		Diff. (13-24)	Wages for P.F.
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Jan-06	31	31	26460	6600	26460	6600	0	0	33060	0	1322	34382	13900	6950	24%	5004	25854	3128	120	120	1164	27138	7244	7206	865	6379	
Feb-06	28	28	26460	6600	26460	6600	0	0	33060	0	1322	34382	13900	6950	24%	5004	25854	3128	120	120	1164	27138	7244	7206	865	6379	
Mar-06	31	31	26460	6600	26460	6600	0	0	33060	0	1322	34382	14225	7113	24%	5121	26459	3201	120	120	1191	27770	6612	6601	792	5820	
TOTAL			79380	19800	79380	19800	0	0	99180	0	3866	103146	42025	21013	0.72	15129	78167	9457	360	360	3519	82046	21100	21013	2522	18578	
Apr-06	30	30	26460	6600	26460	6600	0	0	33060	0	1322	34382	14225	7113	24%	5121	26459	3201	120	120	1191	27770	6612	6601	792	5820	
May-06	31	31	26460	6600	26460	6600	0	0	33060	0	1322	34382	14225	7113	24%	5121	26459	3201	120	120	1191	27770	6612	6601	792	5820	
Jun-06	30	30	26460	6600	26460	6600	0	0	33060	0	1322	34382	14225	7113	24%	5121	26459	3201	120	120	1191	27770	6612	6601	792	5820	
Jul-06	31	31	27460	6600	27460	6600	2%	681	34741	0	1390	36131	14225	7113	29%	6188	27326	3201	120	120	1234	28880	7251	7215	866	6385	
Aug-06	31	31	27460	6600	27460	6600	2%	681	34741	0	1390	36131	14225	7113	29%	6188	27326	3201	120	120	1234	28880	7251	7215	866	6385	
Sep-06	30	30	27460	6600	27460	6600	2%	681	34741	0	1390	36131	14225	7113	29%	6188	27326	3201	120	120	1234	28880	7251	7215	866	6385	
Oct-06	31	31	27460	6600	27460	6600	2%	681	34741	0	1390	36131	14225	7113	29%	6188	27326	3201	120	120	1234	28880	7251	7215	866	6385	
Nov-06	30	30	27460	6600	27460	6600	2%	681	34741	0	1390	36131	14225	7113	29%	6188	27326	3201	120	120	1234	28880	7251	7215	866	6385	
Dec-06	31	31	27460	6600	27460	6600	6%	2044	36104	0	1444	37548	14225	7113	35%	7468	28806	3201	120	120	1285	30211	7337	7298	876	6461	
Jan-07	31	31	27460	6600	27460	6600	6%	2044	36104	0	1444	37548	14225	7113	35%	7468	28806	3201	120	120	1285	30211	7337	7298	876	6461	
Feb-07	28	28	27460	6600	27460	6600	6%	2044	36104	0	1444	37548	14550	7275	35%	7639	28806	3201	120	120	1285	30211	7337	7298	876	6461	
Mar-07	31	31	326520	79200	326520	79200	6%	2044	36104	0	16638	432576	171025	35518	3.51	75066	331609	38495	1440	1440	14861	347910	84666	84329	10121	74545	
Apr-07	30	30	27460	6600	27460	6600	6%	2044	36104	0	1444	37548	14550	7275	35%	7639	29464	3274	120	120	1314	30898	6650	6640	797	5853	
May-07	31	31	27460	6600	27460	6600	6%	2044	36104	0	1444	37548	14550	7275	35%	7639	29464	3274	120	120	1314	30898	6650	6640	797	5853	
Jun-07	30	30	27460	6600	27460	6600	6%	2044	36104	0	1444	37548	9700	4850	35%	5093	19643	2183	80	80	876	20599	16949	16461	1975	14974	
Jul-07	31	31	28490	6600	28490	6600	9%	3158	38248	0	1530	39778	7275	3638	41%	4474	15387	1637	60	60	683	16130	23648	22861	2743	20905	
Aug-07	31	31	28490	6600	28490	6600	9%	3158	38248	0	1530	39778	7275	3638	41%	4474	15387	1637	60	60	683	16130	23648	22861	2743	20905	
Sep-07	30	30	28490	6600	28490	6600	9%	3158	38248	0	1530	39778	9943	4972	41%	6115	21030	2237	82	82	934	22046	17732	17218	2066	15666	
Oct-07	31	31	28490	6600	28490	6600	9%	3158	38248	0	1530	39778	10913	5457	41%	6712	23082	2456	90	90	1025	24197	15581	15166	1820	13761	
Nov-07	30	30	28490	6600	28490	6600	9%	3158	38248	0	1530	39778	10913	5457	41%	6712	23082	2456	90	90	1025	24197	15581	15166	1820	13761	
Dec-07	31	31	28490	6600	28490	6600	12%	4211	39301	0	1572	40873	10913	5457	41%	6712	23082	2456	90	90	1025	24197	15581	15166	1820	13761	
Jan-08	31	31	28490	6600	28490	6600	12%	4211	39301	0	1572	40873	10913	5457	47%	7694	24064	2456	90	90	1064	25218	15655	15237	1828	13827	
Feb-08	29	29	28490	6600	28490	6600	12%	4211	39301	0	1572	40873	10913	5457	47%	7694	24064	2456	90	90	1064	25218	15655	15237	1828	13827	
Mar-08	31	31	28490	6600	28490	6600	12%	4211	39301	0	1572	40873	10913	5457	47%	7694	24064	2456	90	90	1064	25218	15655	15237	1828	13827	
TOTAL			338790	79200	338790	79200		37713	455703	0	18228	473931	128771	64390	4.92	78652	271813	28978	1062	1062	12071	2284946	188985	183890	22065	166920	

Date	Account	Debit	Credit	Balance	Rate	Interest	Balance	PF	Oct
Apr-08	30	28490	6600	28490	12%	0	1572	1828	13827
May-08	31	28490	6600	28490	12%	0	1572	1828	13827
Jun-08	30	28490	6600	24691	12%	0	1362	1585	11982
Jun-08	30	28490	6600	3799	12%	0	210	115	852
Jul-08	31	29550	6600	29550	16%	0	1677	999	7401
Aug-08	31	29550	6600	29550	16%	0	1677	999	7401
Sep-08	30	29550	6600	202610	16%	6025	1398	832	9464
TOTAL		202610	38500	169195		6025	9468	8186	64754
G.Total		947300	224400	913885	0	6025	48360	42894	324797

Actual 25% 91923
 paid 60134
 Balance 25% to pay 31789
 Balance 275768
 7th part 39395
 7th part 25679
 Balance to pay 13716
 Balance Outstanding 236372
 Total 25% & 7th part to pay paid 45505
 & long with final settlement 78791

balance outstanding → 1,57,832

PF + 69650
 9191
 78791

Statement of Interest charged on HBA

F.Y.	Amnt outstanding	Penal interest @ 2.5% As	No. of days	
Feb 2009	104391	250	28	March 09
March 2009		222	31	
2009-10	104391	2610	365	
2010-11	104391	2610	365	
2011-12	104391	2610	365	
2012-13	104391	2610	365	
2013-14	104391	2610	365	
2014-15	104391	872	122	

Upto July 14

Total ~~13453~~ ~~14364~~ ~~14344~~ ~~14364~~ ~~14364~~

Outstanding Rs. 104391.
 Penal interest Rs. 14344
~~14364~~
 Total Rs. ~~118735~~ 118735-

C/129

Income Tax slab for f.y. 2008-09

upto 1.50 lakh - Nil

1.50 to 3.00 lakh - 10%

3.00 to 5.00 lakh - 20%

5.00 & above - 30%

⊗ Cess - 3%

e/128

No.KTC/ACCTS-H.O./2014-15/406
Kadamba Transport Corporation Ltd.,
Accounts dept., H.O. - Porvorim
Date: - 05.06.2014

Inward No. 329 Dt. 6/6/14
Office of the General Manager
Alto, Porvorim - Goa

NOTE

Sub: - Regarding clearance certificate in respect of Shri. Mahesh P. Kamat
Dy. Financial Controller
Ref: - No. KTC/PERS/6(566)/2014-15/539dt 29.05.2014

With reference to above it is to inform that as per date of cessation of service w.e.f. 26.09.2008 as mentioned in the aforesaid note, the total amount recoverable from Shri. Mahesh P. Kamat on account of notice pay is works out to Rs. 1, 67,762/- The details of the same is as below:

- 1. Amount to be recovered towards payment made as Notice pay (Gross) for the period from 26.09.2008 to 26.01.2009 - Rs.1,52,004/-
 - 2. Amount to be recovered towards Provident Fund contribution deposited by KTCL as Corporation share to his Provident Fund A/c for the period from 26.9.2008 to 26.01.2009 - Rs. 15,758/-
- Total - Rs.1, 67,762/-

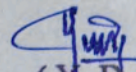
The details of amount to be recovered on account of Notice pay as mentioned above is enclosed.

In addition to above the amount recoverable from him as interest towards House Building Advance is Rs.1,04,391/-. The said amount is outstanding in the books since February 2009 for the reason he was placed under CRS and amount could not be recovered from his salary.

By inclusion of above amount of Rs.1,04,391/-, the total amount to be recovered is aggregates to Rs.2,72,153/- The charging of interest on outstanding amount of interest on HBA is to be seen in addition to above total recovery.

The amount payable to him towards arrears of VIth pay for the period from 01.01.2006 to 25.09.2008 is works out to Rs.93,724/- after deducting Provident Fund contribution of Rs.13326/- i.e. (Gross Rs.107050/-) for which decision would be required for release of payment, since such cases for payment to be made has been referred to Government to provide funds. A statement of arrears is enclosed.

The matter may be processed for clearance of final settlement considering above and we may be informed accordingly to make his final settlement. The clearance certificate as received vide note no. KTC/PERS/6(566)/2014-15/539dt 29.05.2014 is enclosed herewith.


(Y. D. Gaude)
Dy. Financial Controller

Encl.: As above

To,
The General Manager
K. T.C. Ltd.,
H.O. - Porvorim

Copy to: - 1. O/C
2. G/F

fo
A. study & put up full details as desired
G. D. P. S.
9/6

put up details -
P. D.
10/6

LWO II
Sudhita
10/6
the sudhita.

DETAILS OF NOTICE PAY PAID TO SHRI. MAHESH P. KAMAT, DY.F.C.(C&B)

Ref:NO:KTC/PERS/6(566)/2014-15/539 dt. 29.05.2014.

Vide above reference details of excess payment of Notice pay from 26.09.08 to 26.01.09 is given below:-

MONTH	DAYS	BASIC	D.P.	D.A.%	D.A.	HRA	CCA	M.A.	PER.PAY	GROSS	P.F.	H.B.A.	TAX	INCOME TOTAL.	DEDUCTION	NET
Sep'08	5	2425	1213	47%	1710	546	20	237	0	6151	642	1650	2100	0	642	5509
Oct'08	31	14550	7275	47%	10258	3274	120	1419	325	37221	3850	1650	2100	2100	7600	29621
Nov'08	30	14550	7275	47%	10258	3274	120	1419	325	37221	3850	1650	2100	2100	7600	29621
Dec,08	31	14550	7275	54%	11786	3274	120	1480	325	38810	4033	1650	2100	2100	7783	31027
Jan,09	26	12203	6102	54%	9884	2746	101	1241	325	32602	3383	1650	0	0	5033	27568
		58278	29139.5		43896	13113	481	5796	1300	152004	15758	6600	6300	6300	28658	123346

KADAMBA TRANSPORT CORPORATION LIMITED

Statement of Arrears of Pay and Allowances of Mahesh P. Kamat, Dy.F.C.(C&B), Code No 0009 for the period from 01.01.06 to 25.09.2008
 Scale of Pay as per V th Pay 10000 - 325 - 13500
 As per V th pay pay band 15600 - 39100 + Grade Pay 6600

Period	Days Pay	DUES			DRAWN																				
		Band	Grade Pay	Pay	Total (6+7+9)	HRA	M.ALL	Total (10+11+12)	Basic	D.P.	D.A.	Total (15+16+18)	HRA	CCA	CCA CAL	M.ALL	Total (19+22+23)	Diff. (13-24)	Wages for P.F.	P.F.	Net Pay (25-27)				
1	3	4	5	6	7	8	9	10	11	12	13	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Jan-06	31	25860	6600	25860	6600	0	0	32460	0	1298	33758	13900	6950	24%	5004	25854	3128	120	120	1164	27138	6620	6606	793	5827
Feb-06	28	25860	6600	25860	6600	0	0	32460	0	1298	33758	13900	6950	24%	5004	25854	3128	120	120	1164	27138	6620	6606	793	5827
Mar-06	31	25860	6600	25860	6600	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	120	1191	27770	5988	6001	720	5268
TOTAL		77580	19800	77580	19800	0	0	97380	0	3894	101274	42025	21013	0.72	15129	78167	9457	360	360	3519	82046	19228	19213	2306	16922
Apr-06	30	25860	6600	25860	6600	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	120	1191	27770	5988	6001	720	5268
May-06	31	25860	6600	25860	6600	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	120	1191	27770	5988	6001	720	5268
Jun-06	30	25860	6600	25860	6600	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	120	1191	27770	5988	6001	720	5268
Jul-06	31	26840	6600	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	120	1234	28880	6593	6583	790	5803
Aug-06	31	26840	6600	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	120	1234	28880	6593	6583	790	5803
Sep-06	30	26840	6600	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	120	1234	28880	6593	6583	790	5803
Oct-06	31	26840	6600	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	120	1234	28880	6593	6583	790	5803
Nov-06	30	26840	6600	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	120	1234	28880	6593	6583	790	5803
Dec-06	31	26840	6600	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	120	1234	28880	6593	6583	790	5803
Jan-07	31	26840	6600	26840	6600	6%	2006	35446	0	1418	36864	14225	7113	35%	7468	28806	3201	120	120	1285	30211	6653	6640	797	5856
Feb-07	28	26840	6600	26840	6600	6%	2006	35446	0	1418	36864	14225	7113	35%	7468	28806	3201	120	120	1285	30211	6653	6640	797	5856
Mar-07	31	26840	6600	26840	6600	6%	2006	35446	0	1418	36864	14550	7275	35%	7639	29464	3274	120	120	1314	30898	5966	5982	718	5248
TOTAL		319140	79200	319140	79200	6%	10032	408372	0	16332	424704	171025	85518	3.51	75066	331609	38485	1440	1440	14861	347910	76794	76763	9212	67582
Apr-07	30	26840	6600	26840	6600	6%	2006	35446	0	1418	36864	14550	7275	35%	7639	29464	3274	120	120	1314	30898	5966	5982	718	5248
May-07	31	26840	6600	26840	6600	6%	2006	35446	0	1418	36864	14550	7275	35%	7639	29464	3274	120	120	1314	30898	5966	5982	718	5248
Jun-07	30	17894	4400	17894	4400	6%	1338	23632	0	945	24577	9700	4850	35%	5093	19643	2183	80	80	876	20599	3978	3989	479	3499
Jul-07	31	13925	3300	13925	3300	9%	1550	18775	0	751	19526	7275	3638	41%	4474	15387	1637	60	60	683	16130	3396	3388	407	2989
Aug-07	31	13925	3300	13925	3300	9%	1550	18775	0	751	19526	7275	3638	41%	4474	15387	1637	60	60	683	16130	3396	3388	407	2989
Sep-07	30	19031	4510	19031	4510	9%	2119	25660	0	1026	26686	9943	4972	41%	6115	21030	2237	82	82	934	22046	4640	4630	556	4084
Oct-07	31	20888	4950	20888	4950	9%	2325	28163	0	1127	29290	10913	5457	41%	6712	23082	2456	90	90	1025	24197	5093	5081	610	4483
Nov-07	30	20888	4950	20888	4950	9%	2325	28163	0	1127	29290	10913	5457	41%	6712	23082	2456	90	90	1025	24197	5093	5081	610	4483
Dec-07	31	20888	4950	20888	4950	9%	2325	28163	0	1127	29290	10913	5457	41%	6712	23082	2456	90	90	1025	24197	5093	5081	610	4483
Jan-08	31	20888	4950	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	90	1064	25218	4879	4875	585	4294
Feb-08	29	20888	4950	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	90	1064	25218	4879	4875	585	4294
Mar-08	31	20888	4950	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	90	1064	25218	4879	4875	585	4294
TOTAL		243783	58410	243783	58410	6%	26847	329040	0	13164	342204	128771	64390	4.92	78652	271813	28978	1062	1062	12071	284946	57258	57227	6870	50388

	15	16	17	18	19	20	21	22	23	24	25	26	27	28	
Apr-08	30	20888	4950	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694
May-08	31	20888	4950	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694
Jun-08	26	18103	4290	18103	4290	12%	2687	25080	0	1003	26083	9458	4729	47%	6668
Jul-08	4	3713	880	3713	880	12%	551	5144	0	206	5350	1940	970	47%	1368
Aug-08	31	28890	6600	28890	6600	16%	5678	41168	0	1647	42815	14550	7275	54%	11786
Sep-08	25	28890	6600	28890	6600	16%	5678	41168	0	1647	42815	14550	7275	54%	11786
TOTAL		150262	34370	145447	33770	16%	25528	204745	5915	1372	41594	12125	6063	54%	9822
G.Total		730765	192230	735950	191130	0	62407	1039537	5915	41584	1087033	416270	208147	12.65	225666

107050 - 13326 - 93724
 - 25679 - 6653 - 53481
 - 2760 - 22919

9/1/0

1932
30/5/14

C/125


No.KTC/PERS/6(566)/2014-15/539
Kadamba Transport Corpn.Ltd.,
Alto Porvorim, Bardez-Goa.

Date: 29.5.2014

N O T E

Ref: Order No.KTC/ADMN/1-2/2008-09/20 dt.20.6.2008, Compulsorily retirement of Shri Mahesh P. Kamat, Dy.F.C. (C&B)

Please refer order as above, find enclosed herewith clearance certificate in respect of Shri Mahesh P. Kamat, who was Dy.Financial Controller(C & B) in the Corporation which shall be duly filled in all respect and forward the same to Personnel Dept. on or before 2.6.2014.


(V.V.S. Kunkolienkar)
General Manager

To,

✓ 1. The Dy.Financial Controller,
K.T.C.L.,
H.O. Porvorim.

2. To All Sectional Head

Copy to;

1. Pers. File
2. O/C.

As per clearance enclosed clearance

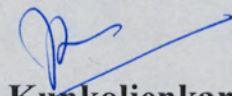
*AFZ
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30/5* *31/5 AA*
31/5 B

C/124

**KADAMBA TRANSPORT CORPORATION LIMITED
PORVORIM-GOA
CLEARANCE CERTIFICATE**

Shri Mahesh P. Kamat, Dy.F.C Emp. Code No. 009 ceases to be in our employment with effect from 26.9.2008.

This clearance when signed by the respective under mentioned authorities will relieve the above person from all his liabilities towards the company. Final dues will be paid to him after receiving the form duly signed by all.


(V.V.S.Kunkolienkar)
General Manager

Date: 29.5.2014.

Sr.No.	Name of Department	Amount to be recovered	Description of material	Signature of Head of Department
1	<u>DEPARTMENT (DEPOT)</u> i) Traffic ii) Stores iii) Accounts iv) C.W.S.			
2.	Traffic Department(H.O.) Admn. Dept.			
3.	Accounts Department(H.O.) i) Group Insurance ii) Postal Saving iii) L.I.C. etc.			

N.B.: Clearance Certificate should be duly filled in and forwarded to the Personnel Manager immediately.

C/123

Inward No. Dt.
Office of the General Manager
Alto, Porvorim - Goa

No.KTC/PERS/6(566)/2014-15/ 539
Kadamba Transport Corpn.Ltd.,
Alto Porvorim, Bardez-Goa.

Date: 29.5.2014

K.T.C.
A29
30/5/14

2027
3/6/14

NOTE

Ref: Order No.KTC/ADMN/1-2/2008-09/20 dt.20.6.2008, Compulsorily retirement of Shri Mahesh P. Kamat, Dy.F.C. (C&B)

Please refer order as above, find enclosed herewith clearance certificate in respect of Shri Mahesh P. Kamat, who was Dy.Financial Controller(C & B) in the Corporation which shall be duly filled in all respect and forward the same to Personnel Dept. on or before 2.6.2014.

(V.V.S. Kunkolienkar)
General Manager

To,
1. The Dy.Financial Controller,
K.T.C.L.,
H.O. Porvorim.

2. To All Sectional Head
O.S.D (T&F)

Copy to;
1. Pers. File
2. O/C.

Smrasta
Mokam No dues of Admn/O&S sealed.
MAD
DPRC No. 216. 9/318 Adm
w/b
h 6.14
Blom

- This may return to Personnel Dept. to send us along with details such as ^{lost} Basic Pay, No. of yrs service, completed, No. of day EL etc. for calculation of his final settlement dues.

- As req. dues at Accnts Dept. the calculation is program and will be informed subsequently.

~~AFC~~ we may provide int. ^{5/6/14}
return as proposed.

~~4/5/14~~ Add
and
5/6/14

The information is given by
vide Note No. KTC/HR/101(2014-15) 406
dated 5.6.14 to G.M. on 6/6/14
As intimated vide above note. ^{5/6/14}

~~AFC~~ ^{5/6/14}

LM. for ya

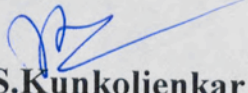
P.O

C/122

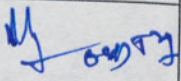
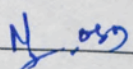
KADAMBA TRANSPORT CORPORATION LIMITED
PORVORIM-GOA
CLEARANCE CERTIFICATE

Shri Mahesh P. Kamat, Dy.F.C Emp. Code No. 009 ceases to be in our employment with effect from 26.9.2008.

This clearance when signed by the respective under mentioned authorities will relieve the above person from all his liabilities towards the company. Final dues will be paid to him after receiving the form duly signed by all.


(V.V.S.Kunkolienkar)
General Manager

Date: 29.5.2014.

Sr.No.	Name of Department	Amount to be recovered	Description of material	Signature of Head of Department
1	<u>DEPARTMENT (DEPOT)</u> i) Traffic ii) Stores iii) Accounts iv) C.W.S.			
2.	Traffic Department(H.O.) Admn. Dept.	No dues		
3.	Accounts Department(H.O.) i) Group Insurance ii) Postal Saving iii) L.I.C. etc.			

N.B.: Clearance Certificate should be duly filled in and forwarded to the Personnel Manager immediately.

C/121

STATEMENT OF INTEREST CHARGED ON HBA

F. YEAR	AMOUNT OUTSTANDING	PENAL INTEREST 2.5%	NO. Of DAYS
Feb-09	104391	200	28
Mar-09	104391	222	31
2009-10	104391	2610	365
2010-11	104391	2610	365
2011-12	104391	2610	365
2012-13	104391	2610	365
2013-14	104391	2610	365
2014-15	104391	872	122
UP TO JULY'14		14344	
TOTAL		OUTSTANDING	104391
		PENAL INTEREST	14344
		2.5%	
		TOTAL RS.	118735

KADAMBA TRANSPORT CORPORATION LIMITED

Statement of Arrears of Pay and Allowances of Mahesh P. Kamat, Dy.F.C.(C&B), Code No 0009 for the period from 01.01.06 to 25.09.2008
 As per VI th pay pay band 15600 -39100 + Grade Pay 6600

DUES

DRAWN

Period	Days	Days Pay	Band	Grade Pay	Pay Band	Grade Pay	Pay Band	Grade	Pay	DUES				DRAWN				Total (19+22+23)	Diff. (13-24)	Wages for P.F.	P.F.	Net Pay (25-27)					
										D.A.	D.A. %	Total (6+7+9)	HRA	M.A.L.L Total (10+11+12)	Basic	Basic	D.P.						D.A. %	D.A.	Total (15+16+18)	HRA	CCA
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Jan-06	31	31	26460	6600	26460	6600	0	0	33060	0	1322	34382	13900	13900	6950	24%	5004	25854	3128	120	120	1164	27138	7244	7206	865	6379
Feb-06	28	28	26460	6600	26460	6600	0	0	33060	0	1322	34382	13900	13900	6950	24%	5004	25854	3128	120	120	1164	27138	7244	7206	865	6379
Mar-06	31	31	26460	6600	26460	6600	0	0	33060	0	1322	34382	14225	14225	7113	24%	5121	26459	3201	120	120	1191	27770	6612	6601	792	5820
TOTAL			79380	19800	79380	19800	0	0	99180	0	3966	103146	42025	42025	21013	0.72	15129	78167	9457	360	360	3519	82046	21100	21013	2522	18578
Apr-06	30	30	26460	6600	26460	6600	0	0	33060	0	1322	34382	14225	14225	7113	24%	5121	26459	3201	120	120	1191	27770	6612	6601	792	5820
May-06	31	31	26460	6600	26460	6600	0	0	33060	0	1322	34382	14225	14225	7113	24%	5121	26459	3201	120	120	1191	27770	6612	6601	792	5820
Jun-06	30	30	26460	6600	26460	6600	0	0	33060	0	1322	34382	14225	14225	7113	24%	5121	26459	3201	120	120	1191	27770	6612	6601	792	5820
Jul-06	31	31	27460	6600	27460	6600	2%	681	34741	0	1390	36131	14225	14225	7113	29%	6188	27526	3201	120	120	1234	28880	7251	7215	866	6385
Aug-06	31	31	27460	6600	27460	6600	2%	681	34741	0	1390	36131	14225	14225	7113	29%	6188	27526	3201	120	120	1234	28880	7251	7215	866	6385
Sep-06	30	30	27460	6600	27460	6600	2%	681	34741	0	1390	36131	14225	14225	7113	29%	6188	27526	3201	120	120	1234	28880	7251	7215	866	6385
Oct-06	31	31	27460	6600	27460	6600	2%	681	34741	0	1390	36131	14225	14225	7113	29%	6188	27526	3201	120	120	1234	28880	7251	7215	866	6385
Nov-06	30	30	27460	6600	27460	6600	2%	681	34741	0	1390	36131	14225	14225	7113	29%	6188	27526	3201	120	120	1234	28880	7251	7215	866	6385
Dec-06	31	31	27460	6600	27460	6600	2%	681	34741	0	1390	36131	14225	14225	7113	29%	6188	27526	3201	120	120	1234	28880	7251	7215	866	6385
Jan-07	31	31	27460	6600	27460	6600	6%	2044	36104	0	1444	37548	14225	14225	7113	35%	7468	28806	3201	120	120	1285	30211	7337	7298	876	6461
Feb-07	28	28	27460	6600	27460	6600	6%	2044	36104	0	1444	37548	14225	14225	7113	35%	7468	28806	3201	120	120	1285	30211	7337	7298	876	6461
Mar-07	31	31	27460	6600	27460	6600	6%	2044	36104	0	1444	37548	14550	14550	7275	35%	7639	29464	3274	120	120	1314	30898	6650	6640	797	5853
TOTAL			326520	79200	326520	79200	10218	0	415938	0	16638	432576	171025	171025	85518	3.51	75066	331609	38485	1440	1440	14861	347910	84666	84329	10121	74545
Apr-07	30	30	27460	6600	27460	6600	6%	2044	36104	0	1444	37548	14550	14550	7275	35%	7639	29464	3274	120	120	1314	30898	6650	6640	797	5853
May-07	31	31	27460	6600	27460	6600	6%	2044	36104	0	1444	37548	14550	14550	7275	35%	7639	29464	3274	120	120	1314	30898	6650	6640	797	5853
Jun-07	30	30	27460	6600	27460	6600	6%	2044	36104	0	1444	37548	9700	9700	4850	35%	5093	19643	2183	80	80	876	20599	16949	16461	1975	14974
Jul-07	31	31	28490	6600	28490	6600	9%	3158	38248	0	1530	39778	7275	7275	3638	41%	4474	15387	1637	60	60	683	16130	23648	22861	2743	20905
Aug-07	31	31	28490	6600	28490	6600	9%	3158	38248	0	1530	39778	7275	7275	3638	41%	4474	15387	1637	60	60	683	16130	23648	22861	2743	20905
Sep-07	30	30	28490	6600	28490	6600	9%	3158	38248	0	1530	39778	9943	9943	4972	41%	6115	21030	2237	82	82	934	22046	17732	17218	2066	15666
Oct-07	31	31	28490	6600	28490	6600	9%	3158	38248	0	1530	39778	10913	10913	5457	41%	6712	23082	2456	90	90	1025	24197	15581	15166	1820	13761
Nov-07	30	30	28490	6600	28490	6600	9%	3158	38248	0	1530	39778	10913	10913	5457	41%	6712	23082	2456	90	90	1025	24197	15581	15166	1820	13761
Dec-07	31	31	28490	6600	28490	6600	9%	3158	38248	0	1530	39778	10913	10913	5457	41%	6712	23082	2456	90	90	1025	24197	15581	15166	1820	13761
Jan-08	31	31	28490	6600	28490	6600	12%	4211	39301	0	1572	40873	10913	10913	5457	47%	7694	24064	2456	90	90	1064	25218	15655	15237	1828	13827
Feb-08	29	29	28490	6600	28490	6600	12%	4211	39301	0	1572	40873	10913	10913	5457	47%	7694	24064	2456	90	90	1064	25218	15655	15237	1828	13827
Mar-08	31	31	28490	6600	28490	6600	12%	4211	39301	0	1572	40873	10913	10913	5457	47%	7694	24064	2456	90	90	1064	25218	15655	15237	1828	13827
TOTAL			338790	79200	338790	79200	37713	0	455703	0	18228	473931	128771	128771	64390	4.92	78652	271813	28978	1062	1062	12071	284946	183890	22065	166920	

Apr-08	30	28490	6600	28490	6600	12%	4211	39301	0	1572	40873	10913	10913	5457	47%	7694	24064	24064	2456	90	90	1064	25218	15655	15237	1828	13827
May-08	31	28490	6600	28490	6600	12%	4211	39301	0	1572	40873	10913	10913	5457	47%	7694	24064	24064	2456	90	90	1064	25218	15655	15237	1828	13827
Jun-08	30	28490	6600	24691	5720	12%	3649	34060	0	1362	35422	9458	9458	4729	47%	6668	20855	20855	2128	90	78	922	21855	13567	13205	1585	11982
Jun-08	30	4	28490	6600	880	12%	561	5240	0	210	5450	1940	1940	970	47%	1368	4278	4278	437	120	16	189	4483	967	962	115	852
Jul-08	31	29550	6600	29550	6600	16%	5784	41934	0	1677	43611	14550	14550	7275	54%	11786	33611	33611	3274	120	120	1480	35211	8400	8323	999	7401
Aug-08	31	29550	6600	29550	6600	16%	5784	41934	0	1677	43611	14550	14550	7275	54%	11786	33611	33611	3274	120	120	1480	35211	8400	8323	999	7401
Sep-08	30	29550	6600	24625	5500	16%	4820	34945	6025	1398	42368	14550	12125	6063	54%	9822	28010	28010	2728	120	100	1234	32072	10296	6935	832	9464
TOTAL		202610	46200	169195	38500		29020	236715	6025	9468	252208	76874	74449	37226	3.5	56818	168493	168493	16753	750	614	7433	179268	72940	68222	8186	64754
G.Total		947300	224400	913885	216700	0	76951	1207536	6025	48300	1261861	418695	416270	208147	12.65	225665	850082	850082	93673	3612	3476	37884	894170	367691	357454	42894	324797

Actual 25% 91923 10724 81199
 paid 25% 60134 6653 53481
 Balance 25% to pay 31789 4071 27718 ✓
 Balance 32170 243598
 7th part 4596 34799
 7th part 25679 22919
 Balance to pay 13716 1836 ✓
 Balance Outstanding 236373 0 27574 208799 ✓
 Total 25% & 7th part to pay 45505 0 5907 39598

Ch.no. 76138 d/- 10.09.2014 for Rs. 78791/- forwarded to Per. Dept. vide vol. No. KTC/ACRS/HO/12-13/103 dt 19.9.14.
 Same amount i.e. 2 & 3rd. installment of 15th pay arrears. out of 6 mt. of balance outstanding, as already PLS is correct
 ad. cheque is drawn for Gross amt. i.e. Net amt. Rs. 69604/- + P.F. 8191/- = 78791/-

DRAFT

c/118

No:KTC/ACCTS/HO/2014-15/
Accounts Department,
Kadamba Transport Corpn, Ltd,
Porvorim Goa.

Date:- /08/2014.

N O T E

The final settlement for Compulsory Retirement in respect of Shri. Mahesh P. Kamat, Dy. Financial Controller employee code No. 0009 is made as per letter No:KTC/PERS/6(566)/2014-15/1021 dt. 30.06.2014 received from Personnel Department along with clearance Certificate and clarifications. The Cheque No. 761354 dt. 13.8.14 for Rs.1,50,076.00 (Rupees One lakh fifty thousand seventy six) drawn on Indusind Bank, Panaji towards Leave Encashment & Ch.No. ✓ Dt. ✓ For Rs. 3,50,000.00(Rupees Three lakhs fifty thousand only) drawn on Corporation Bank, Panaji towards Gratuity are enclosed herewith as per aforesaid letter as final settlement dues along with Annexure -A and details of calculation for respective payments to be issued to ^{the} concerned. The payment drawn ^{as mentioned} on ~~mentioned~~ above may be confirmed from your end as per CRB being ^{final} ~~first~~ case and be cleared accordingly. compulsory Retirement

A copy of acknowledgment by the concerned may be forwarded to us for our record.

(T. K. Pawase)
Dy. Financial Controller

(Encl:- As Above.)

To, ^{Copy}
The Personnel Manager,
KTCL, H.O. Porvorim.

C.C. To:- ^{Personnel Dept}
1. Office file.
2. Guard file.

C/117

Statement of Interest charged on HISA

F.Y.	Amnt outstanding	Penal interest @ 2.5%	No. of days	
Feb 2009	104391	250	28	March 09
March 2009		222	31	
2009-10	104391	2610	365	
2010-11	104391	2610	365	
2011-12	104391	2610	365	
2012-13	104391	2610	365	
2013-14	104391	2610	365	
2014-15	104391	872	122	

upto July 14

Total ~~113664~~ ~~113664~~ 10ml
 14344
 Outstanding Rs. 104391.
 Penal interest Rs. 14344
~~118735~~
 Total Rs. 118735

NOTE

Sub: - Regarding clearance certificate in respect of Shri. Mahesh P. Kamat
Dy. Financial Controller

Ref: - No. KTC/PERS/6(566)/2014-15/539dt 29.05.2014

With reference to above it is to inform that as per date of cessation of service w.e.f. 26.09.2008 as mentioned in the aforesaid note, the total amount recoverable from Shri. Mahesh P. Kamat on account of notice pay is works out to Rs. 1, 67,762/- The details of the same is as below:

1. Amount to be recovered towards payment made as Notice pay (Gross) for the period from 26.09.2008 to 26.01.2009 - Rs.1,52,004/-
 2. Amount to be recovered towards Provident Fund contribution deposited by KTCL as Corporation share to his Provident Fund A/c for the period from 26.9.2008 to 26.01.2009 - Rs. 15,758/-
- Total - Rs.1, 67,762/-

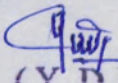
The details of amount to be recovered on account of Notice pay as mentioned above is enclosed.

In addition to above the amount recoverable from him as interest towards House Building Advance is Rs.1,04,391/-. The said amount is outstanding in the books since February 2009 for the reason he was placed under CRS and amount could not be recovered from his salary.

By inclusion of above amount of Rs.1,04,391/-, the total amount to be recovered is aggregates to Rs.2,72,153/- The charging of interest on outstanding amount of interest on HBA is to be seen in addition to above total recovery.

The amount payable to him towards arrears of VIth pay for the period from 01.01.2006 to 25.09.2008 is works out to Rs.93,724/- after deducting Provident Fund contribution of Rs.13326/- i.e. (Gross Rs.107050/-) for which decision would be required for release of payment, since such cases for payment to be made has been referred to Government to provide funds. A statement of arrears is enclosed.

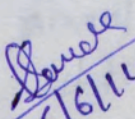
The matter may be processed for clearance of final settlement considering above and we may be informed accordingly to make his final settlement. The clearance certificate as received vide note no. KTC/PERS/6(566)/2014-15/539dt 29.05.2014 is enclosed herewith.


(Y. D. Gaude)
Dy. Financial Controller

Encl.: As above

To,
The General Manager
K. T.C. Ltd.,
H.O. - Porvorim

Copy to: 1. O/C
2. G/F


6/6/14

DETAILS OF NOTICE PAY PAID TO SHRI. MAHESH P. KAMAT, DY.F.C.(C&B)

Ref: NO: KTC/PERS/6(566)/2014-15/539 dt. 29.05.2014.

Vide above reference details of excess payment of Notice pay from 26.09.08 to 26.01.09 is given below:-

MONTH	DAYS	BASIC	D.P.	D.A.%	D.A.	HRA	CCA	M.A.	PER.PAY	GROSS	P.F.	H.B.A.	TAX	INCOME TOTAL.	DEDUCTION	NET
Sep'08	5	2425	1213	47%	1710	546	20	237	0	6151	642	0	0	642	5509	
Oct'08	31	14550	7275	47%	10258	3274	120	1419	325	37221	3850	1650	2100	7600	29621	
Nov'08	30	14550	7275	47%	10258	3274	120	1419	325	37221	3850	1650	2100	7600	29621	
Dec,08	31	14550	7275	54%	11786	3274	120	1480	325	38810	4033	1650	2100	7783	31027	
Jan,09	26	12203	6102	54%	9884	2746	101	1241	325	32602	3383	1650	0	5033	27568	
		58278	29139.5		43896	13113	481	5796	1300	152004	15758	6600	6300	28658	123346	

KADAMBA TRANSPORT CORPORATION LIMITED

Statement of Arrears of Pay and Allowances of Mahesh P. Kamat, Dy. F.C. (C&B), Code No 0009 for the period from 01.01.06 to 25.09.2008
 Scale of Pay as per V th Pay 10000 - 325 - 13500
 As per VI th pay pay band 15600 - 39100 + Grade Pay 6600

Period	Days Pay	Band	Grade Pay	Pay Band	Grade Pay	D.A. %	D.A.	DUES				DRAWN											Net Pay (25-27)		
								D.A. %	D.A.	Total (6+7+9)	HRA	M.ALL Total (10+11+12)	Basic	D.P.	D.A. %	D.A.	Total (15+16+18)	HRA	CCA	CCA CAL	M.ALL	Total (19+22+23)		Diff. (13-24)	Wages for P.F.
1	3	4	5	6	7	8	9	10	11	12	13	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Jan-06	31	25860	6600	25860	6600	0	0	32460	0	1298	33758	13900	6950	24%	5004	25854	3128	120	120	1164	27138	6620	6606	793	5827
Feb-06	28	25860	6600	25860	6600	0	0	32460	0	1298	33758	13900	6950	24%	5004	25854	3128	120	120	1164	27138	6620	6606	793	5827
Mar-06	31	25860	6600	25860	6600	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	120	1191	27770	5988	6001	720	5268
TOTAL		77580	19800	77580	19800	0	0	97380	0	3894	101274	42025	21013	0.72	15129	78167	9457	360	360	3519	82046	19228	19213	2306	16922
Apr-06	30	25860	6600	25860	6600	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	120	1191	27770	5988	6001	720	5268
May-06	31	25860	6600	25860	6600	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	120	1191	27770	5988	6001	720	5268
Jun-06	30	25860	6600	25860	6600	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	120	1191	27770	5988	6001	720	5268
Jul-06	31	26840	6600	26840	6600	2%	669	34109	669	1364	35473	14225	7113	29%	6188	27526	3201	120	120	1234	28880	6593	6583	790	5803
Aug-06	31	26840	6600	26840	6600	2%	669	34109	669	1364	35473	14225	7113	29%	6188	27526	3201	120	120	1234	28880	6593	6583	790	5803
Sep-06	30	26840	6600	26840	6600	2%	669	34109	669	1364	35473	14225	7113	29%	6188	27526	3201	120	120	1234	28880	6593	6583	790	5803
Oct-06	31	26840	6600	26840	6600	2%	669	34109	669	1364	35473	14225	7113	29%	6188	27526	3201	120	120	1234	28880	6593	6583	790	5803
Nov-06	30	26840	6600	26840	6600	2%	669	34109	669	1364	35473	14225	7113	29%	6188	27526	3201	120	120	1234	28880	6593	6583	790	5803
Dec-06	31	26840	6600	26840	6600	6%	2006	35446	2006	1418	36864	14225	7113	35%	7468	28806	3201	120	120	1285	30211	6653	6640	797	5856
Jan-07	31	26840	6600	26840	6600	6%	2006	35446	2006	1418	36864	14225	7113	35%	7468	28806	3201	120	120	1285	30211	6653	6640	797	5856
Feb-07	28	26840	6600	26840	6600	6%	2006	35446	2006	1418	36864	14550	7275	35%	7639	29464	3274	120	120	1314	30898	5966	5982	718	5248
Mar-07	31	26840	6600	26840	6600	6%	2006	35446	2006	1418	36864	14550	7275	35%	7639	29464	3274	120	120	1314	30898	5966	5982	718	5248
TOTAL		319140	79200	319140	79200	6%	10032	408372	0	16332	424704	171025	85518	3.51	75066	331609	38485	1440	1440	14861	347910	76794	76763	9212	67582
Apr-07	30	26840	6600	26840	6600	6%	2006	35446	2006	1418	36864	14550	7275	35%	7639	29464	3274	120	120	1314	30898	5966	5982	718	5248
May-07	31	26840	6600	26840	6600	6%	2006	35446	2006	1418	36864	14550	7275	35%	7639	29464	3274	120	120	1314	30898	5966	5982	718	5248
Jun-07	30	17894	4400	17894	4400	6%	1338	23632	0	945	24577	9700	4850	35%	5093	19613	2183	80	80	876	20599	3978	3989	479	3499
Jul-07	31	13925	3300	13925	3300	9%	1550	18775	0	751	19526	7275	3638	41%	4474	15387	1637	60	60	683	16130	3396	3388	407	2989
Aug-07	31	13925	3300	13925	3300	9%	1550	18775	0	751	19526	7275	3638	41%	4474	15387	1637	60	60	683	16130	3396	3388	407	2989
Sep-07	30	19031	4510	19031	4510	9%	2119	25660	0	1026	26686	9943	4972	41%	6115	21030	2237	82	82	934	22046	4640	4630	556	4084
Oct-07	31	20888	4950	20888	4950	9%	2325	28163	0	1127	29290	10913	5457	41%	6712	23082	2456	90	90	1025	24197	5093	5081	610	4483
Nov-07	30	20888	4950	20888	4950	9%	2325	28163	0	1127	29290	10913	5457	41%	6712	23082	2456	90	90	1025	24197	5093	5081	610	4483
Dec-07	31	20888	4950	20888	4950	9%	2325	28163	0	1127	29290	10913	5457	41%	6712	23082	2456	90	90	1025	24197	5093	5081	610	4483
Jan-08	31	20888	4950	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	90	1064	25218	4879	4875	585	4294
Feb-08	29	20888	4950	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	90	1064	25218	4879	4875	585	4294
Mar-08	31	20888	4950	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	90	1064	25218	4879	4875	585	4294
TOTAL		243783	58410	243783	58410	12%	26847	329040	0	13164	342204	128771	64390	4.92	78652	271813	28978	1062	1062	12071	284946	57258	57227	6870	50388

Apr-08	30	20888	4950	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	19	2456	90	90	22	23	24	25	26	27	28
May-08	31	20888	4950	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	18	2456	90	90	22	23	24	25	26	27	28
Jun-08	26	18103	4290	18103	4290	12%	2687	25080	0	1003	26083	9458	4729	47%	6668	20835	17	2128	78	78	22	23	24	25	26	27	28
Jul-08	4	3713	880	3713	880	12%	551	5144	0	206	5350	1940	970	47%	1368	4278	16	437	16	16	22	23	24	25	26	27	28
Aug-08	31	28890	6600	28890	6600	16%	5678	41168	0	1647	42815	14550	7275	54%	11786	33611	17	3274	120	120	22	23	24	25	26	27	28
Sep-08	31	28890	6600	28890	6600	16%	5678	41168	0	1647	42815	14550	7275	54%	11786	33611	16	3274	120	120	22	23	24	25	26	27	28
	25	28890	6600	24075	5500	16%	4732	34307	5915	1372	41594	12125	6063	54%	9822	28010	15	2728	120	100	22	23	24	25	26	27	28
TOTAL		150282	34370	145447	33770		25528	204745	5915	8191	218851	74449	37228	3.5	56818	168493		16753	634	614	22	23	24	25	26	27	28
G.Total		750765	192230	735950	191180	0	52407	1039537	5915	41581	1087033	416270	208147	12.65	225665	859082		33573	3496	3476	22	23	24	25	26	27	28

107050 | - 13326 | - 93724 | -
 - 25679 - 22919 | -
 - 6653 - 53481 | -
 - 2760 - 22919 | -

25% paid

CLM

c/113

Accounts Dept. H.O.
Date:- 03.06.2014.

NOTE

Ref: No:KTC/PERS/6(566)/2014-15/539 dt. 29.05.2014.

Vide above reference we are in receipt of clearance certificate in resp. of Shri. Mahesh P. Kamat, Dy.F.C. on which it is stated that employee ceases w.e.f. 26.09.2008, however as per our records he has been paid up to 26.01.2009 as Notice pay, and Vith pay arrears as such excess payment is done for which statement is enclosed also details of payment towards Vith pay arrears is enclosed, also it may be noted that his interest on HBA is outstanding from February '09 Rs.1,04,391/-.

Submitted for information and to pass necessary remark on clearance certificate.

Bhanudas K. Gaonkar, CLDC.

Asstt. Acctt.

As per the calculation sheet of excess payment and Vith pay arrears outstanding payment - the following amount is recoverable and payable to Shri M. P. Kamat Dy.F.C.

① Amount Payable as per Vith pay arrears is 93724/- net after deduction of PF. amount is Rs 13321/-

② Amount recoverable towards excess payment is given below.

- ① Gross Salary 152006 = cr.
- ② PF employers share 15558 = cr.
- ③ HBA ~~6600 = cr.~~
- ④ HBA out. as per ledger 104391 = cr. - Refer HBA LF No. 19
- Total Recovery is 272153 = cr.

Submitted for higher authorities.

B. S. Bhatkar

Accountant - Due payable on account of net pay arrears on Rs. 93724- and amount recoverable is Rs 272153- as stated above. The detail calculation sheets are enclosed

AFF

2/6/14

C/112

No.KTC/ACCTS-H.O./2014-15/
Kadamba Transport Corporation Ltd.,
Accounts department,
H.O.- Porvorim
Date:- 05.06.2014

NOTE

Sub: - Regarding clearance certificate in respect of Shri. Mahesh P. Kamat than Dy. Financial Controller (C&B).

Ref: - No. KTC/PERS/6(566)/2014-15/539dt 29.05.2014

With reference to above it is to inform that as per date of cessation of service w.e.f. 26.09.2008 as mentioned in the aforesaid note, the total amount recoverable from Shri. Mahesh P. Kamat on account of notice pay is works out to Rs. 1, 67,762/- The details of the same is as below:

1. Amount to be recovered towards payment made as Notice pay (Gross) for the period from 26.09.2008 to 26.01.2009 - Rs. 1,52,004/-
2. Amount to be recovered ^{towards} Provident Fund contribution deposited by KTCL as Corporation share to his Provident Fund A/c for the period from 26.9.2008 to 26.01.2009 - Rs. 15,758/-
- Total - Rs. 1, 67,762/-

The details of amount to be recoverable ^{ed} on account of Notice pay as mentioned above is enclosed.

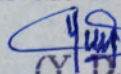
In addition to above the amount recoverable from him as interest towards House Building Advance is Rs.1,04,391/-. The said amount is outstanding in the books since February 2009, for the reason he was placed under CRS and amount could not be recovered ^{from his salary}.

By inclusion of above amount of Rs.1,04,391/-, the total amount to be recovered is aggregates to Rs.2,72,153/-, and charging of interest on outstanding amount of interest on HBA is to be seen in addition to above ^{the} total recovery.

The amount payable to him towards arrears of VIth pay for the period from 01.01.2006 to 25.09.2008, is works out to Rs.93,724/- after deducting Provident Fund contribution of Rs.13326/- (Gross Rs.107050/-) for which decision would be required for release of payment, since such cases for payment to be made has been referred to Government to provide funds. A statement of arrears is enclosed.

The matter may be processed for clearance of final settlement considering above and we may be informed accordingly to make his final settlement. The clearance certificate as received vide note no. KTC/PERS/6(566)/2014-15/539dt 29.05.2014 is enclosed herewith.

Encl: As above


(Y. D. Gaude)
Dy. Financial Controller

To,
The General Manager
K. T.C. Ltd.,
H.O.- Porvorim

Copy to: - 1. O/C
2. G/F

c/111

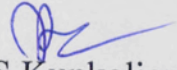
3696
19/7/13

No.KTC/PERS/6(566)/2014-15/1021(A),
Kadamba Transport Corporation Ltd.,
Paraiso-de-Goa,
Alto-Porvorim-Goa.
Dated:-30.06.2014.

To,
The Dy.Financial Controller,
Kadamba Transport Corp. Ltd.,
Head Office,
Alto-Porvorim-Goa.

Sub:-Final Settlement.

As desired by you please find enclosed herewith the copy of statement of Sixth Pay Fixation pertaining to Shri Mahesh P. Kamat, Dy.Financial Controller.

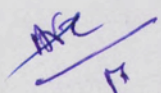

(V.V.S.Kunkolienkar)
General Manager


Encl:as above.

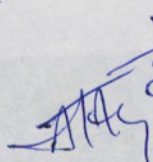
Copy to:- 1.Pers. file 2. O.C. 3.G.F.



FORM A
4/2017 A/S


12/11


21/11/14


21.7.14
S. S. S.

KADAMBA TRANSPORT CORPORATION LIMITED

ALTO PORVORIM, BARDEZ - GOA

SIXTH PAY FIXATION STATEMENT (O.M. No.8/7/2008--Fin(R&C) dated 15.05.2012)

STATEMENT OF RETIRED / DISMISSED / TERMINATED / RESIGNED & EXPIRED STAFF

Sr. No.	EMP-ID	Name	Designation	Basic Pay in Vth Pay as on 1.1.06	Revised Pay			Month of annual Increment	Month of Increment in 6th Pay	Add Next Increments																		
					Pay in the Pay Band	Grade Pay	Revised Basic Pay			2006			2007			2008			2009			2010			2011			2012
										PB	GP	PB	GP	PB	GP	PB	GP	PB	GP	PB	GP	PB	GP	PB	GP	PB	GP	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24					
1	0009	MAHESH P KAMAT	DY.F.C.*	14225	26460	6600	33060	MAR	JUL	27460	6600	28490	6600	29550	6600	CRS - 26.09.08												

[Handwritten Signature]

[Handwritten Mark]

C/109

873
16/5/14

KTC/LA/4/2014-15/ 70
Legal Department
Porvorim - Goa.

Dated : 16/05/2014

NOTE

We are forwarding herewith Judgment passed by the Hon'ble High Court of Bombay at Goa in Writ Petition No. 569/2008 of Shri Mahesh Kamat for your perusal and necessary action in this regard.

Hitendra Satarkar
16/05/2014
(Hitendra Satarkar)
Legal Assistant

Encl. as above

To, PM
Please put up with his personal file

16/5
put up urgently.
16/5
Chair

C/108
1 W P No 569 2008

IN THE HIGH COURT OF BOMBAY AT GOA

WRIT PETITION NO.569 OF 2008

Mahesh Prabhakar Kamat,
Dy. Financial Controller, currently
holding the post of Dy. Financial
Controller (C &B) of the Kadamba
Transport orporation Ltd., & r/o
2F/2, Shivnery, Co-operative
Housing Society, Comba Margao.

..... Petitioner

V e r s u s

1. The Kadamba Transport Corporation
Limited.,
(K.T.C.L) a Government of Goa
undertaking having its office at
Paraiso De Goa, Alto-Porvorim,
Bardez, Goa, through its
Managing Director.
1. The Managing Director,
Kadamba Transport Corporation
Limited, a Government of Goa
undertaking having its office at
Paraiso De Goa, Alto-Porvorim,
Bardez, Goa, through its
Managing Director.
2. The STATE OF GOA
through The Chief Secretary
having its office at Secretariat,
Porvorim, Goa.

..... Respondents

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2 W P No 569 2008

Mr. S. D. Lotlikar, Senior Advocate with Ms. N. Patil, Advocate for the Petitioner.

Mr. Sudesh Usgaonkar with Ms. Rosette Pereira, Advocates for Respondent no.1.

Mr. Pradosh Dangui, Additional Government Advocate for Respondent no.2.

**CORAM: F. M. REIS &
Z. A. HAQ, JJ**

**RESERVED ON : 15th April, 2014.
PRONOUNCED ON : 7th May, 2014.**

J U D G M E N T (P E R Z . A . H A Q) :

The petitioner challenges his compulsory retirement on the ground that it is punitive in nature and not in public interest and therefore, the decision of compulsory retirement could not have been taken without conducting an inquiry as contemplated by the Central Civil Services (Classification, Control and Appeal) Rules, 1965. The petitioner has further raised the ground that the Resolution no. 71 of 2007 passed by the Board of Directors on the basis of which the petitioner is retired compulsorily does not record satisfaction of the Board of Directors to the effect that the petitioner has ceased to possess the level of competency and efficiency and therefore, the decision of retiring the petitioner compulsorily is unsustainable in

law.

2. The case of the petitioner is:

The petitioner was appointed as Accountant in the Respondent no.1/Corporation on 13/12/1982. The petitioner was appointed as Assistant Financial Controller in 1985 promoted as Deputy Financial Controller in 1990 which is a Grade "A" post and transferred to the post of Statistical Officer which is a Grade "B" post in 1996. According to the petitioner, this transfer from the post of Dy. Financial Controller to the post of Statistical Officer amounted to reversion of the petitioner. However, this is not relevant for the purpose of the adjudication of the present writ petition.

The petitioner was suspended on 25/10/1997 for the alleged misconduct and the charge-sheet was issued on 3/11/1997 and inquiry was initiated against the petitioner. The suspension of the petitioner was revoked on 17/12/1997. The petitioner reported on duty on 30/12/1997 and he was asked to continue at the head office without giving him any specific post or duties to discharge. The petitioner was served with a charge-sheet and an inquiry was initiated against him on 4/3/1998. The petitioner had filed Writ Petition no.198 of 1998 before this Court in which the respondent no.1-

C/105

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Corporation had made a statement that the petitioner would be provided appropriate space for discharging his duties and on the basis of the above mentioned statement, the Writ Petition was disposed of on 26/6/1998. The petitioner had filed Regular Civil Suit no.18/2000 (renumbered as Regular Civil Suit No.319/2004) for recovery of the amount due towards his salary. In the civil suit, consent terms were filed and the respondent no.1-Corporation had agreed to pay the arrears of the salary and the petitioner had waived the interest and the costs of the civil suit.

3. The petitioner was again suspended on 24/2/2001 and he was served with a charge-sheet on 27/8/2002 and an inquiry was initiated against the petitioner. The suspension of the petitioner was revoked.

4. On 4/4/2003, the Inquiry Officer submitted a report initiated against the inquiry pursuant to the first charge- sheet. It was found that the charges levelled against the petitioner were not proved. The Disciplinary Authority of the Respondent no.1-Corporation accepted the above mentioned report on 20/1/2003 and the petitioner was exonerated.

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The period of suspension was directed to be treated as the time spent on duty and the petitioner was paid the pay and allowances for the period.

5. On 28/9/2005, the Inquiry Officer submitted his report (in the third inquiry) concluding that the respondent no.1-Corporation had failed to prove the charges levelled against the petitioner.

On 19/7/2007, the order was issued retiring the petitioner compulsorily w.e.f 20/10/2007. The petitioner had filed Writ Petition no.492/2007 before this Court challenging the above mentioned order of compulsory retirement. At the time of hearing of the writ petition, a submission was made on behalf of the respondent no.1-Corporation that the Board wanted to reconsider the matter and the impugned order of compulsory retirement was withdrawn. In view of this, the writ petition was disposed on 30/10/2007. The matter was considered by the Board and a decision was taken by the Board to retire the petitioner compulsorily. The order was issued on 20/6/2008 compulsorily retiring the petitioner w.e.f 19/9/2008. This order is challenged by the petitioner in the writ petition.

6. Shri Lotlikar, the learned Senior Counsel appearing for the petitioner has submitted that the earlier history shows that the impugned order passed is malafide and shows blatant abuse of the powers by the Officers of the respondent no.1-Corporation. It is submitted that the F.R. 56 can be invoked to compulsorily retire the employee only after a conscious decision that he has ceased to possess the level of competency, utility and efficiency and allowing the employee to continue till the age of superannuation would not be in the public interest. It is submitted that the impugned order is stigmatic and could not have been passed without there being an inquiry in respect of the matter which is considered by the Board for compulsorily retiring the petitioner. The learned Senior Counsel has submitted that the petitioner is required to face two inquiries and in both the matters the petitioner has been exonerated. Not only this, according to the petitioner, the Inquiry Officer in the report dated 13/10/2006 has given a specific finding that the charge-sheet has been filed against the petitioner out of personal vendetta. It is submitted that it is observed that there is personal enmity between some members of the institution and the petitioner and inquiry against the petitioner was to score over the ego of the vested interests. The learned Senior Counsel for the petitioner has pointed out from the

7 W P No 569 2008

inquiry authority's report dated 28/7/2005 that after extensive cross examination, Shri George Fernandes, the witness of the management had stated that he was withdrawing his entire deposition along with exhibits placed on the record through him on the ground that he had deposed falsely. It is pointed out from the above mentioned report that out of the nine witnesses proposed to be examined by the management, the Presenting Officer had failed to produce the other seven witnesses and only one more witness Nandakumar Pednekar was examined, who was working as a Peon with the Respondent no.1-Corporation. The malicious attitude of the Respondent no.1-Corporation is pointed out by the petitioner on the basis of the facts of Writ Petition no.198/1998 which was filed by him for getting proper space at the working place and filing of the civil suit no.319/2004 for claiming the unpaid salary. It is submitted on behalf of the petitioner that the note dated 6/6/2007 (page 203 of the paper book) is not accepted and signed by the Personal Manager and the Managing Director and therefore there is no decision of the Board in the eyes of law to compulsorily retire the petitioner. The learned Senior Counsel has submitted that the petitioner has not been communicated any adverse remarks, if they exist, in the Annual Confidential Reports and therefore, there is no basis for compulsorily

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retiring the petitioner and the decision in that matter is arbitrary.

7. Shri Sudesh Usgaonkar, the learned Counsel for the respondents no.1 and 2 has submitted that the petitioner was creating an atmosphere because of which his fellow workers and officers avoided to work with him and he diplomatically boycotted the work. To substantiate this submission, the learned Advocate has relied on the pleadings in paragraphs no.13 to 21 of the reply filed by the respondents no.1 and 2 and the documents filed along with it. Shri Usgaonkar, the learned Advocate has pointed out from the documents at page no. 230, 239, 241, 242 and 247, the cantankerous attitude of the petitioner and his calculated harassment to the other officers and employees of the Respondent no.1-Corporation by seeking unnecessary and unwanted information under the Right to Information Act. The learned Advocate for respondents no.1 and 2 has submitted that because of the mischievous action of the petitioner of seeking information regarding the other employees of the Respondent no.1-Corporation, the officers and other employees of Respondent no.1-Corporation were required to waste substantial time unnecessarily on giving the unwanted and unnecessary information to the petitioner under the Right to Information Act. The learned

q/100

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Advocate has submitted that compulsory retirement is not a punishment and the impugned order cannot be said to be stigmatic and therefore the petitioner is not entitled for any relief. It is submitted that though the Annual Confidential Reports(ACRs) of the petitioner were not written, the material on the record shows that the decision taken by the Respondent no.1-Corporation to compulsorily retire the petitioner is proper. In support of his submissions he relied on the following Judgments :

- (i) 1980 2 Supreme Court Cases 15 in the case of *Union of India Vs. M. E. Reddy and Another and State of Andhra Pradesh Vs. M. E. Reddy and Another.*
- (ii) (1992) 2 Supreme Court Cases 299 in the case of *Baikuntha Nath Das and another Vs. Chief District Medical Officer, Baripada and anr.*

The respondents no.1 and 2 submitted that the petition filed by the petitioner be dismissed.

8. Shri Lotlikar, the learned Senior Counsel, in reply, has submitted that the petitioner was constrained to seek information under the Right to Information Act as the petitioner was not informed

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about the progress of the inquiry which was initiated against the petitioner. It is submitted that the applications under the Right to Information Act were made only to know about the progress of the inquiry which was pending against the petitioner and it cannot be said that the petitioner had sought any unwanted or unnecessary information. The learned Senior Counsel has relied on the judgment reported in AIR 1981 SCC 594 given in the case of *Brij Behari Lal Agarwal Vs. Hon'ble High Court of Madhya Pradesh and others* and in the judgment reported in (2012) 3 SCC 580 given in the case of *Nand Kumar Verma Vs. State of Jharkhand and others*.

9. We have considered the submissions made on behalf of the respective parties and have examined the record with the assistance of the learned Advocates.

10. It is a fact that the Respondent no.1-Corporation had initiated three inquiries against the petitioner and out of these three inquiries, the petitioner was exonerated for the charges in respect of which the first two inquiries were held. In the case of the third inquiry also the petitioner was exonerated by the order dated 18/12/2010 which is subsequent to the order of compulsory

retirement. It is undisputed that the Annual Confidential Reports (ACRs) of the petitioner are not maintained by the Respondent no.1-Corporation and consequently there is no question of communicating any remarks to the petitioner as far as work and behaviour is concerned. However, the issue which arises in the matter is as to whether the Respondent no.1-Corporation can invoke its powers under F. R. 56 and compulsorily retire the petitioner on the ground that the continuation in the service till he attains the age of superannuation will not be in public interest?

11. In the case of *Union of India Vs. M. E. Reddy* the Hon'ble Supreme Court has laid down as follows:

"10. Apart from the aforesaid considerations we would like to illustrate the jurisprudential philosophy of rule 16 (3) and other similarly worded provisions like Rule 56 (j) and other rule relating to the Government servants. It cannot be doubted that rule 16 (3) as it stands is but one of the facets of the doctrine of pleasure incorporated in Article 310 of the Constitution and is controlled only by those contingencies which are expressly mentioned in Article 311. If the order of retirement under rule 16 (3) does not attract Article 311 (2) it is manifest that no stigma of punishment is

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involved. The order is passed by the highest authority, namely, the Central Government in the name of the President and expressly excludes the application of rules of natural justice as indicated above. The safety valve of public interest is the most powerful and the strongest safeguard against any abuse or colourable exercise of power under this rule. Moreover, when the Court is satisfied that the exercise of power under the rule amounts to a colourable exercise of jurisdiction or is arbitrary or made it can always be struck down. While examining this aspect of the matter the Court would have to act only on the affidavits, documents, annexures, notifications and other papers produced before it by the parties. It cannot delve deep into the confidential or secret records of the Government to fish out materials to prove that the order is arbitrary or malafide. The Court has, however, the undoubted power subject to any privilege or claim that may be made by the State, to send for the relevant confidential personal file of the Government servant and peruse it for its own satisfaction without using it as evidence.

11. It seems to us that the main object of this Rule is to instil a spirit of dedication and dynamism in the

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working of the State Services so as to ensure purity and cleanliness in the administration which is the paramount need of the hour as the Services are one of the pillars of our great democracy. Any element or constituent of the Service which is found to be lax or corrupt, inefficient or not up to the mark or has outlived his utility has to be weeded out.

Keeping in view the law laid down by the Hon'ble Supreme Court we have considered the documents and the other material placed on the record.

- (i) The communication dated 10/1/2006 sent by the petitioner to the Managing Director of the Respondent no.1-Corporation by which the petitioner requested that his transfer from the post of Dy. Finance Controller to the post in the Accounts Department should be stayed. The reasons given by the petitioner requesting for keeping his transfer in abeyance shows the mind set of the petitioner.
- (ii) The information sought by the petitioner by the

c/96

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communication dated 14/6/2007 under the Right to Information Act shows that the petitioner indulged in some unwanted and unnecessary activities.

- (iii) The information sought by the petitioner by the communications dated 23/7/2007, 25/07/2007, 26/06/2008 under the Right to Information Act again shows the unwanted activities of the petitioner. The information sought by the petitioner under the Right to Information Act was about the purchase procedure followed by the purchase committee during the year 1993-1994, the payment procedure followed by the Disbursing Officers of the Respondent no.1-Corporation, about the Disciplinary proceedings initiated against the Head of the Finance Department in 1995-1996 because of the audit objections, agenda and minutes of 154th Board meeting held on 11/6/2007, copy of the memorandum issued to Shri George Fernandes by the Managing Director of the Respondent no.1-Corporation and in other such matters.
- (iv) The communication dated 22/2/2007 from the petitioner to the Managing Director of the Respondent

no.1-Corporation shows that the attitude of the petitioner towards his work and responsibilities was not proper.

12. The Affidavit filed by the Respondent no.1-Corporation before this Court and the documents placed on the record along with the Affidavit show that there was sufficient material before the Respondent no.1-Corporation to take decision for compulsorily retiring the petitioner. The respondent no.1 which is the employer has assessed the material and has come to the conclusion that the continuation of the petitioner in the service till he attains the age of superannuation was not in public interest. This Court while exercising the jurisdiction under Article 226 of the Constitution of India is not sitting as an appellate authority over the decision of the Respondent no.1-Corporation in the matter. Therefore, the submission made on behalf of the petitioner cannot be accepted.

13. The parameters which are to be applied while taking the decision pursuant to the departmental inquiry are different from the parameters which are to be considered while taking the decision for compulsorily retiring the employee. The decision which is taken consequent to the departmental inquiry is a penalty in the service

c/gh

16 W P No 569 2008

jurisprudence but compulsorily retiring the employee is neither penalty nor punishment as per the settled law. The Hon'ble Supreme Court in the case of (1992) 2 SCC 299 *Baikuntha Nath Das and another Vs. Chief District Medical Officer, Baripada and anr.* has laid down as follows:.

"34The following principles emerge from the above discussion:

- (i) An order of compulsory retirement is not a punishment. It implies no stigma nor any suggestion of misbehaviour.
- (ii) The order has to be passed by the government on forming the opinion that it is in the public interest to retire a government servant compulsorily. The order is passed on the subjective satisfaction of the government.
- (iii) Principles of natural justice have no place in the context of an order of compulsory retirement. This does not mean that judicial scrutiny is excluded altogether. While the High Court or this Court would not examine the matter as an appellate court, they may interfere if they are satisfied that the order is passed (a) *mala fide* or (b) that it is based on no evidence or (c) that it is

arbitrary - in the sense that no reasonable person would form the requisite opinion on the given material; in short, if it is found to be perverse order.

(iv) The government (or the Review Committee, as the case may be) shall have to consider the entire record of service before taking a decision in the matter - of course attaching more importance to record of and performance during the later years. The record to be so considered would naturally include the entries in the confidential records/character rolls, both favourable and adverse. If a government servant is promoted to a higher post notwithstanding the adverse remarks, such remarks lose their sting, more so, if the promotion is based upon merit (selection) and not upon seniority.

(v) An order of compulsory retirement is not liable to be quashed by a Court merely on the showing that while passing it uncommunicated adverse remarks were also taken into consideration. That circumstance by itself cannot be a basis for interference.

Interference is permissible only on the grounds mentioned in (iii) above. This aspect has been

c/92

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discussed in paras 30 to 32 above."

14. The Judgment reported in AIR 1981 SCC 594 given in the case of *Brij Behari Lal Agarwal Vs. Hon'ble High Court of Madhya Pradesh and others* relied upon on behalf of the petitioner deals with the necessity of communicating the adverse entries in the ACRs and the necessity to give weightage to the confidential reports of the years immediately preceding the decision of compulsory retirement. In the Judgment reported in (2012) 03 SCC 580 in the case of *Nand Kumar Verma Vs. State of Jharkhand and others* relied upon on behalf of the petitioner, the Hon'ble Supreme Court has considered the facts of the case and found that the High Court while holding that the track record and service record of the appellant in that case was unsatisfactory by selectively considering the service record for certain years only and making extracts of those contents of the ACRs. In this factual background, the Hon'ble Supreme Court has held that considering selective material from the service records of the employee is not permissible.

In the facts of the present case, we find that there was material before the Respondent no.1-Corporation to make the assessment for the purpose of compulsorily retiring the petitioner. The

documents are placed on the record of this Court by the Respondent no.1-Corporation along with the Affidavits filed by it. The submissions made by the Respondent no.1-Corporation in the Affidavits and the documents filed by it show that the decision of the Respondent no.1-Corporation to compulsorily retire the petitioner cannot be said to be arbitrary or contrary to the provisions of F. R. 56.

14. The submission made on behalf of the petitioner that the note dated 6/6/2007 is not signed by the Personal Manager and the Dy. Director and therefore there is no legal sanctity to the decision taken by the Respondent no.1-Corporation for compulsorily retiring the petitioner is misdirected. The impugned order is issued by the Managing Director of the Respondent no.1-Corporation and the reply filed on behalf of the Respondent no.1-Corporation before this Court is also sworn by the Managing Director of the Respondent no.1-Corporation. Furthermore, the petitioner has not raised any specific ground in respect of this challenge, in the petition. Without there being any foundation in the pleadings and without affording an opportunity to the respondents no.1 and 2, it is inappropriate to deal with this submission made on behalf of the petitioner.

15. The concept of compulsory retirement came into force to remove a public servant whose services are no longer useful to the general administration or in public interest, if it is felt that for better administration, for augmenting efficiency it is necessary to chop of the deadwood. The order of compulsory retirement has to be made having regard to the entire manner in which the services have been rendered by the Government servant. As has been pointed out herein above, the order of compulsory retirement is not to be treated as a punishment and carries no stigma. The rule of compulsory retirement has been held to hold the balance between the rights of the individual government servant and the interest of the public administration. The rule is intended to enable the Government to energise its machinery and to make it efficient by compulsorily retiring those who, in its opinion, should not be continued in Government employment, in the public interest. In the present case, as has been pointed out herein above, the petitioner had been challenging any directions which were issued by the superiors and in such circumstances, no doubt, the efficiency in performing the duties would be affected. Hence, we find that there is no reason to interfere in the impugned order passed by the respondents.

C189

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16. In view of the above, the Writ Petition is dismissed.

Rule is discharged.

Under the circumstances, the parties to bear their own costs.

Z. A. HAQ, J

F. M. REIS, J.

AP/-

11/11/08
11/11/08

KADAMBA TRANSPORT CORPORATION LIMITED

ALTO PORVORIM, BARDEZ - GOA

SIXTH PAY FIXATION STATEMENT (O.M. No.8/7/2008--Fin(R&C) dated 15.05.2012)

Sr. No.	EMP-ID	Name	Designation	Basic Pay in Vth Pay as on 1.1.06	Revised Pay			Month of annual Increment	Month of Increment in 6th Pay	Add Next Increments								
					Pay in the Pay Band	Grade Pay	Revised Basic Pay			2006		2007		2008				
										PB	GP	PB	GP	PB	GP	PB	GP	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
1	0009	MAHESH P KAMAT	DY.F.C.*	14225	26460	6600	33060	MAR	JUL	27460	6600	28490	6600	29550	6600	30610	6600	31670

[Signature]

[Signature]

[Signature]

[Signature]

CRS - 26.09.08

Date : 5/10/1993

ORDER

731

Subject to the conditions prescribed in the rules regulating the grant of advance to Central Government Servants for building/purchase of ready built house/flat and orders/instructions etc. issued by the Government of India, Ministry of Works Housing and Supply from time to time as applicable to the employees of the State Government and made applicable to the Officers of this Corporation vide Board of Directors resolution No.715, dated 28.9.92 and subject to the conditions detailed below, sanction is hereby conveyed to the grant of an advance amounting to Rs.2,31,500/- (Rupees Two lakhs thirty one thousand five hundred only) to Shri Mahesh P. Kamat, Dy. Financial Controller, Kadamba Transport Corporation Limited, Panaji for repayment of loan obtained from GIC Grih Vitta Ltd., Panaji-Goa and Corporation Bank, Panaji-Goa for purchase of flat. However, an amount of Rs.1,99,750/- are released at present and the balance amount of Rs.31,750/- will be released on production of documents.

1) The Mortgage deed should be executed mortgaging the property and flat to the Managing Director, Kadamba Transport Corporation Ltd., within 3 months of the drawal of the advance until the entire advance together with interest is repaid to the Corporation.

2) The advance shall bear interest at the rate of 14 1/2% p.m. If the conditions attached to the sanction including these relating to the recovery of amount are fulfilled completely to the satisfaction of the Managing Director a rebate of interest to the extent of 2 1/2% will be allowed.

3) The amount drawn shall be utilised for the purpose for which it is drawn within one month of the drawal of the advance failing which the advance together with the interest there on shall be refunded to Corporation forthwith. Shri Mahesh P. Kamat should produce cash receipt to the effect that full repayment is made to GIC Grih Vitta Ltd., and Corporation Bank within one month of drawal of advance.

4) The recovery of advance shall commence from the pay of the month of October 1993 payable in November 1993.

5) The recovery of the advance and the interest accrued thereon should be made in 238 instalments of Rs.1,650/- each and the balance amount in one instalment of Rs.1,655/-.

6) Utilisation of advance for the purpose other than that for which it is sanctioned, shall render Shri Mahesh P. Kamat, Dy. Financial Controller liable to suitable disciplinary action under CCS(CCA) Rule 1965 or under any other rules of services applicable to the Government Servant and as made applicable to the Officers of Kadamba Transport Corporation Ltd., He may also be called upon to refund to the Corporation the entire advance drawn by him together with interest accrued thereon in accordance with rules of House Building Advance etc. 72

7) The flat should be insured with the New India Assurance Company Limited, at the cost of loanee against fire, flood and lightning for an amount not less than the amount of advance outstanding and should be kept on insured until the entire advance is fully repaid and Insurance Policy deposited with the Corporation.

8) The Flat should be maintained in good repairs at the cost of the applicant until the advance has been repaid to the Corporation in full and an annual certificate to the effect that the Flat/Bungalow is maintained in good repair and village panchayat/Municipal and other taxes etc. have been paid regularly should be furnished to the Corporation.

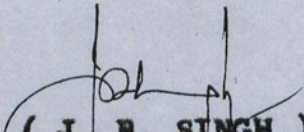
Furnishing a false certificate will render Shri Mahesh P. Kamat, Dy. Financial Controller liable to suitable disciplinary action under the rules of service applicable to him.

9) Until the entire advance with interest is refunded to the Corporation the loanee should not charge, encumber, alien or dispose off the property acquired out of the advance granted by the Corporation.

10) The loanee should afford full facility to the authorised officials of the Corporation to carry out inspections to ensure that the house is maintained in good conditions until the advance is paid in full.

11) For any default in repayment of interest or repayment of principle, on the due date or any other breach of terms and conditions of the advance it shall be open to Corporation to apply any penalty as specified in the rules.

(71)


(J. B. SINGH)
MANAGING DIRECTOR.

To,
Shri Mahesh P. Kamat,
Dy. Financial Controller.
Kadamba Transport Corporation Ltd.,
Panaji-Goa.

2. Dy. Financial Controller, Panaji
3. Personal File.
4. Order File,
5. Guard File.

KADAMBA TRANSPORT CORPORATION LIMITED

ALTO PORVORIM, BARDEZ - GOA

SIXTH PAY FIXATION STATEMENT (O.M.No.8/7/2008-Fin(R&C) dated 15.05.2012)

STATEMENT OF RETIRED/DISMISSED/TERMINATED/RESIGNED & EXPIRED STAFF

Sr. No.	EMP-ID	Name	Designation	Basic Pay in Vith on 1.1.06	Revised Pay			Month of annual increment	Month of increment in 6th Pay	Add Next Increments														
					Pay in the Band	Grade Pay	Revised Basic Pay			2006		2007		2008		2009		2010		2011		2012		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	
1	0009	MAHESH P KAMAT	DY.F.C.*	14225	26460	6600	33060	MAR	JUL	27460	6600	28490	6600	29550	6600	CRS - 26.09.08								

M

REGD A/D.

C/83

No.KTC/PERS/(566)/2013-14/3322
Kadamba Transport Corpn. Ltd.,
Paraiso-de-Goa, Porvorim,
Bardez-Goa.

6663
1/10/13

Date: 30.9.2013

N O T E

Sub: Release of 7th part of balance 75% of VIth
Arrears for the period from 1.1.2006 to
26.1.2009.

I am directed to forward a cheque No.058116 dt. 21.9.2013 for Rs. 22,919/- drawn on IndusInd Bank, Panaji towards 7th part of balance 75% of VIth pay arrears for the period from 1.1.2006 to 26.1.2009 i.e. till date of CRS.

Kindly acknowledge the receipt.

R.D. NAIK

(R.D. NAIK)
Personnel Officer

(Encl: as above)

To,
Shri Mahesh P. Kamat,
Flat No.2, F-2,
"Shivneri" Comba,
Margao - Goa.

AK
1/10

- C c,
1. P. A. to M. D. - for information
 2. Dy. Financial Controller.
 3. O/C.
 4. Pers. File

3112 Acy
AK 3/10
3-10-13
Shankar - file

C/82

NO:KTC/ACCTS/HO/2013-14/1518
Kadamba Transport Corpn,Ltd.,
Porvorim Goa.
Date: 26/09/2013.

NOTE

Sub: Release of 7th part of Balance 75% of Vith pay arrears for the period from 01.01.2006 to 26.01.2009.

Please find enclosed herewith cheque No. 058116 dt. 21.09.2013 for Rs. 22,919/- drawn on Indusind Bank, Panaji towards 7th part of balance 75% of Vith pay years for the period from 01.01.2006 to 26.01.2009 i.e. till date of his CRS to be issued to Mr. Mahesh P. Kamat.

T.K. Pawase
(T. K. Pawase)
Dy. Financial Controller

(Encl. As Above)

To,
The Personnel Officer,
KTCL, H.O. Porvorim.

C.C. To:-

1. M.D. for favour of information.
2. Office File.
3. Guard File.

Per.

Wad 24/9 4

20/9/13

c/81

Regd A/D.

5563
28/10/11

KTC/PERS/(566)/2011-12/2385
Kadamba Transport Corpn.Ltd.,
Paraiso-de-Goa, Porvorim,
Bardez-Goa.

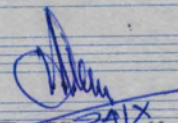
Date: 24.10.2011

NOTE

Sub: Release of 25% of VI th pay arrears for the period from
1.1.2006 to 26.1.2009.

I am directed to forward a cheque No.716902 dt. 20.10.2011 for
Rs.53,581/- drawn on Corporation Bank, Panaji towards 25% of VI pay
arrears for the period from 1.1.2006 to 26.1.2009 as per the statement
enclosed.

Kindly acknowledge the receipt.

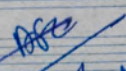

(V.D. Harmalkar)
Personnel Manager

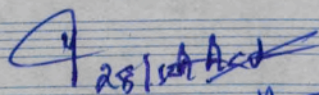
Encl: as above.

To,
Shri Mahesh P. Kamat,
Flat No. 2, F-2,
"Shivneri" Comba, Margao-Goa.

Copy to:

- 1. P.A. M.D.
- 2. Dy. Financial Controller
- 3. Pers. File
- 4. O/C.


28/10/11


28/10/11
29/10/11. Bham

c/80

Ref:No:KTC/ACCTS/HO/69-PF/2011-12/1692—

Date: - 27.10.2011.

To,
The Accounts Officer,
Sub Regional Officer,
Employees Provident Fund Org.
Panaji - Goa.

Sub: - P. F. Contribution for the month of September'11.

Sir,

Please find enclosed herewith challan deposited in State Bank of India, P
Branch and statement 12 (Revised) as per details given below:-

ACCOUNT NO.	AMOUNT IN Rs.
1	6,653.00
2	610.00
10	NIL
22	3.00
TOTAL	7,266.00

Yours faithfully,

^{T.K. Pawase}
(T.K. Pawase)
Dy. Financial Controller

Encl: As Above.

C.C. to: 1) P.A. to M.D.

2)The Personnel Manager,

3)O/C,

4)G/F.,

PSL
mal

M.P. Kamath
12/10/11

केवल अमुक्त स्थापनाओं के लिए
Only for Un-Exempted Establishments
स्थापना का नाम और पता
Name and address of the Estt.

KADAMBA
Patanjali
Bardoli - Gopalwadi
(Patil's Chhota G. Patil's chhota)

प्रपत्र 12 ए (संशोधित) / Form 12 - A (Revised)
कर्मचारी भविष्य निधि और प्रकीर्ण उपबन्ध अधिनियम, 1952
EMPLOYEES' PROVIDENT FUND AND MISC. PROVISIONS ACT, 1952
EMPLOYEES' PENSION SCHEME (PARAGRAPH 20(4))

(क. भ. नि. संगठन द्वारा भरा जाए)
(To be filled in by the EPFO)

1 अप्रैल, 20 से 31 मार्च, 20 तक चालू अवधि
Currency Period from 1st April, 20 to 31st March, 20
11 12
09 20 11
Sep '11 के महीने के अंशदान का विवरण
Statement of contributions for the Month of

स्थापना की स्थिति
Establishment Status
ग्रुप कोड
Group Code

कोड सं. Code No. G O A I 1 2
अंशदान की सांविधिक दर
Statutory rate of contribution

विवरण Particulars	मजदूरी जिस पर अंशदान देय है Wages on which Contributions are payable 2	अंशदान की देय राशि Amount of Contribution payable 3		अंशदान की भेजी गई राशि Amount of Contribution remitted 4		प्रशासनिक प्रभार की देय राशि Amount of Administrative charges due 5	प्रशासनिक प्रभार की भेजी गई राशि Amount of Administrative charges remitted 6	भेजने की तारीख Date of Remittance. (enclose triplicate copies of Challan)
		कर्मचारी का भाग Workers Share	निवोजक का भाग Employer's Share	कर्मचारी का भाग Workers Share	निवोजक का भाग Employer's Share			
1 क. भ. नि. लेखा सं. 01 E. P. F. A/c. No. 01	55442-00	6653	--	--	610	610	610	
Pension Fund A/c. No. 10		NIL	--	NIL	--	NIL	NIL	
2 नि. स. की. लेखा सं. 21 D. L. I. A/c. No. 21		NIL	--	NIL	--	NIL	NIL	

कर्मचारियों की कुल सं. Total No. of Employees 1
(क / a) ठेका / Contract
(ख / b) शेष / Rest
(ग. / c) कुल योग / Total

Name and Address of the
bank in which the amount
is remitted

अंशदाताओं का ब्योरा Details of Subscribers	क. भ. नि. E. P. F.	पेंशन स्कीम P. S.	क. नि. स. बह E. D. L. I.
पूर्वमाह के अनुसार अंशदाताओं की सं. No. of Subscribers as per last month (प्रपत्र 5 के आधार पर) नये अंशदाताओं की सं. No. of Subscribers (vide Form 5) प्रपत्र 10 के आधार पर नौकरी छोड़ देने वाले अंशदाताओं की सं. No. of Subscribers left service (vide Form 10) अंशदाताओं की कुल सं. (Net) Total Number of Subscribers			

Dy. Financial Controller
Kadamba Transport Corporation Ltd.

Signature of the Employer
with office (Seal)
नियोक्ता के हस्ताक्षर
कार्यालय के हस्ताक्षर
कार्यालय की मोहर सहित



खाता संख्या : 10, 12 एवं 22 का संयुक्त चालान / COMBINED CHALLAN - F. NO. 1, 2, 10, 21 & 22
 भारतीय स्टेट बैंक / STATE BANK OF INDIA

कर्मचारी भविष्य निधि संगठन

EMPLOYEES' PROVIDENT FUND ORGANISATION

प्रत्येक माह के लिए अलग चालान का प्रयोग करें / (USE SEPERATE CHALLAN FOR EACH MONTH)
 लेखा ग्रुप संख्या
 ACCOUNT GROUP NO.

GOA-10112

स्थापना कोड संख्या : महा./
 ESTABLISHMENT CODE NO. : MH/

माहिने के लिये देय

DUES FOR THE MONTH OF:

(Accumulation of past arrears)

माह

भुगतान की तिथि

PAID BY CHEQUE / CASH

दिन

वर्ष

वर्ष

Y Y Y Y Y Y
 2 0 1 1

D D M M Y Y Y Y
 2 4 1 0 2 0 1 1

M M Y Y
 0 9

M M Y Y
 0 9

M M Y Y
 0 9

अंशदाताओं की कुल संख्या

Total No. of Subscribers

देय कुल मजदूरी

Total Wages Due

खाता 1
 A/C. 1

खाता 10
 A/C. 10

खाता 21
 A/C. 21

क्र. संख्या

S. NO.

विवरण

PARTICULARS

भाग - 01 / PART - 01

1. अंशदान का नियोक्ता का हिस्सा EMPLOYER'S SHARE OF CONT.

2. अंशदान का कर्मचारी का हिस्सा EMPLOYEE'S SHARE OF CONT.

3. प्रशासनिक प्रभार ADM. CHARGES

4. निरीक्षण प्रभार INSP. CHARGES

5. दण्डनीय क्षतिपूर्ती PENAL DAMAGES

6. विविध भुगतान MISC. PAYMENT

कुल / TOTAL

खता 1 / A/C. 1	खता 2 / A/C. 2	खता 10 / A/C. 10	खता 21 / A/C. 21	खता 22 / A/C. 22	कुल / TOTAL
6653/-	610/-	-	-	-	6653/-
6653/-	610/-	-	-	-	610/-
-	-	-	31/-	-	31/-
6653/-	610/-	-	31/-	-	7266/-

(अक्षरों में रु. / Amount in words)

Seven thousand two hundred Sixty Six only.

स्थापना का नाम / NAME OF ESTABLISHMENT

KADAMBA TRANSPORT CORPORATION LTD.

Farad De Goa, Alfo Portugal

जमाकर्ता का नाम / NAME OF THE DEPOSITOR

Bank of Goa - 403321

जमाकर्ता के हस्ताक्षर / SIGNATURE OF THE DEPOSITOR

(TO BE FILLED BY EMPLOYER)

बैंक का नाम / NAME OF THE BANK

21st, Panaji

केवल / only

केवल बैंक के प्रयोग के लिए / (For Banks Use Only)

राशी रु. प्राप्त की / Amount Received Rs.

केवल चेक के लिए / For Cheques only

प्रस्तुति की तारीख / Date of Presentation

उगाही की तारीख / Date of Realisation

शाखा का नाम / Branch Name

शाखा की संकेत संख्या / Branch Code No

चेक संख्या / CHEQUE NO. 585731 तिथि / DATE 20.10.11

तिरिची

TriPLICATE

Duplicate

C/77

NO:KTC/ACCTS/HO/2011-12/1575

Accounts Department,
Kadamba Transport Corpn, Ltd,
Porvorim Goa.
Date:- 22.10.2011.

N O T E

Sub:- Release of 25% of VIth pay arrears for the period from 01.01.2006 to 26.01.2009 to Shri. Mahesh P. Kamat, Dy. F.C.(Cost. & Budget).

Please find enclosed herewith cheque No.716902 dt.20.10.2011 for Rs ^{53481/-} 53,581/- drawn on Corporation Bank, Panaji towards 25% of VI pay arrears for the period from 01.01.2006 to 26.01.2009 i.e. till date of his CRS to be issued to him.

(T. K. Pawase)
Dy. Financial Controller

(Encl:- As Above.)

To,
The Personnel Manager,
KTCL, H.O. Porvorim.

- C.C. To:-
1. M.D. for favour of information.
 2. Office file.
 3. Guard file.

BM

KADAMBRA TRANSPORT CORPORATION LIMITED

Statement of Arrears of Pay and Allowances of M.P. Kamat, OSD, Code No 0007 for the period from 01.01.06 to 31.03.07
 Scale of Pay as per Vth Pay Band 10000 - 325 - 13500
 As per Vth pay band 15600 -39100 + Grade Pay 6600

26.1.2009

DUES

DRAWN

Period	Days	Days	Days	Pay	Grade	D.A.	D.A.	Total	HRA	MALL	Total	Basic	D.P.	D.A.	D.A.	Total	HRA	CCA	MALL	Total	Diff.	Wages	P.F.	Net Pay	Net	25% P.F.	25% P.F.	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
Jan-05	31	31	31	25830	6800	0	0	32460	0	1298	33758	13900	8950	24%	5004	25854	3128	120	1164	27138	6620	6606	793	5827	1457	198	198	
Feb-05	28	23	23	25830	6800	0	0	32460	0	1298	33758	13900	8950	24%	5004	25854	3128	120	1164	27138	6620	6606	793	5827	1457	198	198	
Mar-05	31	31	31	25830	6800	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	1191	27770	5988	6001	720	5268	1317	180	180	
TOTAL				77580	19800	0	0	97380	0	3894	101274	42025	21013	0.72	15129	78167	9457	360	3519	82046	19228	19213	2306	16922	4231	576	576	
Apr-05	30	30	30	25880	6800	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	1191	27770	5988	6001	720	5268	1317	180	180	
May-05	31	31	31	25880	6800	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	1191	27770	5988	6001	720	5268	1317	180	180	
Jun-05	30	30	30	25880	6800	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	1191	27770	5988	6001	720	5268	1317	180	180	
Jul-05	31	31	31	26840	6800	0	0	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803	1451	198	198	
Aug-05	31	31	31	26840	6800	0	0	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803	1451	198	198	
Sep-05	30	30	30	26840	6800	0	0	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803	1451	198	198	
Oct-05	31	31	31	26840	6800	0	0	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803	1451	198	198	
Nov-05	30	30	30	26840	6800	0	0	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803	1451	198	198	
Dec-05	31	31	31	26840	6800	0	0	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803	1451	198	198	
Jan-06	31	31	31	26840	6800	0	0	34109	0	1418	36864	14225	7113	35%	7468	28806	3201	120	1285	30211	6653	6640	797	5856	1464	199	199	
Feb-06	28	28	28	26840	6800	0	0	34109	0	1418	36864	14225	7113	35%	7468	28806	3201	120	1285	30211	6653	6640	797	5856	1464	199	199	
Mar-06	31	31	31	26840	6800	0	0	34109	0	1418	36864	14550	7275	35%	7639	29464	3274	120	1314	30898	5966	5982	718	5248	1312	180	180	
TOTAL				319140	79200	0.3	10032	408372	0	16332	424704	171025	85518	3.51	75066	331609	38485	1440	14861	347910	76794	76763	9212	67582	16897	2306	2306	
Apr-07	30	30	30	26840	6800	0	0	35446	0	1418	36864	14550	7275	35%	7639	29464	3274	120	1314	30898	5966	5982	718	5248	1312	180	180	
May-07	31	31	31	26840	6800	0	0	35446	0	1418	36864	14550	7275	35%	7639	29464	3274	120	1314	30898	5966	5982	718	5248	1312	180	180	
Jun-07	30	30	30	17894	4400	6%	1338	23632	0	945	24577	9700	4850	35%	5093	19643	2183	80	876	20599	3978	3989	479	3489	875	120	120	
Jul-07	31	31	31	13925	3300	9%	1550	18775	0	751	19526	7275	3638	41%	4474	15387	1637	60	683	16130	3396	3388	407	2989	747	102	102	
Aug-07	31	31	31	13925	3300	9%	1550	18775	0	751	19526	7275	3638	41%	4474	15387	1637	60	683	16130	3396	3388	407	2989	747	102	102	
Sep-07	30	30	30	19031	4510	9%	2119	25660	0	1026	26886	9943	4972	41%	6115	21030	2237	82	934	22046	4640	4630	556	4084	1021	139	139	
Oct-07	31	31	31	20888	4950	9%	2325	28163	0	1127	29290	10913	5457	41%	6712	23082	2456	90	1025	24197	5093	5081	610	4483	1121	153	153	
Nov-07	30	30	30	20888	4950	9%	2325	28163	0	1127	29290	10913	5457	41%	6712	23082	2456	90	1025	24197	5093	5081	610	4483	1121	153	153	
Dec-07	31	31	31	20888	4950	9%	2325	28163	0	1127	29290	10913	5457	41%	6712	23082	2456	90	1025	24197	5093	5081	610	4483	1121	153	153	
Jan-08	31	31	31	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	1064	25218	4879	4875	585	4294	1074	146	146	
Feb-08	29	29	29	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	1064	25218	4879	4875	585	4294	1074	146	146	
Mar-08	31	31	31	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	1064	25218	4879	4875	585	4294	1074	146	146	
TOTAL				243783	58410	1.08	26847	329040	0	13164	342204	128771	64390	4.92	78652	271813	28978	1062	12071	284946	57258	57227	6870	50388	12599	1720	1720	

DUE

DRAWN

Dft

Pf. Net

25%

Pf. 146

Apr-08	30	30	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	1064	25218	4879	4875	585	4294	1074	146
May-08	31	31	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	1064	25218	4879	4875	585	4294	1074	146
Jun-08	26	26	18103	4290	12%	2687	25080	0	1003	26083	9458	4729	47%	6668	20855	2128	78	922	21855	4228	4225	507	3721	930	127
Jul-08	4	4	3713	880	12%	551	5144	0	206	5350	1940	970	47%	1368	4278	437	16	189	4483	867	866	104	763	191	26
Aug-08	31	31	28890	6600	16%	5678	41168	0	1647	42815	14550	7275	54%	11786	33611	3274	120	1480	35211	7604	7557	907	6697	1674	227
Sep-08	30	30	28890	6600	16%	5678	41168	0	1647	42815	14550	7275	54%	11786	33611	3274	120	1480	35211	7604	7557	907	6697	1674	227
Oct-08	31	31	28890	6600	16%	5678	41168	7098	1647	49913	14550	7275	54%	11786	33611	3274	120	1480	38485	11428	7557	907	10521	2630	227
Nov-08	30	30	28890	6600	16%	5678	41168	7098	1647	49913	14550	7275	54%	11786	33611	3274	120	1480	38485	11428	7557	907	10521	2630	227
Dec-08	31	31	28890	6600	16%	5678	41168	7098	1647	49913	14550	7275	54%	11786	33611	3274	120	1480	38485	11428	7557	907	10521	2630	227
Jan-09	26	26	24230	5535	22%	6548	36313	5953	1453	43719	12203	6102	54%	9885	28190	2746	101	1241	32278	11441	8123	975	10466	2617	244

TOTAL	261162	60205	1.66	50056	371423	34345	14860	420628	132727	66365	104025	303117	29867	1095	13360	333414	87214	68306	8198	79016	19754	2051
G.Total	901665	217615	3.04	86935	1206215	34345	48250	1288810	474548	237286	272872	984706	106787	3957	43811	1048316	240494	221509	26586	213908	53481	6653

1) 25% g. net amount @ 213908 = 53481 - released with Mod. No. 1575/22.10.2011
 Cheque No. 716902/20.10.11. Conv. Cont

2) One Inst. g balance 75% amount

g @ 213908 i.e. @ $\frac{160491}{7} = 22919-$
 P.F. 75% @ 213908 = $\frac{19390}{7} = 2760-$

CFH

No.KTC/PERS/SPC/2011-12/2170.
Kadamba Transport Corporation Ltd,
Alto Porvorim, Bardez-Goa.

4616
26/9/11
or 17/15

Date:- 26.09.2011.

N O T E

Enclosed please find herewith the Sixth Pay Fixation Statement of Shri
M. P. Kamat, Dy. Financial Controller for further necessary action.

(V. D. Harimalkar)
PERSONNEL MANAGER

To,
The Dy. Financial Controller,
Kadamba Transport Corporation Ltd.,
Accounts Department, H.O.

For NA.

4/26/11 Adit

Adit
27/9

27/9
Adit

Bhannub

C173

Sr.No.	EMP-ID	NAME	Designation	Basic Pay in Vth Pay as on	Revised Pay			Month of annual Increment	Month of Increment in 6th Pay	Add Next Increment							
					Pay in the Pay Band	Grade Pay	Revised Basic Pay			2006		2007		2008		2009	
1	2	3	4	5	6	7	8	9	10	PB	GP	PB	GP	PB	GP	PB	GP
4	9	MAHESH P KAMAT	DY.F.C.	13900	25860	6600	32460	MAR	JUL	26840	6600	27850	6600	28890	6600	29960	6600

[Signature]
26/19
P.M.

KADAMBIA TRANSPORT CORPORATION LIMITED

Statement of Arrears of Pay and Allowances of M.P. Kamat, OSD, Code No 0007 for the period from 01.01.06 to 31.03.10
 Scale of Pay as per V th pay band 10000 - 325 - 13500
 As per V th pay band 15600 - 39100 + Grade Pay 6600

Period	Days	Pay Band	Grade Pay	D.A. %	D.A.	Total (6+7+9)	HRA (10+11+12)	MALL Total (10+11+12)	Basic	D.P.	D.A. %	D.A.	Total (15+16+19)	HRA	CCA C.A.L.	MALL Total (15+22+23)	Diff. (13-24)	Wages for P.F.	P.F.	Net Pay (26-27)	
																					DUES
Jan-06	31	25860	6600	0	0	32460	0	1298	13900	6660	2.4%	5004	25854	3128	120	1164	6620	6606	793	5827	
Feb-06	28	25860	6600	0	0	32460	0	1298	13900	6660	2.4%	5004	25854	3128	120	1164	6620	6606	793	5827	
Mar-06	31	25860	6600	0	0	32460	0	1298	14225	7113	2.4%	5121	26459	3201	120	1191	5988	6001	720	5268	
TOTAL		77580	19800	0	0	97380	0	3894	42025	21013	0.72	15129	78167	9457	360	3519	19228	19213	2306	16922	
Apr-06	30	25860	6600	0	0	32460	0	1298	14225	7113	2.4%	5121	26459	3201	120	1191	5988	6001	720	5268	
May-06	31	25860	6600	0	0	32460	0	1298	14225	7113	2.4%	5121	26459	3201	120	1191	5988	6001	720	5268	
Jun-06	30	25860	6600	0	0	32460	0	1298	14225	7113	2.4%	5121	26459	3201	120	1191	5988	6001	720	5268	
Jul-06	31	26840	6600	2%	669	34109	0	1364	14225	7113	2.9%	6188	27526	3201	120	1234	26880	6593	6583	5803	
Aug-06	31	26840	6600	2%	669	34109	0	1364	14225	7113	2.9%	6188	27526	3201	120	1234	26880	6593	6583	5803	
Sep-06	30	26840	6600	2%	669	34109	0	1364	14225	7113	2.9%	6188	27526	3201	120	1234	26880	6593	6583	5803	
Oct-06	31	26840	6600	2%	669	34109	0	1364	14225	7113	2.9%	6188	27526	3201	120	1234	26880	6593	6583	5803	
Nov-06	30	26840	6600	2%	669	34109	0	1364	14225	7113	2.9%	6188	27526	3201	120	1234	26880	6593	6583	5803	
Dec-06	31	26840	6600	2%	669	34109	0	1364	14225	7113	2.9%	6188	27526	3201	120	1234	26880	6593	6583	5803	
Jan-07	31	26840	6600	6%	2006	35446	0	1418	14225	7113	3.5%	7468	28806	3201	120	1285	30211	6653	6640	5856	
Feb-07	28	26840	6600	6%	2006	35446	0	1418	14225	7113	3.5%	7468	28806	3201	120	1285	30211	6653	6640	5856	
Mar-07	31	26840	6600	6%	2006	35446	0	1418	14225	7113	3.5%	7468	28806	3201	120	1285	30211	6653	6640	5856	
TOTAL		319140	79200	0.3	10032	408372	0	16332	424704	170700	3.51	74895	330951	38412	1440	14832	347223	77481	77421	9291	68190
Apr-07	30	26840	6600	6%	2006	35446	0	1418	14550	7275	3.5%	7639	29464	3274	120	1314	30898	5666	5982	718	5248
May-07	31	26840	6600	6%	2006	35446	0	1418	14550	7275	3.5%	7639	29464	3274	120	1314	30898	5666	5982	718	5248
Jun-07	30	17894	4400	6%	1338	23632	0	945	9700	4850	3.5%	5093	19643	2183	80	876	20599	3978	3989	479	3499
Jul-07	31	13925	3300	9%	1550	18775	0	751	7275	3638	4.1%	4474	15387	1637	60	683	16130	3396	3388	407	2989
Aug-07	31	13925	3300	9%	1550	18775	0	751	7275	3638	4.1%	4474	15387	1637	60	683	16130	3396	3388	407	2989
Sep-07	30	19031	4510	9%	2119	25660	0	1026	9943	4872	4.1%	6115	21030	2237	82	934	22046	4640	4630	407	2989
Oct-07	31	20888	4950	9%	2325	28163	0	1127	10913	5457	4.1%	6712	23082	2456	90	1025	24197	5093	5081	610	4483
Nov-07	30	20888	4950	9%	2325	28163	0	1127	10913	5457	4.1%	6712	23082	2456	90	1025	24197	5093	5081	610	4483
Dec-07	31	20888	4950	9%	2325	28163	0	1127	10913	5457	4.1%	6712	23082	2456	90	1025	24197	5093	5081	610	4483
Jan-08	31	20888	4950	12%	3101	28939	0	1158	10913	5457	4.7%	7694	24064	2456	90	1064	25218	4879	4875	585	4294
Feb-08	29	20888	4950	12%	3101	28939	0	1158	10913	5457	4.7%	7694	24064	2456	90	1064	25218	4879	4875	585	4294
Mar-08	31	20888	4950	12%	3101	28939	0	1158	10913	5457	4.7%	7694	24064	2456	90	1064	25218	4879	4875	585	4294
TOTAL		243783	54410	1.08	26847	329040	0	13164	342204	128771	4.92	78652	271813	28978	1062	12071	284946	57258	57227	6870	50388

Income Month

18103
129A

CFI

Apr-08	30	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	1064	25218	4879	4875	585	4294
May-08	31	20889	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	1064	25218	4879	4875	585	4294
Jun-08	30	20887	4950	12%	3100	28937	0	1157	30094	9458	4729	47%	6668	20955	2128	90	923	21868	8226	8082	970	7258
Jun-08	4	3713	880	12%	1502	14015	0	561	14576	1940	970	47%	1368	4278	437	16	189	4483	10093	9737	1168	3925
Jul-08	31	28890	6600	16%	5678	41168	0	1647	42815	14550	7275	54%	11786	33611	3274	120	1480	35211	7604	7557	907	6697
Aug-08	31	28890	6600	16%	5678	41168	0	1647	42815	14550	7275	54%	11786	33611	3274	120	1480	35211	7604	7557	907	6697
Sep-08	30	28890	6600	16%	5678	41168	0	1647	42815	14550	7275	54%	11786	33611	3274	120	1480	35211	7604	7557	907	6697
Oct-08	31	28890	6600	16%	5678	41168	0	1647	42815	14550	7275	54%	11786	33611	3274	120	1480	35211	7604	7557	907	6697
Nov-08	30	28890	6600	16%	5678	41168	0	1647	42815	14550	7275	54%	11786	33611	3274	120	1480	35211	7604	7557	907	6697
Dec-08	31	28890	6600	16%	5678	41168	0	1647	42815	14550	7275	54%	11786	33611	3274	120	1480	35211	7604	7557	907	6697
Jan-09	26	24230	5535	22%	6548	36313	5953	1453	43719	12203	6102	54%	9885	28190	2746	120	1242	32298	11421	8123	973	10446

TOTAL	263946	68785	1.66	51420	384151	34345	15369	433865	132727	66365	104025	303117	29867	1126	13362	333447	100418	81034	9725	90683
G.Total	904449	226195	3.04	88299	1218943	34345	48759	1302047	474223	237124	272701	984048	106714	3988	43784	1047662	254385	234895	28192	226193

CLB

P.B. 27850

	P.B	GP	ON	TOKI	TKR	MA	TOTL	GR	DP	DA	TOTR	HR	CC	MR	YR	DIF	PF	Net				
Apr-08	1530	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	1064	25218	4879	4875	585	4294
May-08	1531	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	1064	25218	4879	4875	585	4294
Jun-08	1526	18103	4290	12%	2687	25080	0	1003	26083	9458	4729	47%	6668	20855	2128	78	922	21855	4228	4225	507	3721
Jul-08	31	3713	880	12%	551	5144	0	206	5350	1940	970	47%	1368	4278	437	16	189	4433	867	866	104	763
Aug-08	31	28890	6600	16%	5678	41168	0	1647	42815	14550	7275	54%	11786	33611	3274	120	1480	35211	7604	7557	907	6697
Sep-08	30	28890	6600	16%	5678	41168	7098	1647	42815	14550	7275	54%	11786	33611	3274	120	1480	35211	7604	7557	907	6697
Oct-08	31	28890	6600	16%	5678	41168	7098	1647	42815	14550	7275	54%	11786	33611	3274	120	1480	35211	7604	7557	907	6697
Nov-08	30	28890	6600	16%	5678	41168	7098	1647	42815	14550	7275	54%	11786	33611	3274	120	1480	35211	7604	7557	907	6697
Dec-08	31	28890	6600	16%	5678	41168	7098	1647	42815	14550	7275	54%	11786	33611	3274	120	1480	35211	7604	7557	907	6697
Jan-09	26	24230	5535	22%	6548	36313	5953	1453	43719	12203	6102	54%	9885	28190	2746	120	1242	32298	11421	8123	975	10446
TOTAL		261162	60205	1.66	50056	371423	34345	14860	420628	132727	66365		104025	303117	29867	1095	13361	333134	87194	68306	8198	78916
G.Total		901665	217615	3.04	86935	1206215	34345	48250	1288810	474548	237286		272872	984706	106787	3957	43812	1048336	240474	221509	26586	243688
																						213908

213908

C/68

DETAILS OF D.A. ARREARS TOWARDS NOTICE PAY FROM JULY 08 TO NOV 08
IN RESPECT OF SHRI. M. P. KAMAT. DY. F. C.

	BASIC	D.P.	D.A.7%	M.A.	TOTAL	P.F.	NET
Jul-08	14550	7275	1527.75	61	1588.75	183	1405.75
Aug-08	14550	7275	1527.75	61	1588.75	183	1405.75
Sep-08	14550	7275	1527.75	61	1588.75	183	1405.75
Oct-08	14550	7275	1527.75	61	1588.75	183	1405.75
Nov-08	14550	7275	1527.75	61	1588.75	183	1405.75
	72750	36375	7638.75	305	7943.75	915	7028.75

C168

DETAILS OF D.A. ARREARS TOWARDS NOTICE PAY FROM JULY 08 TO NOV 08
IN RESPECT OF SHRI. M. P. KAMAT. DY. F. C.

	BASIC	D.P.	D.A.7%	M.A.	TOTAL	P.F.	NET
Jul-08	14550	7275	1527.75	61	1588.75	183	1405.75
Aug-08	14550	7275	1527.75	61	1588.75	183	1405.75
Sep-08	14550	7275	1527.75	61	1588.75	183	1405.75
Oct-08	14550	7275	1527.75	61	1588.75	183	1405.75
Nov-08	14550	7275	1527.75	61	1588.75	183	1405.75
	72750	36375	7638.75	305	7943.75	915	7028.75

$\frac{7028.75}{+ 0.25}$
 $\frac{7029}{\text{---}}$
 3944/-
 7029 = 2

X

REGD. A/D.

C/67

No.KTC/PERS/(566)/2008-09/ 2810
Kadamba Transport Corpn.Ltd.,
Paraiso-De-Goa, Porvorim,
Bardez-Goa.

8791
7/2/09

Date: 7.2.2009

N O T E

Sub: Release of Notice pay to Shri Mahesh P. Kamat, Dy. Financial
Controller from 01.01.08 to 26.01.2008

Ref: KTC/PERS/(566)/2008-09/2186 dtd. 7.1.2009

A.F.C. has forwarded a Cheque No.403908 dt. 7.02.09 for Rs.27,568/-
drawn on Corporation Bank, Panaji on 7.02.09 towards notice pay of 26 days as
per the statement enclosed.

Kindly acknowledge the receipt.

To,
Shri Mahesh P. Kamat,
Flat, No.2, F-2,
"Shivneri" Comba, Margao-Goa.

T. Pawase
(T. K. PAWASE)
Personnel Manager

Encl: As above

Copy to:-

1. The A.F.C., H.O. Porvorim
2. Pers. file.
3. O/C.
4. G/F.

7/2 ~~AAA~~
D
9/2/09 *Bhem*

10. (11)

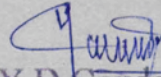
C/66

NO:KTC/ACCTS/HO/2008-09/2027
Accounts Department,
Kadamba Transport Corpn, Ltd,
Porvorim Goa.
Date:- 07/02/2009.

N O T E

Sub:- Release of Notice pay to Shri. Mahesh P. Kamat, Dy. Financial
Controller from 01.01.09 to 26.01.09.

Please find enclosed herewith cheque No.403908 dt.07.02.09 for
Rs.27,568/- drawn on Corporation Bank, Panaji towards notice pay of 26 days
for January'09 for issue of the same to the incumbent.


(Y.D. Gaude)

Asstt. Financial Controller

(Encl:- As Above.)

To,
The Personnel Manager,
KTCL, H.O. Porvorim.

C.C. To:-

1. M.D. for favour of information.
2. Office file.
3. Guard file.

BSL

C/65

DETAILS OF NOTICE PAY IN RESPECT OF SHRI. M.P.KAMAT,
DY. F.C.From 01.01.09 TO 26.01.09 .

		Jan-09
days		26
Basic	14550/-	12203.00
D.P.		6101.50
D.A. 54%		9884.00
H.R.A.		2745.68
C.C.A.		100.65
M.A.		1241.00
Per.Pay		325.00
Add/Less		0.17
Gross		32601.00 ✓
P.F.		3383.00 ✓
H.B.A.		1650.00
T.Ded.		5033.00
NET		27568.00 ✓



KADAMBA TRANSPORT CORPORATION LTD
PARAISO DE GOA, ALTO PORVORIM BARDEZ - GOA - 403521
PAYMENT VOUCHER

C/64

NO : 000605699
PAID TO M/S : Mahesh P. Kamat
Cheque No : 0
Credited To: 28334 - CORPORATION BANK (O/D) PUNJ
DATE: 31/1/2009
Dated : 31/1/2009
Amount 25,468.00

SL#	A/c Code	Particulars	Ret#/Date of the Bill	Voucher#	Amount
1	15701	SALARIES & WAGES PAYABLE			25,468.00 Dr

Narration : To pay towards Notice Pay to Shri. M.P.Kamat, Dy.F.C. for the period from 1.01.09 to 26.01.09 as per O.M.No.KTC/ADMN/1-2/08-09/167 dt. 28.01.09.

Total : (INR) Twentyfive Thousand Four Hundred FiftyEight Only

Prepared By *[Signature]*

Asst. Accountant *[Signature]*

Accountant *[Signature]*

A.P.C. *[Signature]*

Dy.F.C

M.D

Received on 2/2/09

Receiver's Signature

C/63

DETAILS OF NOTICE PAY IN RESPECT OF SHRI. M.P.KAMAT,
DY. F.C.From 01.01.09 TO 26.01.09 .

		Jan-09
days		26
Basic	14550/-	12203.00
D.P.		6101.50
D.A. 54%		9884.00
H.R.A.		2745.68
C.C.A.		100.65
M.A.		1241.00
Per.Pay		325.00
Add/Less		0.17
Gross		32601.00
P.F.		3383.00
H.B.A.		1650.00
Inc. Tax Rec.		2100.00
T.Ded.		7133.00
NET		25468.00

Cancelled
on 7/2/09

C/62

No.KTC/ADMN/1-2/2008-09/167
Administration Department,
Kadamba Transport Corpn.Ltd.
Porvorim Goa.

Date : 28.01.2009

8429
28/1/09

OFFICE MEMORANDUM

Refer to Office Memorandum no. KTC/ADMN/1-2/2008-09/153 dated 5.1.2009 writ petition no. 569/2008 came up for hearing on 27.01.2009 and the Hon. High Court has discharge the Rule granted earlier in this petition and admitted the writ. This petition will come up for final hearing in the first week of September,2009 or as per the convenient of the Hon. Court. Therefore, notice pay of Shri M. P. Kamat shall be release in full upto 26.01.2009 and thereafter, he is ceases to be Employee/Officer of the Corporation w.e.f. 27.01.2009.

(Shrikant V. Naik)
Managing Director

To,
The Personnel Manager,
KTCL, Porvorim

Copy to : A.F.C.

FOUNDA

28/1 A/d

28/1

29/1/09

ATA

Blumach

C/61

From:
Shri Mahesh Kamat
Shivnery Cooperative Housing Society
Comba Margao Goa.

KADAMBA TRANSPORT
Inward No. 7391
Date: 13/1/09
12-25 hrs

Afer
13/1

Date: 13/01/09

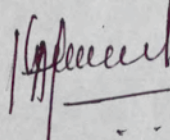
To,
The Managing Director
Kadamba Transport Corporation Ltd.
Alto Porvorim Bardez Goa.

8061
14/1/09

Sir,

This is to bring to your notice that I am not paid salary in time for last several months. In the last instance the salary for the month of Dec. 08 is not paid to me till date. On enquiry with your office on 12/01/09 it is informed to me that the envelope containing the cheque is awaiting dispatch in your office. May kindly look into the matter and ensure that salary cheque reaches me on 7th of every month i.e. the date on which the salary is paid to the employees of KTCL.


Thanking you
Yours faithfully


(Mahesh Kamat)

For MA,
Afer
15/1/09
Blade


12 rel peers / Hol 08-09 / 1781 dt 7-01-09
As per ~~1781~~ ~~153 dt 15/1/09~~


Cheque No. 403618 dt 7-1-09 for Rs. 31,027/- was for
the month of Dec'08 forwarded to Personnel Dept.
7.1.09 of 1700 hrs.

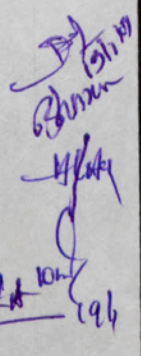
Accountant -  15/1/09

The notice pay is released for the period till now
as per receipt of AM / order from the respective
dept of for the month of Dec, 08 it is cleared for
payment as stated above as per AM ~~153 dt 15/1/09~~
received on 15/1/09 A.M.

Accn
of Afer
17/1/09
M.D.
Afer


15/1/09

 15/1/09



REGD. A/D.

C/60

No.KTC/PERS/(566)/2008-09/ 2186
Kadamba Transport Corpn.Ltd.,
Paraiso-De-Goa, Porvorim,
Bardez-Goa.

7907
8/1/09

Date: 7.1.2009

N O T E

Sub: Release of Notice pay to Shri Mahesh P. Kamat, Dy.Financial
Controller from 01.12.08 to 31.12.2008

Ref: KTC/PERS/(566)/2008-09/1846 dtd. 6.12.2008

A.F.C. has forwarded a Cheque No.403618 dt. 7.01.08 for Rs.31,027/-
drawn on Corporation Bank, Panaji on 07.01.2009 towards notice pay of 31 days
as per the statement enclosed.

Kindly acknowledge the receipt.

T.K. Pawase
(T. K. PAWASE)
Personnel Manager

To,
Shri Mahesh P. Kamat,
Flat, No.2, F-2,
"Shivneri" Comba, Margao-Goa.

Encl: As above.

Copy to:-

- ✓ 1. The A.F.C.. H.O. Porvorim
2. Pers. file.
3. O/C.
4. G/F.

nd - di
7/1/09
Shri Kamat. for CR

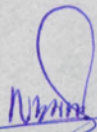
C/59

NO:KTC/ACCTS/HO/2008-09/1781
Accounts Department,
Kadamba Transport Corpn, Ltd,
Porvorim Goa.
Date:- 07/01/2009.

N O T E

Sub:- Release of Notice pay to Shri. Mahesh P. Kamat, Dy. Financial Controller from 01.12.08 to 31.12.08.

Please find enclosed herewith cheque No.403618 dt.07.01.09 for Rs.31,027/- drawn on Corporation Bank, Panaji towards notice pay of 31 days for December'08 for issue of the same to the incumbent.


(Y.D.Gaude)
Asstt. Financial Controller

(Encl:- As Above.)

To,
The Personnel Manager,
KTCL, H.O. Porvorim.

C.C. To:-

1. M.D. for favour of information.
2. Office file.
3. Guard file.

C/58

DETAILS OF NOTICE PAY IN RESPECT OF SHRI. M.P.KAMAT,
DY. F.C.From 01.12.08 TO 31.12.08 .

days		Dec-08 31
Basic	14550/-	14550.00
D.P.		7275.00
D.A. 54%		11786.00
H.R.A.		3273.75
C.C.A.		120.00
M.A.		1480.00
Per.Pay		325.00
Add/Less		0.25
Gross		38810.00
P.F.		4033.00
H.B.A.		1650.00
Inc. Tax Rec.		2100.00
T.Ded.		7783.00
NET		31027.00

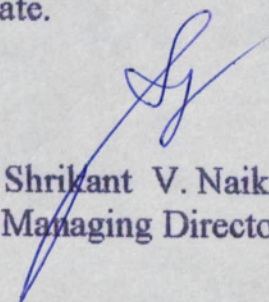
C/57

No.KTC/ADMN/1-2/2008-09/153
Administration Department,
Kadamba Transport Corpn.Ltd.
Porvorim Goa.

Date : 05.01.2009

OFFICE MEMORANDUM

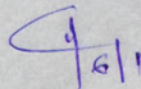
In continuation with order no. KTC/ADMN/1-2/2008-09/20 dated 20.6.2008 without prejudice to the outcome of writ petition no. 569/2008 notice pay of Shri M. P. Kamat shall be release in full. The matter will come up for order after 9.1.2009 as per the convenient of the Hon. High Court. Meanwhile, status-quo should be maintained till date.

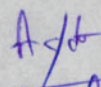

(Shrikant V. Naik)
Managing Director

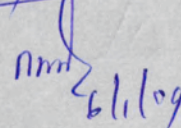
To,
The Personnel Manager,
KTCL, Porvorim

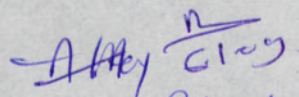
Copy to : A.F.C.

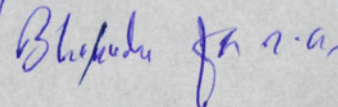
For NA.












Received on 6.1.09 16.30 hr &

P.V. no drawn of - 6.1.09.


REGD. A/D.

C/56

No.KTC/PERS/(566)/2008-09/ 1846
Kadamba Transport Corpn.Ltd.,
Paraiso-De-Goa, Porvorim,
Bardez-Goa.

7105
6/12 at 5.00pm

Date: 6.12.2008

N O T E

Sub: Release of Notice pay to Shri Mahesh P. Kamat, Dy.Financial
Controller from 01.11.08 to 30.11.2008

Ref: KTC/PERS/(566)/2008-09/1600 dtd. 6.11.2008

A.F.C. has forwarded a Cheque No.399166 dt. 5.12.08 for Rs.29,621/-
drawn on Corporation Bank, Panaji on 5.12.08 towards notice pay of 30 days as
per the statement enclosed.

Kindly acknowledge the receipt.

To,
Shri Mahesh P. Kamat,
Flat, No.2, F-2,
"Shivneri" Comba, Margao-Goa.

^{Pawase}
(T. K. PAWASE)
Personnel Manager

Encl: As above.

Copy to:-

1. The A.F.C.. H.O. Porvorim
2. Pers. file.
3. O/C.
4. G/F.

9/12 AA
Blanu 9/12/08

C/55

DETAILS OF NOTICE PAY IN RESPECT OF SHRI. M.P.KAMAT,
DY. F.C.From 01.11.08 TO 30.11.08 .

		Nov-08
days		30
Basic	14550/-	14550.00
D.P.		7275.00
D.A. 47%		10258.00
H.R.A.		3273.75
C.C.A.		120.00
M.A.		1419.00
Per.Pay		325.00
Add/Less		0.25
Gross		37221.00
P.F.		3850.00
H.B.A.		1650.00
Inc. Tax Rec.		2100.00
T.Ded.		7600.00
NET		29621.00

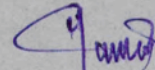
C/54

NO:KTC/ACCTS/HQ/2008-09/1619
Accounts Department,
Kadamba Transport Corpn, Ltd,
Porvorim Goa.
Date:- 06/12/2008.

N O T E

Sub:- Release of Notice pay to Shri. Mahesh P. Kamat, Dy. Financial Controller from 01.11.08 to 30.11.08.

Please find enclosed herewith cheque No.399166 dt.05.12.08 for Rs.29,621/- drawn on Corporation Bank, Panaji towards notice pay of 30 days for November'08 for issue of the same to the incumbent.



(Y.D.Gaude)

Asstt. Financial Controller

(Encl:- As Above.)

To,
The Personnel Manager,
KTCL, H.O. Porvorim.

C.C. To:-

1. M.D. for favour of information.
2. Office file.
3. Guard file.

REGD. A/D.

C/53

No.KTC/PERS/(566)/2008-09/1600
Kadamba Transport Corpn.Ltd.,
Paraiso-De-Goa, Porvorim,
Bardez-Goa.

6328
6/11/08

Date: 6.11.2008

N O T E

Sub: Release of Notice pay to Shri Mahesh P. Kamat, Dy.Financial
Controller from 01.10.08 to 31.10.2008

Ref: KTC/PERS/(566)/2008-09/1323 dtd. 7.10.2008

A.F.C. has forwarded a Cheque No.398849 dt. 5.11.08 for Rs.29,621/-
drawn on Corporation Bank, Panaji on 5.11.08 towards notice pay of 31days as
per the statement enclosed.

Kindly acknowledge the receipt.

To,
Shri Mahesh P. Kamat,
Flat, No.2, F-2,
"Shivneri" Comba, Margao-Goa.

^{Pawase}
(T.K. PAWASE)
Personnel Manager

Encl: As above.

Copy to:-

1. The A.F.C.. H.O. Porvorim
2. Pers. file.
3. O/C.
4. G/F.

9/11
Aed
name 6/11
2/11/08
A. K. Kalyan
Shome

DETAILS OF NOTICE PAY IN RESPECT OF SHRI. M.P.KAMAT,
DY. F.C.From 01.10.08 TO 31.10.08 .

		Oct-08
days		31
Basic	14550/-	14550.00
D.P.		7275.00
D.A. 47%		10258.00
H.R.A.		3273.75
C.C.A.		120.00
M.A.		1419.00
Per.Pay		325.00
Add/Less		0.25
Gross		37221.00
P.F.		3850.00
H.B.A.		1650.00
Inc. Tax Rec.		2100.00
T.Ded.		7600.00
NET		29621.00

C/52

DETAILS OF NOTICE PAY IN RESPECT OF SHRI. M.P.KAMAT,
DY. F.C.From 01.10.08 TO 31.10.08 .

		Oct-08
days		31
Basic	14550/-	14550.00
D.P.		7275.00
D.A. 47%		10258.00
H.R.A.		3273.75
C.C.A.		120.00
M.A.		1419.00
Per.Pay		325.00
Add/Less		0.25
Gross		37221.00
P.F.		3850.00
H.B.A.		1650.00
Inc. Tax Rec.		2100.00
T.Ded.		7600.00
NET		29621.00

C/51

C/50

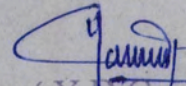
NO:KTC/ACCTS/HO/2008-09/1428
Accounts Department,
Kadamba Transport Corpn, Ltd,
Porvorim Goa.
Date:- 05 /11/2008.

N O T E

Sub:- Release of Notice pay to Shri. Mahesh P. Kamat, Dy. Financial
Controller from 01.10.08 to 31.10.08.

Ref: KTC/ACCTS/HO/2008-09/1237 dt07.10.2008

Further to the above, find enclosed herewith cheque No.398849
dt.05.11.08 for Rs.29,621/- drawn on Corporation Bank, Panaji towards notice
pay of 31 days for October '08 as per No:KTC/ADMN/1-2/08-09/89 dt. 3.11.08
for issue of the same to the incumbent.


(Y.D. Gaude)

Asstt. Financial Controller

(Encl:- As Above.)

To,
The Personnel Manager,
KTCL, H.O. Porvorim.

C.C. To:-

1. M.D. for favour of information.
2. Office file.
3. Guard file.

DETAILS OF NOTICE PAY IN RESPECT OF SHRI. M.P.KAMAT,
DY. F.C.From 01.10.08 TO 31.10.08 as per No:KTC/ADMN/1-2/
2008-2009/89 dt. 03.11.2008

		Oct-08
days		31
Basic	14550/-	14550.00
D.P.		7275.00
D.A. 47%		10258.00
H.R.A.		3273.75
C.C.A.		120.00
M.A.		1419.00
Per.Pay		325.00
Add/Less		0.25
Gross		37221.00
P.F.		3850.00
H.B.A.		1650.00
Inc. Tax Rec.		2100.00
T.Ded.		7600.00
NET		29621.00

C/19

J.v.

C263
4/11/08

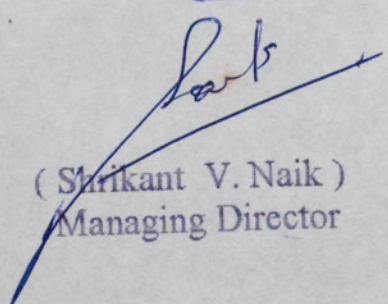
C/h8

No.KTC/ADMN/1-2/2008-09/89
Administration Department,
Kadamba Transport Corpn.Ltd.
Porvorim Goa.

Date : 3.11.2008

OFFICE MEMORANDUM

In continuation with order no. KTC/ADMN/1-2/2008-09/20 dated 20.6.2008 without prejudice to the outcome of writ petition no. 569/2008 notice pay of Shri M. P. Kamat shall be release in full, as per the statement made by the Advocate on behalf of Corporation before the Hon. High Court of Bombay at Panaji to maintain status quo till 10.11.2008 the day wherein the matter is fixed for final hearing .


(Shrikant V. Naik)
Managing Director

To: ~~the~~
The Personnel Manager,
KTCL, Porvorim

Copy to : A.F.C.

For MA .

4/11/08

A.K. J. .
and
S.L.

A.K.J.

Shri. for a-a pl.

C/h7

26.9.08 H
30.9.08

**DETAILS OF NOTICE PAY IN RESPECT OF SHRI. M.P.KAMAT,
DY. F.C.From 01.09.08 TO 30.09.08 in lieu of Order cum Notice
NO:KTC/ADMN/1-2/2008-09/120 DT.20.06.2008 & as per remark at "X"
on page N/9.**

		Sep-08
days		30
Basic	14550/-	14550.00
D.P.		7275.00
D.A. 47%		10258.00
H.R.A.		3273.75
C.C.A.		120.00
M.A.		1419.00
Per.Pay		325.00
Add/Less		0.25
Gross		37221.00 ✓
P.F.		3850.00 ✓
H.B.A.		1650.00
T.Ded.		5500.00
NET		31721.00

C/h6

REGD. A/D.

No.KTC/PERS/(566)/2008-09/1323
Kadamba Transport Corpn.Ltd.,
Paraiso-De-Goa, Porvorim,
Bardez-Goa.

SS12
7/10/08

Date: 7.10.2008

NOTE

In Compliance to Order under reference No.KTC/ADMN/1-2/2008-09/20 dated 20.6.2008 A.F.C. has forwarded a Cheque No.379778 dt. 7.10.08 for Rs.31,721/- drawn on Corporation Bank, Panaji on 7.10.08 towards part payment of notice pay of 30 days in lieu of order under reference as per the statement enclosed.

Kindly acknowledge the receipt.

^{Rawar}
(T.K. PAWASE)
Personnel Manager

To,
Shri Mahesh P. Kamat,
Flat, No.2, F-2,
"Shivneri" Comba, Margao-Goa.

Encl: As above.

Copy to:-

- 1. The A.F.C.. H.O. Porvorim
- 2. Pers. file.
- 3. O/C.
- 4. G/F.

7/10/08 ~~for~~ for Sept 08 month salary
 and etc
 21/10/08
 Ghanshi

C/h5

NO:KTC/ACCTS/HO/2008-09/1237
Accounts Department,
Kadamba Transport Corpn, Ltd,
Porvorim Goa.
Date:- 07/10/2008.

N O T E

Sub:- Release of Notice pay to Shri. Mahesh P. Kamat,Dy. Financial Controller from 01.09.08 to 30.09.08.

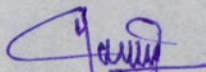
Ref: KTC/ADMN/1-2/2008-09/20 dt.20.06.2008.

Ref: KTC/ACCTS/HO/2008-09/630 dt. 04.07.2008

Ref: KTC/ACCTS/HO/2008-09/840 dt. 07.08.2008

Ref: KTC/ACCTS/HO/2008-09/1071 dt. 05.09.2008

Further to the above, find enclosed herewith cheque No.379778 dt.07.10.08 for Rs.31,721/- drawn on Corporation Bank, Panaji towards part payment of notice pay of 30 days in lieu of above order cum notice of CRS for issue of the same to the incumbent.



(Y.D.Gaude)

Asstt. Financial Controller

(Encl:- As Above.)

To,
The Personnel Manager,
KTCL,H.O. Porvorim.

C.C. To:-

1. M.D. for favour of information.
2. Office file.
3. Guard file.

C/HH

REGD. A/D.

4610
6/9/08

No.KTC/PERS/(566)/2008-09/1071
Kadamba Transport Corpn.Ltd.,
Paraiso-De-Goa, Porvorim,
Bardez-Goa.

Date: 5.9.2008

N O T E

In Compliance to Order under reference No.KTC/ADMN/1-2/2008-09/20 dated 20.6.2008 A.F.C. has forwarded a Cheque No.379379 dt. 02.09.08 for Rs.31,721/- drawn on Corporation Bank, Panaji on 5.9.08 towards part payment of notice pay of 31 days in lieu of order under reference as per the statement enclosed.

Kindly acknowledge the receipt.

To,
Shri Mahesh P. Kamat,
Flat, No.2, F-2,
"Shivneri" Comba, Margao-Goa.

^{Pawase}
(T.K. PAWASE)
Personnel Manager

Encl: As above.

Copy to:-

- ✓ 1. The A.F.C.. H.O. Porvorim
2. Pers. file.
3. O/C.
4. G/F.

7/9 AA
2
6-8 Blom

C/h3

DETAILS OF NOTICE PAY IN RESPECT OF SHRI. M.P.KAMAT,
DY. F.C.From 01.08.08 TO 31.08.08 in lieu of Order cum Notice
NO:KTC/ADMN/1-2/2008-09/120 DT.20.06.2008.

		Aug-08
days		31
Basic	14550/-	14550.00
D.P.		7275.00
D.A. 47%		10258.00
H.R.A.		3273.75
C.C.A.		120.00
M.A.		1419.00
Per.Pay		325.00
Add/Less		0.25
Gross		37221.00
P.F.		3850.00
H.B.A.		1650.00
T.Ded.		5500.00
NET		31721.00

C/h

NO:KTC/ACCTS/HO/2008-09/1031
Accounts Department,
Kadamba Transport Corpn, Ltd,
Porvorim Goa.
Date:-05/09/2008.

N O T E

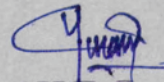
Sub:- Release of Notice pay to Shri. Mahesh P. Kamat,Dy. Financial
Controller from 01.08.08 to 31.08.08.

Ref: KTC/ADMN/1-2/2008-09/20 dt.20.06.2008.

Ref: KTC/ACCTS/HO/2008-09/630 dt. 04.07.2008

Ref: KTC/ACCTS/HO/2008-09/840 dt. 07.08.2008

Further to the above, find enclosed herewith cheque No.379379
dt.02.09.08 for Rs.31,721/- drawn on Corporation Bank, Panaji towards part
payment of notice pay of 31 days in lieu of above order cum notice of CRS for
issue of the same to the incumbent.



(Y.D.Gaude)

Asstt. Financial Controller

(Encl:- As Above.)

To,
The Personnel Manager,
KTCL,H.O. Porvorim.

C.C. To:-

1. M.D. for favour of information.
2. Office file.
3. Guard file.

c/hl

DETAILS OF NOTICE PAY IN RESPECT OF SHRI. M.P.KAMAT,
DY. F.C.From 01.07.08 TO 31.07.08 in lieu of Order cum Notice
NO:KTC/ADMN/1-2/2008-09/120 DT.20.06.2008.

days Jul-08
31

Basic	14550/-	14550.00
D.P.		7275.00
D.A. 47%		10258.00
H.R.A.		3273.75
C.C.A.		120.00
M.A.		1419.00
Per.Pay		325.00
Add/Less		0.25
Gross		37221.00
P.F.		3850.00
H.B.A.		1650.00
T.Ded.		5500.00
NET		31721.00

J.V.

C/ho

REGD. A/D.

3984
8/8/08

No.KTC/PERS/(566)/2008-09/906
Kadamba Transport Corpn.Ltd.,
Paraiso-De-Goa, Porvorim,
Bardez-Goa.

Date: 7.8.2008

N O T E

In Compliance to Order under reference No.KTC/ADMN/1-2/2008-09/20 dated 20.6.2008 A.F.C. has forwarded a Cheque No.375552 dt. 05.08.08 for Rs.31,721/- drawn on Corporation Bank, Panaji on 7.8.08 towards part payment of notice pay of 31 days in lieu of order under reference as per the statement enclosed.

Kindly acknowledge the receipt.

To,
Shri Mahesh P. Kamat,
Flat, No.2, F-2,
"Shivneri" Comba, Margao-Goa.

T.K. Pawase
(T.K. PAWASE)
Personnel Manager

Encl: As above.

Copy to:-

1. The A.F.C.. H.O. Porvorim
2. Pers. file.
3. O/C.
4. G/F.

7/8/8 Acc
ms ds
Prilster
Brank

c/39

NO:KTC/ACCTS/HO/2008-09/840
Accounts Department,
Kadamba Transport Corpn, Ltd,
Porvorim Goa.
Date:- 7/08/2008.

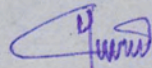
N O T E

Sub:- Release of Notice pay to Shri. Mahesh P. Kamat, Dy. Financial Controller from 01.07.08 to 31.07.08.

Ref: KTC/ADMN/1-2/2008-09/20 dt.20.06.2008.

Ref: KTC/ACCTS/HO/2008-09/630 dt. 04.07.2008

Further to the above, find enclosed herewith cheque No.375552 dt.05.08.08 for Rs.31,721/- drawn on Corporation Bank, Panaji towards part payment of notice pay of 31 days in lieu of above order cum notice of CRS for issue of the same to the incumbent.



(Y.D.Gaude)

Asstt. Financial Controller

(Encl:- As Above.)

To,
The Personnel Manager,
KTCL, H.O. Porvorim.

C.C. To:-

1. M.D. for favour of information.
2. Office file.
3. Guard file.

RS

REGD. A/D.

C/38

3155
7/7/08

No.KTC/PERS/(566)/2008-09/699
Kadamba Transport Corpn.Ltd.,
Paraiso-De-Goa, Porvorim,
Bardez-Goa.

Date: 5.7.2008

N O T E

In Compliance to Order under reference No.KTC/ADMN/1-2/2008-09/
dated 20.6.2008 A.F.C. has forwarded a Cheque No.825048 dt. 03.07.08 for
Rs.4407/- drawn on Corporation Bank, Panaji towards part payment of notice
pay for 4 days in lieu of order under reference as per the statement enclosed.

Kindly acknowledge the receipt.

Franca
(T.K. PAWASE)
Personnel Manager

To,
Shri Mahesh P. Kamat,
Flat, No.2, F-2,
"Shivneri" Comba, Margao-Goa.

Encl: As above.

Copy to:-

1. The A.F.C.. H.O. Porvorim
2. Pers. file.
3. O/C.

4/3/08 *Act*
ok
Shivneri - pers file

C/37

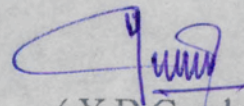
NO:KTC/ACCTS/HO/2007-09/630
Accounts Department,
Kadamba Transport Corpn, Ltd,
Porvorim Goa.
Date:- 04/07/2008.

N O T E

Sub:- Release of Notice pay to Shri. Mahesh P. Kamat,Dy. Financial
Controller from 27.06.08 to 30.06.08.

Ref: KTC/ADMN/1-2/2008-09/20 dt.20.06.2008.

Please find enclosed herewith cheque No.825048 dt.03.07.08 for Rs.4407/- drawn on Corporation Bank, Panaji towards part payment of notice pay of 4 days in lieu of above order cum notice of CRS for issue of the same to the incumbent.



(Y.D.Gaude)

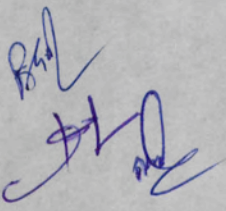
Asstt. Financial Controller

(Encl:- As Above.)

To,
The Personnel Manager,
KTCL,H.O. Porvorim.

C.C. To:-

1. M.D. for favour of information.
2. Office file.
3. Guard file.



C/36

DETAILS OF NOTICE PAY IN RESPECT OF SHRI. M.P.KAMAT,
DY. F.C.From 27.06.08 TO 30.06.08 in lieu of Order cum Notice
NO:KTC/ADMN/1-2/2008-09/120 DT.20.06.2008.

		Jun-08
days		4
Basic	14550/- <i>per month</i>	1940.00
D.P.		970.00
D.A. 47%		1368.00
H.R.A.		436.50
C.C.A.		16.00
M.A.		189.00
Per.Pay		0.00
Add/Less		0.50
Gross		4920.00
P.F.		513.00
H.B.A.		0.00
T.Ded.		513.00
NET		4407.00

C/35

2712
21/6/08

No.KTC/ADMN/1-2/2008-09/20

Dated: 20.6.2008

ORDER

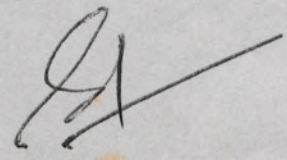
WHEREAS, vide Resolution No. 901, BOD approved the implementation of Central Civil Services (Conduct) Rules, 1964 and Central Civil Services (Classification, Control and Appeal) Rules, 1965 to the Officers of the Corporation.

AND WHEREAS, previous Board of Directors, Kadamba Transport Corporation Limited, in its 154th Board Meeting, approved Resolution No. 71/2007 to award compulsory retirement of the services to Shri Mahesh P. Kamat, Dy. Financial Controller.

AND WHEREAS, Shri Mahesh P. Kamat challenged the order vide Writ Petition No. 492/2007 and said order was withdrawn by the Corporation for reconsideration.

AND WHEREAS, the matter was accordingly placed before new Board of Directors during its 1st meeting held on 4.4.2008 (156th BOD Meeting) for reconsideration wherein new Board of Directors of Kadamba Transport Corporation Limited vide its Resolution No. 9/2008 and 43/2008 reconsidered the matter during its 156th and 157th BOD meetings and after going through the detailed agenda item (alongwith annexures) and perusing service record of Shri Mahesh P. Kamat, Dy. Financial Controller decided to maintain the decision of CRS as taken by previous Board of Directors to compulsorily retire him in the public interest as an administrative decision.

AND WHEREAS, the Board of Directors of the Kadamba Transport Corporation Limited framed an opinion that his services cannot be productively

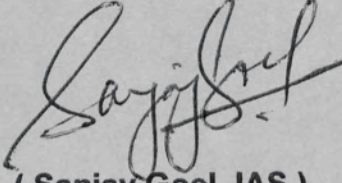


C/34

-2-

utilised by the Corporation and continuing him in the Corporation would be a severe drain on public resources and hence by Resolution No. 43/2008 in its 157th meeting held on 21.4.2008 approved that Shri Mahesh P. Kamat, Dy. Financial Controller by substantial post and presently holding the post of Dy. Financial Controller (C&B) shall be compulsorily retired from the services of the Corporation as an administrative decision in the public interest.

NOW THEREFORE, in exercise of the powers conferred in me vide BOD Resolution No. 900, taken in the 90th B.O.D. Meeting read with Resolution No. 901 mentioned above and the powers conferred under Rule 56 (j) of Fundamental Rules to compulsorily retire as an administrative action in the public interest, I, Sanjay Goel, IAS, Managing Director of Kadamba Transport Corporation Limited, hereby gives notice to Shri Mahesh P. Kamat, Dy. Financial Controller by substantial post and presently holding the post of Dy. Financial Controller (Costing & Budget whose date of birth is 22/9/1955 as per records and who has attained the age of more than 50 years, shall retire from the service on the forenoon of 19/09/2008 or on the forenoon of the day following the date of expiry of three months computed from the date following the date of service of this notice on him, whichever is later.


(Sanjay Goel, IAS)
Managing Director

To,
Shri Mahesh P. Kamat,
Dy. Financial Controller,
Flat no. 2, F-2,
"Shivneri", Comba,
Margao-Goa.

c/33

To,
The Managing Director,
Kadamba Transport Corporation Limited,
Paraiso-de-Goa.,
Alto-Porvorim, Bardez - Goa.,

ACKNOWLEDGEMENT

I, Shri _____ now holding the post of _____
hereby acknowledge the receipt of the Original notice
of the order of retirement as aforesaid.

Signature

Countersigned:

Designation

Designation
Place:
Date:

Place:
Date:

Copy to:-

1. The P. S. to Hon'ble Chair person, KTCL for information.
2. The Asstt. Financial Controller: He is directed to release his pay and Allowances as per the provisions of FR & SR.
3. The Legal Department for necessary action.
4. All Sections _____
5. Pers. File.
6. O/C.,

21/6 Acc
nmz

file - ACC
Blumen 23/6/08

Date of issue of this notice
copy is required in order
to calculate notice pay
in view of 'x' on Page 2

May pl. provide

Copy of acknowledgment
is attached herewith.
M/6/27/6/08

H/2

~~AFC~~

We may take date ~~26.6.2008~~ ^{A.M.} ~~26~~ ²⁷ as the
the date of service of this notice as per
the remark of FA to MD on account of
take necessary action to draw notice pay
w.e.f. 27.6.08.

~~27/6~~ A/D

md
27/6

~~Alaka P~~ 20/6/08
Sharma

[Faint, illegible handwritten notes and signatures at the bottom of the page]

C/32

KTC/ADMIN/1-2/2008-09/20.

आर.पी.-54
R.P.-54

भारतीय टपाल खाते
भारतीय डाक विभाग

DEPARTMENT OF POSTS, INDIA

पोच पावती / प्राप्ति स्वीकृती / ACKNOWLEDGEMENT

नोंदणीकृत पत्र/पार्सल मिळाले/ रजिस्ट्री पत्र/पार्सल प्राप्त हुआ / Received Registered Letter/Parcel

क्रमांक /सं./No. 2720 तारीख /दिनांक /Dated 21/06 चे/का/of

* विम्याची रक्कम रूपयामध्ये/बीमे का मूल्य रूपयों में /Insured for Rupees

कारणारा/ पाने वाला /Addressed to. Shri M. P. Kamal,

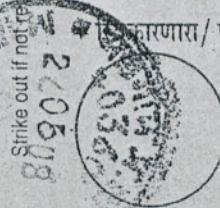
Dy. F. C., Flat no. 2, F-2,

'Shivaji' Comba ला/को

Mangro-629,

[Signature]

आवश्यक नसले ते खोडावे
जो आवश्यक न हो उसे काट दे।
Strike out if not required



वितरण कार्यालयाचा तारीख छाप/

वितरण डाकघर की तारीख-मोहर Date stamp of office of delivery

सही आणि नांव /हस्ताक्षर और नाम/Signature and Name

3-40 PM.

भारतीय डाक
INDIA POST

DELHI 110001

27.8.07

403521

OFFICE
EXTINGUISHING
21-2-07

From: -

डाक सेवार्थ,
On Postal Service

Legal Section

KTCR Fouaiso-de-Gov

ALTO-POVOUM - 629

पाठविणाच्या टर्मिन कार्यालयाच्या नावाचा छाप
प्रेषक डाकघर की नाम-मोहर
Name Stamp of Office of Posting
PSK/LP/04/Able/06-07/07/02/07-Prakash

पिन / PIN

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27/8/07

KTCR - 629

ALTO-POVOUM

Fouaiso-de-Gov

Legal Section

KTCR

27/8/07

C/31

2712
21/6/08

No.KTC/ADMN/1-2/2008-09/20

Dated: 20.6.2008

ORDER

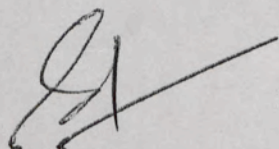
WHEREAS, vide Resolution No. 901, BOD approved the implementation of Central Civil Services (Conduct) Rules, 1964 and Central Civil Services (Classification, Control and Appeal) Rules, 1965 to the Officers of the Corporation.

AND WHEREAS, previous Board of Directors, Kadamba Transport Corporation Limited, in its 154th Board Meeting, approved Resolution No. 71/2007 to award compulsory retirement of the services to Shri Mahesh P. Kamat, Dy. Financial Controller.

AND WHEREAS, Shri Mahesh P. Kamat challenged the order vide Writ Petition No. 492/2007 and said order was withdrawn by the Corporation for reconsideration.

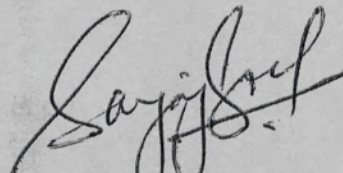
AND WHEREAS, the matter was accordingly placed before new Board of Directors during its 1st meeting held on 4.4.2008 (156th BOD Meeting) for reconsideration wherein new Board of Directors of Kadamba Transport Corporation Limited vide its Resolution No. 9/2008 and 43/2008 reconsidered the matter during its 156th and 157th BOD meetings and after going through the detailed agenda item (alongwith annexures) and perusing service record of Shri Mahesh P. Kamat, Dy. Financial Controller decided to maintain the decision of CRS as taken by previous Board of Directors to compulsorily retire him in the public interest as an administrative decision.

AND WHEREAS, the Board of Directors of the Kadamba Transport Corporation Limited framed an opinion that his services cannot be productively



utilised by the Corporation and continuing him in the Corporation would be a severe drain on public resources and hence by Resolution No. 43/2008 in its 157th meeting held on 21.4.2008 approved that Shri Mahesh P. Kamat, Dy. Financial Controller by substantial post and presently holding the post of Dy. Financial Controller (C&B) shall be compulsorily retired from the services of the Corporation as an administrative decision in the public interest.

NOW THEREFORE, in exercise of the powers conferred in me vide BOD Resolution No. 900, taken in the 90th B.O.D. Meeting read with Resolution No. 901 mentioned above and the powers conferred under Rule 56 (j) of Fundamental Rules to compulsorily retire as an administrative action in the public interest, I, Sanjay Goel, IAS, Managing Director of Kadamba Transport Corporation Limited, hereby gives notice to Shri Mahesh P. Kamat, Dy. Financial Controller by substantial post and presently holding the post of Dy. Financial Controller (Costing & Budget whose date of birth is 22/9/1955 as per records and who has attained the age of more than 50 years, shall retire from the service on the forenoon of 19/09/2008 or on the forenoon of the day following the date of expiry of three months computed from the date following the date of service of this notice on him, whichever is later.


(Sanjay Goel, IAS)
Managing Director

To,
Shri Mahesh P. Kamat,
Dy. Financial Controller,
Flat no. 2, F-2,
"Shivneri", Comba,
Margao-Goa.

C/30

To,
The Managing Director,
Kadamba Transport Corporation Limited,
Paraiso-de-Goa,
Alto-Porvorim, Bardez - Goa.,

ACKNOWLEDGEMENT

I, Shri _____ now holding the post of _____ hereby acknowledge the receipt of the Original notice of the order of retirement as aforesaid.

Signature

Designation
Place:
Date:

Countersigned:

Designation
Place:
Date:

Copy to:-

- 1. The P. S. to Hon'ble Chair person, KTCL for information.
- 2. The Asstt. Financial Controller: He is directed to release his pay and Allowances as per the provisions of FR & SR.
- 3. The Legal Department for necessary action.
- 4. All Sections _____
- 5. Pers. File.
- 6. O/C.,

21/6 Acc
mmz

File - AC/21/6
Sharma 23/6/08

Date of Issue of this notice copy is required in order to calculate notice pay in view of 'x' on Page 2

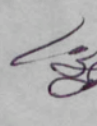
AFL

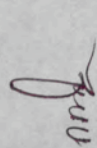
mmz
24/6

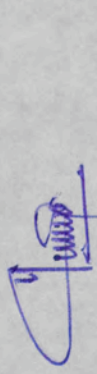
Difference towards subsistence allowance in resp. of Shri. M.P.Kamat,Dy. F.C.(Costing & Budget) as per
 ORDER No.KTC/ADMIN/1-2/2007-08/79 dt.27.11.2007.

	ACTUAL TO PAY			Sep-07 22 d.75%	Total	PAID as NOTICE PAY			Diff. to recover	
	Jul-07 13	Aug-07 31	Sep-07 18 d.50%			Jul-07 13	Aug-07 31	Sep-07 30		
Basic 14550/-	3051.00	7275.00	1940.00	8002.50	20268.50	6102.00	14550.00	14550.00	35202.00	14933.50
D.P.	1525.50	3637.50	970.00	4001.25	10134.25	3051.00	7275.00	7275.00	17601.00	7466.75
D.A.	1876.37	4474.13	1193.10	4921.54	12465.14	3204.00	7639.00	7639.00	18482.00	6016.86
H.R.A.	655.48	1636.88	436.50	1800.56	4560.42	1372.95	3273.75	3273.75	7920.45	3350.03
C.C.A.	25.16	60.00	16.00	66.00	167.16	50.32	120.00	120.00	290.32	123.16
M.A.	287.00	683.00	182.00	752.00	1904.00	551.00	1314.00	1314.00	3179.00	1275.00
Per.Pay	135.30	325.00	86.66	238.34	786.30	136.30	325.00	325.00	786.30	0.00
Add/Less	0.20	0.49	-0.26	-0.19	0.23	0.43	0.25	0.25	0.93	0.70
Gross	7583.01	18092.00	4824.00	19782.00	50286.00	14468.00	34497.00	34497.00	83462.00	33176.00
P.F.	774.00	1846.00	492.00	2031.00	5143.00	1483.00	3536.00	3536.00	8555.00	3412.00
H.B.A.		1650.00	1550.00		3300.00		1650.00	1650.00	3300.00	0.00
T.Ded.	774.00	3496.00	2142.00	2031.00	8443.00	1483.00	5186.00	5186.00	11855.00	0.00
NET	6814.01	14596.00	2582.00	17751.00	41843.01	12985.00	29311.00	29311.00	71607.00	36588.00

D.A.at actual pay calculation is 41% and D.A.at paid as notice pay is 35%


 Prep. By.


 ACCOUNTANT


 Asstt. Financial Controller

C/28

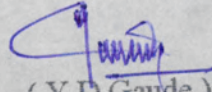
NO:KTC/ACCTS/HO/2007-08/1658
Kadamba Transport Corpn, Ltd.,
Porvorim - Goa.
Date:- 01.12.2007.

N O T E

Ref: 1) KTC/ADMN/1-2/2007-08/77 dt.22.11.2007
2) KTC/ADMN/1-2/2007-08/79 dt.27.11.2007

In pursuance to above we have drawn paybill of Shri. M.P.Kamat, Dy.F.C.(Costing & Budget) for the month of October 07 for subsistence allowance @75% after adjustment of excess amount paid to him on account of notice pay released as per order of Compulsary Retirement up to September 07. As per the said paybill the amount to be recovered after adjustment of net pay for the month of Oct. 07 is works out to Rs. 14033/- and the same shall be adjusted from his salary for the month of November 07.

This is for information and to inform incumbent accordingly by enclosing his paybill for the month of October 07 alongwith the statement of excess payment which are enclosed herewith.



(Y.D.Gaude)
Asstt. Financial Controller

Enclosed: As Above.

To,
The Personnel Manager,
K.T.C.Ltd,
Porvorim Goa.

C.C.To:-

1. The Managing Director, for favour of information.
2. O/C,
3. G.F.,


17/12/07
17.20 hrs

C/27

Format No. IX

KADAMBA TRANSPORT
CORP. LTD.

Govt. of Goa
Panaji - Goa

Name Shri. M. P. Komat

Code/Bdg. No. 0009

Dept.

Design. Dy. P.C. (Cost & Bus)

P. F. No. 10112/0042

ESI No.

Month Oct 10

Attdn. (days) 31

Basic	10912	80
D. A.	5456	25
D. A. 41%	6711	19

Sub-total 23079 94

H. R. A. 2455 31

C. C. A. 90 00

Allow 1025 00

Sp. Allow 325 00

P. pay

Wash "

Shift "

O. T.

G. Salary 26975 00

P. F. 2770 00

H.B.A. 1650 00

E. S. I

KCCS loan

Bank loan

Savings

L. I. C.

Fest Adv

Other Ded

1 Subsc.

2 Excess Paid 22555 00

3 Recoverd.

4 P. ded.

T. Ded. -0 25

P. add.

Net Sal. Nil -

Signature

[Signature Box]

cal
at
inc
X M
com
for
o
mad

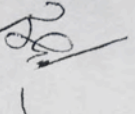
C126

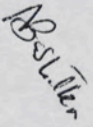
Anaxture-A


Difference towards subsistence allowance in resp. of Shri. M.P.Kamat Dy. F.C.(Costing & Budget) as per ORDER No.KTC/ADMN/1-222007-08/73 dt.27.11.2007.


days	ACTUAL TO PAY				PAID as NOTICE PAY				Diff. to recover
	Jul-07	Aug-07	Sep-07	Sep-07 Total	Jul-07	Aug-07	Sep-07 Total		
13		31	8 d.50%	22 d.75%	13	31	30		
Basic 14:50/	3051.00	7275.00	1940.00	8002.50	20268.50	6102.00	14550.00	14550.00	14533.50
C.P.	1525.50	3637.50	970.00	4001.25	10134.25	3051.00	7275.00	17601.00	7466.75
D.A.	1876.37	4474.13	1193.10	4521.54	12465.14	3204.00	7639.00	18482.00	6016.86
H.R.A.	586.48	1635.88	436.50	1800.56	4560.42	1372.95	3273.75	7920.45	3360.03
C.C.A.	25.16	60.00	16.00	66.00	167.16	50.32	120.00	290.32	123.15
M.A.	287.00	683.00	182.00	752.00	1904.00	551.00	1314.00	3179.00	1275.00
Fer Pay	136.30	325.00	86.66	238.34	786.30	136.30	325.00	786.30	0.00
Add/less	0.20	0.19	-0.26	-0.19	0.26	0.43	0.25	0.93	0.70
Gross	7368.01	18092.00	4824.00	19782.00	50286.00	14458.00	34497.00	83462.00	33176.00
P.F.	774.00	1845.00	452.00	2031.00	5143.00	1483.00	3536.00	8555.00	3412.00
H.E.A.		1650.00	1650.00		3300.00		1650.00	3300.00	0.00
T.Ded.	774.00	3495.00	2142.00	2031.00	8443.00	1483.00	5186.00	11855.00	0.00
NET	6314.01	14595.00	2682.00	17751.00	41343.01	12935.00	29311.00	71607.00	36588.00

D A at actual pay calculation is 41% and D.A.at paid as notice pay is 35%

Prep. By. 

Checked By. 

ACCOUNTANT 

Asstt. Financial Controller 

Regd AD

C/25

No.KTC/ADMN/1-2/2007-08/79
Kadamba Transport Corpn.Ltd.,
Paraiso De Goa, Alto Porvorim,
Bardez-Goa.

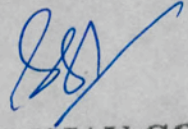
Date: 27.11.2007

5441
29/11/07

ORDER

Read: 1. KTC/ADMN/1-1/2007-2008/24 dated 08.06.2007.
2. KTC/ADMN/1-2/2007-2008/77 dated 22.11.2007.

Refer above orders and after careful examination, it is hereby decided to enhance the subsistence allowances by 50% from the existing subsistence allowance as per FR 53(1) & 53(2) of Shri Mahesh P. Kamat, Dy.Financial Controller by substantial post and presently holding the post of Dy.Financial Controller(Costing & Budget) w.e.f. 09.09.2007.

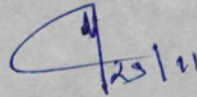

(SANJAY GOEL) IAS
Managing Director

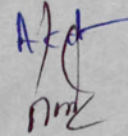
To,
Shri Mahesh P. Kamat,
Shivnery Co-op. Housing Society,
Comba Margao - Goa.

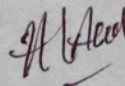
Copy to:-

1. The Hon'ble Chairman, KTCL,
2. The Asst.Financial Controller, H.O.
3. Legal Dept.: He is directed to place the subject matter before BOD.
4. Pers. File,
5. Office File,
6. G/File.

For HA.


25/11


nmz


H. Aced

100/

70

C/24

MOST URGENT

5288
22/11/07

KTC/ADMN/1-2/2007-08/77
Kadamba Transport Corporation Limited,
Parassikse-Goa
Accounts Department, H.O.
Date:- 22.11.2007.

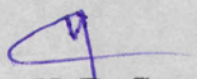
NOTE

Sub: Payment of subsistence allowance to Shri. M.P.Kamat,Dy.F.C.
(Costing & Budget).

The period of suspension of him exceeds 90 days as on 9th September 07 and therefore drawing of subsistence allowance for the further period is necessary to be informed in light of provision under FR-53(1).

The same information is required immediately to draw his pay as directed vide Note No:KTC/ADMN/1-2/2007-08/77 dt.22.11.2007 to avoid recalculations in the payment of subsistence allowance since we find it confusing to maintain and update the records.

Submitted for information and Persual.


(Y. D. Gaude)

Asstt. Financial Controller

Managing Director.

C/23

5288
23/11/07

KTC/ADMN/1-2/2007-08/ 77
Kadamba Transport Corporation Limited,
Paraiso-de-Goa.,
Alto-Porvorim, Bardez - Goa.,
Date:- 22/11/2007,

NOTE

Ref:- KTC/ADMN/1-2/2007-2008/43, dated 19.7.2007

In terms of the order dated 30.10.2007 passed by the Hon'ble High Court of Bombay at Goa in Write Petition No. 492 of 2007 to reconsider the matter before BOD decision, the Compulsory Retirement order under reference issued to Shri Mahesh P. Kamat, Dy. Financial Controller is withdrawn till further re-consideration of the BOD.

You are therefore directed to treat the previous notice period as if under suspension and to calculate the amount paid actually and to be paid under suspension and the difference to be adjusted for future payments of subsistence allowance as per FR 53(1).

(Sanjay Goel, IAS)
MANAGING DIRECTOR

To,
The Assistant Finance Controller,
Kadamba Transport Corporation Limited,
Paraiso-de-Goa., Alto-Porvorim,
Bardez - Goa.,

C.C.to:-

1. The Hon'ble Chairman, KTCL.,
2. The Legal Department : He is directed to place the subject matter before BOD.
3. Shri Mahesh P. Kamat, Dy. Financial Controller,
Flat No.2, "Shivneri", Comba, Margao - Goa.
4. Personal File
5. O/C.,
6. G/File.,

For NA.

22/11/07

23/11/07

Bham
A. G. J. S.

C/22

IN THE HIGH COURT OF BOMBAY AT GOA

WRIT PETITION NO. 492 OF 2007

MAHESH PRABHAKAR KAMAT

... Petitioner

Versus

KADAMBA TRANSPORT CORPORATION
LIMITED THROUGH MANAGING DIRECTOR
AND ANR.,

... Respondents

Mr. S.D.Lotlikar, Sr. Advocate with Mr. Ryan Menezes, Advocate for the petition.

Mr. Amey Kakodkar, Advocate for the respondent No.1

Mr. Salkar, Advocate for the respondent No.2.

Coram:- R.M.S. KHANDEPARKAR &
R. S. MOHITE, JJ.

Date:- 30th October, 2007

P.C.

The learned Counsel appearing for the respondent upon taking instructions states that since Board wants to reconsider the matter, the impugned order stands withdrawn. Consequent to the said statement, which is accepted by this Court, the learned Senior Counsel appearing for the petitioner seeks leave to withdraw the petition with liberty to approach the Court afresh in case of need arising in the matter. The petition is accordingly allowed to be withdrawn and stands disposed of accordingly. It is made clear that we have not expressed any opinion on any of the points or issues sought to be raised in the matter and all the issues which are sought to be raised are kept open.

R.M.S. KHANDEPARKAR, J.

R. S. MOHITE, J.



C/21

5084
14/11/07

From:
Shri Mahesh P. Kamat
Shivnery co.op. Housing society
Comba Margao Goa.

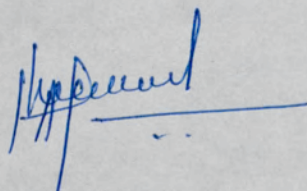
KADAMBA TRANSPORT CORPORATION LTD.
Inward no. 5001
Date: 12/11/07
13/11/07

Date: 12th November 2007

To,
Managing Director
KTCL, Porvorim - Goa.

Sir,

Under your instruction my salary for the month of October 2007 is not released. This amounts to personal harassment. I may be informed the reason for withholding the salary payable to me during October 2007.



Mr. Mahesh Kamat

Handwritten notes and signatures at the bottom of the page:
- A signature with "12/11" written below it.
- "APP" written above the signature.
- "May pickup" written in the middle.
- "14/11" written below "May pickup".
- "Acct" written below "14/11".
- "and check" written below "Acct".
- "P.T-O" written at the bottom left.
- "14/11/07" written at the bottom right.
- "Bhaskar" written below "14/11/07".

C.R.S. A/c is put up herewith

1300

14/11/07

Asstt. Acctt. 14/11/07

Accountant Salary of Oct 2007 (upto 19.10.07) cannot be released in view of remarks on a/c of CRS submitted herewith.

file
10/11/07
14/11/07

AC 14/11/07

M.D.

C/20.

DETAILS OF NOTICE PAY IN RESPECT OF SHRI. M.P.KAMAT,
DY. F.C.From 01.09.07 TO 30.09.07 in lieu of Order cum Notice
NO:KTC/ADMIN/1-2/2007-08/43 DT.19.07.2007.

	Sep-07
days	30
Basic	14550
D.P.	7275
D.A. 35%	7639
H.R.A.	3273.75
C.C.A.	120
M.A.	1314
Per.Pay	325
Add/Less	0.25
Gross	34497
P.F.	3536
H.B.A.	1650
T.Ded.	5186
NET	29311

c119

REGD. A/D.

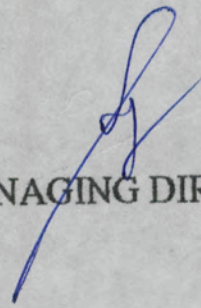
4323
9/10/07

No.KTC/ADMN/1-2/2007-2008/68
Kadamba Transport Corpn.Ltd.,
Paraiso-De-Goa, Porvorim,
Bardez-Goa.

Date: 8th October,2007

N O T E

In Complience to Order under reference No.KTC/ADMN/1-2/2007-2008/43 dated 19.07.2007, find enclosed herewith a Cheque No.849480 dated 05.10.2007 for Rs. 29,311/- drawn on Corporation Bank, Panaji towards part payment of notice pay of 30 days in lieu of order under reference as per the statement enclosed.

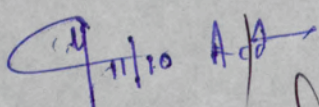
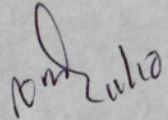
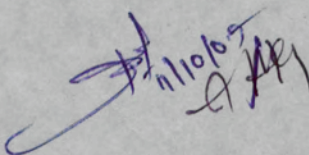
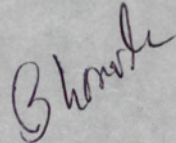

MANAGING DIRECTOR

To,
Shri Mahesh P. Kamat,
Flat No.2, F-2,
"Shivneri" Comba, Margao-Goa.

Encl: As above.

Copy to:-

- 1. The A.F.C., H.O. Porvorim
- 2. Pers. file
- 3. O/C.

C/18

NO:KTC/ACCTS/HO/2007-08/
Accounts Department,
Kadamba Transport Corpn, Ltd,
Porvorim Goa.
Date:- 06/10/2007.

N O T E

Sub:- Release of Notice pay to Shri. Mahesh P. Kamat, Dy. Financial
Controller from 01.09.07 to 30.09.07.

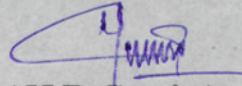
Ref: KTC/ADMN/1-2/2007-08/43 dt.19.07.2007.

Ref: KTC/ACCTS/H.O./07-08/927 dt.17.08.07.

Ref: KTC/ACCTS/H.O./07-08/927 dt.17.08.07.

Further to above, please find enclosed herewith cheque No.849480
dt.05.10.2007 for Rs.29311/- drawn on Corporation Bank, Panaji towards part
payment of notice pay of 30 days in lieu of above order cum notice of CRS for
issue of the same to the incumbent.

This is as approved vide note dtd. 9.08.07 of KTCL, Accounts Department.



(Y.D.Gaude)

Asstt. Financial Controller

(Encl:- As Above.)

To,
The Personnel Manager,
KTCL, H.O. Porvorim.

C.C. To:-

1. M.D. for favour of information.
2. Office file. ✓
3. Guard file.

BM

Registered A/D

C/17
KTC/ADMN/1- /2007-2008/ 1356
Kadamba Transport Corporation Limited,
Paraiso-de-Goa., Porvorim, Bardez - Goa.,
Date:-7th September,2007

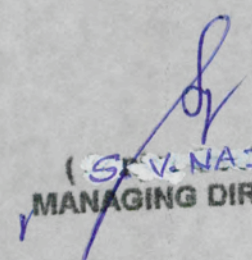
3713
10/9/07

NOTE

In Compliance to Order under reference No. KTC/ADMN/1-2/2007-2008/43, dated 19/7/2007, find enclosed herewith a Cheque No.861110, dated 05.09.2007 for Rs.29,311/- drawn on the Corporation Bank, Panaji towards part payment of notice pay of 31 days in lieu of order under reference as per the statement enclosed.

To,

Shri Mahesh P. Kamat,
Flat No. 2, F-2,
"Shivneri" Comba, Margao - Goa.,

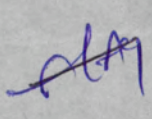

(S.V. NAIK)
MANAGING DIRECTOR

Encl: As Above.

Copy to:-

- ✓ 1. The A.F.C., Porvorim,
- 2. Pers. File.,
- 3. O/C.,

11/9/07 Act
Am 11/9

 11.9.07

C/H

NO:KTC/ACCTS/HO/2007-08/ 1124
Accounts Department,
Kadamba Transport Corpn, Ltd,
Porvorim Goa.
Date:-6/09/2007.

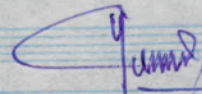
N O T E

Sub:- Release of Notice pay to Shri. Mahesh P. Kamat,Dy. Financial
Controller from 01.08.07 to 31.08.07.

Ref: KTC/ADMN/1-2/2007-08/43 dt.19.07.2007.

Further to above, please find enclosed herewith cheque No.861110 dt.05.09.2007 for Rs.29311/- drawn on Corporation Bank, Panaji towards part payment of notice pay of 31 days in lieu of above order cum notice issued to him for CRS for issue of the same to the incumbent.

This is as approved vide note dtd. 9.08.07 of KTCL, Accounts Department.



(Y.D.Gaude)

Asstt. Financial Controller

(Encl:- As Above.)

To,
The Personnel Manager,
KTCL,H.O. Porvorim.

C.C. To:-

1. M.D. for favour of information.
2. Office file.
3. Guard file.

C/15

**DETAILS OF NOTICE PAY IN RESPECT OF SHRI. M.P.KAMAT,
DY. F.C.From 01.08.07 TO 31.08.07 in lieu of Order cum Notice
NO:KTC/ADMN/1-2/2007-08/43 DT.19.07.2007.**

	Aug-07
days	31
Basic	14550
D.P.	7275
D.A. 35%	7639
H.R.A.	3273.75
C.C.A.	120
M.A.	1314
Per.Pay	325
Add/Less	0.25
Gross	34497
P.F.	3536
H.B.A.	1650
T.Ded.	5186
NET	29311

Registered A/D

C/14

KTC/ADMN/1-2/2007-2008/ 49
Kadamba Transport Corporation Limited,
Paraiso-de-Goa., Porvorim, Bardez – Goa.,
Date:- 17th August,2007

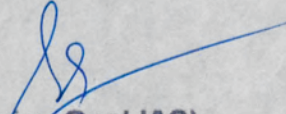
3206
18/8/07

NOTE

In Compliance to Order under reference No. KTC/ADMN/1-2/2007-2008/43, dated 19/7/2007, find enclosed herewith a Cheque No.873073, dated 10/8/2007 for Rs.12,985/- drawn on the Corporation Bank, Panaji towards part payment of 13 days notice pay for the month of July,2007 as per the statement enclosed.

To,

Shri Mahesh P. Kamat,
Flat No. 2, F-2,
"Shivneri" Comba, Margao – Goa.,



(Sanjay Goel, IAS)
MANAGING DIRECTOR

Encl: As Above.

Copy to:-

1. The A.F.C., Porvorim,
2. Pers. File.,
3. O/C.,

18/8
AKA
20/8/07
Bunnu

c113

DETAILS OF NOTICE PAY IN RESPECT OF SHRI. M.P.KAMAT,
DY. F.C.From 19.07.07 TO 31.07.07 in lieu of Order cum Notice
NO:KTC/ADMN/1-2/2007-08/43 DT.19.07.2007.

	Jul-07	
days		13
Basic		6102
D.P.		3051
D.A. 35%		3204
H.R.A.	1372.95	
C.C.A.		50.32
M.A.		551
Per.Pay		136.3
Add/Less		0.43
Gross		14468
P.F.		1483
H.B.A.		
T.Ded.		1483
NET		12985

c/12

KTC/ACCTS/H.O./2007-08/929
Accounts, H.O.
Porvorim.

Date: 17/8/2007

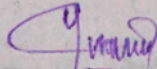
N O T E

Ref: KTC/PERS/141-A/2007-08/1060 dt. 14.8.07

With reference to the above it is to inform that the subsistence allowance for 18 days for the month of July 07 upto the date of issue of order ~~from~~ cum notice of CSR has been already paid to the incumbent by crediting amount to his ATM account. The further part of pay i.e. notice pay in lieu of order cum notice of CRS may be issued to him as forwarded to you vide our note no. 917 dt. 10.8.2007 & note no. 927 dt. 17.8.2007 immediately.

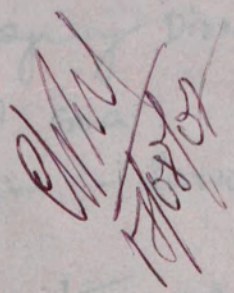
A copy of the letter dt. 9.8.2007 of Shri M.P. Kamat is retained by us for our record & the original copy of the said letter is now forwarded herewith for necessary action at your end.

Encl. as above


(Y. D. Gaude)
Asst. Financial Controller

TO,
Personnel Manager,
K.T.C. Ltd.,
Porvorim.

o/c
g/f
AFC/AT



83305221 10-8-07

C111

KADAMBA INFRASTRUC. CORPORATION LTD.
Inward No. 3345
Date: 9/8/07

3037
10/8/07

From:

Mahesh P. Kamat
2 F2 Shivney Co. op. Society
Comba - Margao - Goa.

Dated: 9.08.07

NOTE

Sub: Non-payment of Subsistence Allowance.

While salary is paid to all KICE employees for the months of July 2007, the Subsistence allowance payable to me as per order dated 8.07.2007 is still not paid as confirmed from Savings account (ATM operated at 20 hrs. on 8.8.2007). It is also observed that for the months of June 2007, the HRA is paid at half the rate. Contrary to the Conduct rules made applicable by yourself.

The above acts have been committed deliberately to harass me and in complete violation of orders dated 8.7.2007 and 19.7.2007.

M. P. Kamat
(M. P. Kamat)

To
The Managing Director, KICE,
Paraiso d' Goa.
Alto - Batim - Porvorim.

M. P. Kamat M. See
10/8/07

P-5-0
10/8/07
I have read this to
Reasonable Manager
seconded -
14/8/07

Subsistence allowance for the period ~~of~~ ~~from~~ month of
 July '07 50% was drawn for full month, but however
 same was cancelled & ~~semi~~ manual pay bill for
 subsistence allowance was drawn for the period from 1.7.07
 to 18.2.07. (18 days) and amount payable Rs. 7940/-
 was credited in Industrial Bank, Panaji vide ch.no.
 833022 dt- 10.8.07. & notice pay Rs. 12955/- for
 13 days as per order no. ICR (Admin) 1-2105-08/43
 dt- 19.2.07 draw was forwarded to Personnel Dept. vide
 note no. ICR (Acct) 14010-08/91 dt- 10.8.07. (Ch. no. 833023 dt- 10.8.07.)

Ref
 14/870

Asst. Acct. Forwarded
 14/870
 Accountant ~~16/870~~ 16/870
 A.P.C. 16/870
 B.M.

C/10

No.KTC/ACCTS/(HO)/2007-08/927
Kadamba Transport Corpn. Ltd.,
Porvorim-Goa.

Dated: 17.8.2007

NOTE

Ref: Note/KTC/PER/141-A/2007-08/1052 dt- 14.8.07

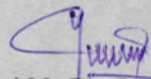
The part payment of Notice Pay for 13 days from the date of order cum notice of CRS i.e. from 19.7.07 till 31.7.07 to Shri M. P. Kamat, Dy. F.C.(C& B) was drawn in lieu of notice of CRS that he shall retire on 20.10.07 and since suspension is not revoked and is after deduction of PF contribution of Rs. 1483/- This is as per copy of the said order/notice marked to us. However, since it is a notice pay, the same is to be issued by Personnel Department with a covering letter to the incumbent giving the details of pay drawn.

As such the said cheque is returned herewith alongwith details of pay for further necessary action at your end, which has been returned by you. vide note under reference.

The further part of the Notice Pay will be cleared on monthly basis in the similar way by making deduction of PF contribution and other deductions and shall be forwarded to your department for issue of the same to the incumbent with details of pay.

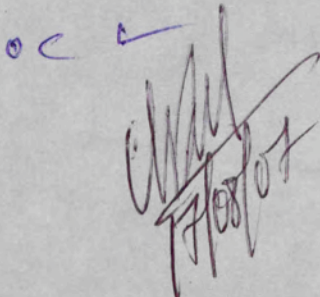
The necessary approval and order for taking action in this regard is on record and therefore may be treated as most urgent for necessary action.

Encl: A/A


(Y. D. Gaude)
Asstt. Financial Controller

To,
The Personnel Manager,
K.T.C. Ltd.,
Porvorim.

C.C. to: P.A. to M.D. for favour of information.



MP
17/8/07

MOST URGENT

c/9

3103
14/8/07
12-50 hrs.

KTC/PERS/141-A/2007-2008/ 1052
Kadamba Transport Corporation Limited,
Paraiso-de-Goa., Porvorim, Bardez - Goa.,
Date:- 14/8/2007.

NOTE

Ref: Your Note No. KTC/Accts/(H.O.)/2007-2008/917, dated 10.08.2007

I am to refer your note under reference above and to inform you that, Order under reference No. KTC/ADMN/1-2/2007-2008/43, dated 19/7/2007 has been served on Shri Mahesh P. Kamat, Dy. Financial Controller and as per the directions contained in the said order, responsibility of releasing the pay and allowances as per the provisions of FR & SR to Shri Mahesh P. Kamat is placed on the finance department. Moreover, the order in question is not under dispute, and the present cheque drawn is part and parcel of the Pay and Allowances. As such same would have been released/deliever from your end.

As such note under reference is returned herewith for your further necessary action without any further delay.

Pawase
(T. K. Pawase)
PERSONNEL MANAGER

Encl: As Above.

To,
The Assistant Financial Controller,
Kadamba Transport Corporation Limited,
Paraiso-de-Goa., Alto-Porvorim,

Copy to:-

1. The P. A. to Managing Director for information.
2. Pers. File.,
3. O/C.,

We may return the cheque duly explaining the reason.

9/16/8 *Ar/d*
msd

Altaf

MOST URGENT

C18

KTC/PERS/141-A/2007-2008/1060
Kadamba Transport Corporation Limited,
Paraiso-de-Goa., Porvorim, Bardez - Goa.,
Date:- 14/8/2007.

3149
16.8.07

12.50hrs · NOTE

Please find enclosed herewith the xerox copy of the representation dated 9/8/2007 filed by Shri Mahesh Kamat which is self explanatory. You are therefore informed to take necessary action in the matter immediately.

Pawase
(T. K. Pawase)
PERSONNEL MANAGER

Encl: As Above.

To,
The Assistant Financial Controller,
Kadamba Transport Corporation Limited,
Paraiso-de-Goa., Alto-Porvorim,

Copy to:-

1. The P. A. to Managing Director for information.
2. Pers. File.,
3. O/C.,

We may retain the xerox copy of letter
of forward original copy to PM Aom n-a
at the end explaining the position of request
of Subsidy allowance already released by us.

Prakash
10/8/07

Alaksh

From: C17

Mahesh P. Karmat
2 F2 Shivnary Co. op. Socy
Comba - Margao - Goa.

KADAMBA ... CORPORATION LTD.
Inward No. 3345
Date: 9/8/07

3037
10/8/07

Dated: 9.08.07

GUARD No. 27/18
DATE 14/08/07

NOTE

Sub: Non-payment of Subsistence Allowance.

While salary is paid to all KICE employees for the months of July 2007, the Subsistence allowance payable to me as per order dated 8.07.2007 is still not paid as confirmed from Savings account (ATM operated at 20 hrs. on 8.8.2007). It is also observed that for the month of June 2007, the HRA is paid at half the rate. Contrary to the Conduct rules made applicable by yourself.

The above acts have been committed deliberately to harass me and in complete violation of orders dated 8.7.2007 and 19.7.2007.

Mahesh P. Karmat
(M. P. Karmat)

To
The Managing Director, KICE,
Paraiso d' Goa.
Alto - Betim - Porvorim.

APC/PM M. See
10/8/07
Acet

c16

No.KTC/Accts/(H.O.)/2007-08/917
Accounts Department,
Kadamba Transport Corporation Ltd.,
Porvorim-Goa.

Date:- 10.08.2007.

N O T E

Sub:- Release of pat notice pay to Shri Mahesh P.Kamat, Dy Financial Controller.

Ref:- KTC/ADMN/1-2/2007-2008/43 dtd 19.7.2007.

With reference to above, please find enclosed herewith cheque No.873073 dtd 10.8.2007 for Rs 12,985/- drawn on the Corporation Bank, Panaji towards part payment of notice pay ^{of 18 days} in lieu of above order-cum-notice issued to him for CRS for issue of the same to the incumbent.

This is as approved vide note dtd 9.8.07 of KTCL, Accounts Department and xerox copy of the same is enclosed.

(Encl:- As above.)

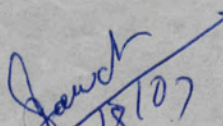

(Y. D. Gaude)
Asstt. Financial Controller

To,
The Personnel Manager,
KTCL, H.O., Porvorim.

C.C. to:-

1. M.D. for favour of information.
2. Office file.
3. Guard file.

YDG/bf


10/8/07


10/8/07

Retirement on Superannuation

32. A Government servant reaching the age of superannuation retires from service from that date. There is no rule under which he can be retained just for continuance of departmental proceedings against him [see *Ram Prasad Dwivedi v. Union of India*, GB CB (1986) Vol. II p. 329; (1987) 2 ATC 817, relying on Author's 'Law of Suspension, Penalties and Departmental Enquiries (Third Ed.)].

Compulsory Retirement of a suspended employee as Administrative Action

33. Compulsory retirement may be ordered in terms of the statutory rules but the employee is entitled to three months' full pay and allowances (not subsistence allowance) in lieu of notice [*K. Thirumalai v. Collector of Central Excise*, (1986) 2 ATR 563].

Eligibility for appearing in Departmental Tests

34. An employee under suspension, if otherwise eligible, cannot be denied his right to sit in a departmental test but promotion shall be given only after the disciplinary proceedings are over and he is exonerated [*Mushtaq Ahmad v. C&AG of India*, (1988) 6 ATC 35].

Rendering Defence Assistance during Suspension

35. There is no rule which prohibits an employee under suspension from rendering defence assistance to another Government servant in a discipline case [*N.P. Padmanabhan v. Supdt. of Post Offices, Lab. IC 1975 (Kerala) 1140*].

CONTINUANCE AND END OF SUSPENSION

Scope of Rule 10(5)(b)

36. "Sub-rule (5) of Rule 10 of the CCS (CCA) Rules, 1965, postulates that a Government servant is suspended or deemed to have been suspended; this latter contingency would arise where a case falls within sub-rule (2) and during the continuance of his suspension 'any other disciplinary proceeding' is commenced against him and provides that in such a case, a direction may be given that he shall continue under suspension until the termination of such disciplinary proceedings. The words 'Government servant shall continue to be under suspension' in the juxtaposition of the opening clause clearly suggests that the basic condition for the applicability of sub-rule (5)(b) is that Government servant should be under continuing suspension at the date when any other disciplinary proceedings is commenced against him and direction is given for continuance of suspension. It is indeed difficult to see how a Government servant can be directed to be under continued suspension unless he is under suspension at the time when such direction is given. There can be fresh suspension of a Government servant but how there can be continuance of a suspension which does not exist. Two conditions must, therefore, co-exist before action can be taken under sub-rule (5)(b); one is that the Government servant must be under continuing suspension and the other is that

P. S. B. Das
7/8/09

during the continuance of such suspension any other disciplinary proceeding should be commenced against him.”

Thus, the following conditions have to be satisfied for the application of the above said rule –

- (i) The Government servant must be under continued suspension when the direction under the said rule is made; and
- (ii) that during the continuance of such suspension any other disciplinary proceeding is commenced against him.

Further, once the relationship of master and servant is dissolved by dismissal, removal or compulsory retirement of the Government servant, the suspension is necessarily comes to an end and sub-rule (5)(b) of Rule 10 cannot possibly be construed to have the effect of continuing the suspension. [*H.L. Mehra v. Union of India*, AIR 1974 SC 1281]

Termination of Suspension is automatic where it was ordered for a specified period

37. Where the order of suspension has specifically been made operative for a definite period only, the suspension will come to an end on the expiry of the said period. If it is extended, it must be done before the expiry of that period. It will be beyond the power of the suspending authority to extend it after the date of expiry is passed [*Vardharao v. State*, SLR (1977)2 (Kerala) 20].

ILLUSTRATION

‘V’ was placed under suspension for a period of six months by an order dated 2.7.1975. The order was subsequently extended on two occasions, for six months and two months, respectively, by orders dated 28.1.1976 and 2.7.1976. The third order dated 10.9.1976 purporting to extend it further was held to be void. [*ibid.*]

38. Suspension ends when the criminal case during the pendency of which the Government servant is placed under suspension is disposed of finally

O.P. Gupta v. State of U.P., AIR 1955 SC 600;
Hemanta v. Mukherjee, AIR 1954 Cal. 340].

ILLUSTRATION

Though the criminal proceedings against ‘B’ were finally disposed of on 3.4.1969, the dismissal order against him was passed on 9.9.1969, received by him on 19.9.1969. Held, the suspension period of ‘B’ ended on 3.4.1969. Since no further order of suspension was passed against him in the departmental proceedings, he was entitled to full salary from 3.4.1969 to 19.9.1969 [*Bansidhar Panigrahi v. State 1975 Lab. IC (Orissa) 932*].

CB

2604
23/7/07

REGISTERED AD

Ref:-KTC/ADMN/1-2/2007-2008/ 43

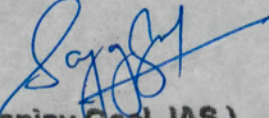
Date:- 19/7/2007

ORDER

WHEREAS, Vide BOD Resolution No.901, in its 90th BOD meeting held on 12.5.1997 approved the implementation of Central Civil Services (Conduct) Rule,1964 and Central Civil Services (Classification, Control and Appeal) Rules,1965 to the Officers of the Corporation.

AND WHEREAS, the Management and Board of Directors of the Kadamba Transport Corporation Limited by unanimous resolution No. 71/2007 in its 154th meeting held on 11/06/2007 approved that Shri Mahesh P. Kamat, Dy. Financial Controller by substantial post and presently holding the post of Dy. Financial Controller (C&B) shall be compulsarily retired from the services of the Corporation as a administrative action in the Public interest.

NOW, THEREFORE, in exercise of the powers conferred in me vide BOD Resolution No. 900, taken in the 90th B.O.D. Meeting held on 12.5.1997 read with Resolution No.901 mentioned above and the Powers conferred under Rule 56 (j) of Fundamental Rules to Compulsorily retire as a administrative action in the public interest, I Shri Sanjay Goel,IAS, Managing Director of Kadamba Transport Corporation Limited, hereby gives notice to Shri Mahesh P. Kamat, Dy. Financial Controller by substantial post and presently holding the post of Dy. Financial Controller (Costing & Budget) whose date of birth is 22/9/1955 as per records and who has attained the age of more than 50 years, Shall retire from the service on the forenoon of 20/10/2007 or on the forenoon of the day following the date of expiry of three months computed from the date following the date of service of this notice on him, whichever is later.


(Sanjay Goel, IAS)
MANAGING DIRECTOR

To,
Shri Mahesh P. Kamat,
Dy. Financial Controller
Flat No.2, F-2,
"Shivneri", Comba, Margao - Goa.

C12

To,
The Managing Director,
Kadamba Transport Corporation Limited,
Paraiso-de-Goa.,
Alto-Porvorim, Bardez - Goa.,

ACKNOWLEDGEMENT

I, Shri _____ now holding the post of _____ hereby acknowledge the receipt of the Original notice of the order of retirement as aforesaid.

Signature

Countersigned:

Designation
Place:
Date:

Designation
Place:
Date:

Copy to:-

- 1. The P. S. to Hon'ble Chair person, KTCL for information.
- 2. The Asstt. Financial Controller: He is directed to release his pay and Allowances as per the provisions of FR & SR.
- 3. The Legal Department for necessary action.
- 4. All Sections _____
- 5. Pers. File.
- 6. O/C.,

For NA.

9/23/17

Ac A
nmz
Luh

~~Alakesh~~
24/7/17

Bhenu

C/1

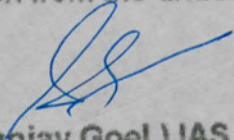
KTC/ADMN/1-1/2007-2008/24
Kadamba Transport Corporation Limited,
Paraiso-de-Goa., Alto-Porvorim,
Bardez - Goa.,
Date:- 8th June,2007

1629
11/6/07

SUSPENSION ORDER

In exercise of the Powers vested in me vide BOD resolution No. 900 taken in the 90th meeting dated 12.5.1997 of the B.O.D., Shri Mahesh P. Kamat, Dy. Financial Controller (Costing & Budget) attached to Head Office, Porvorim is hereby placed under suspension with immediate effect, as disciplinary proceedings are contemplated against him.

During the period of suspension, Shri Mahesh P. Kamat, Dy. Financial Controller (Costing & Budget) will be entitled for subsistence allowance as per the Conduct Rules in force only after production of necessary non-employment certificate under FR-53(2) and during the period of suspension, the headquarters of Shri Mahesh P. Kamat, Dy. Financial Controller (Costing & Budget), will be the place of his residence i.e. Flat No.2, F-2., "Shivneri"., Comba, Margao - Goa., which was intimated by him to the office and he shall not leave the same without obtaining prior written permission from the undersigned.

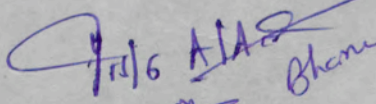

(Sanjay Goel),IAS
MANAGING DIRECTOR

To,
Shri Mahesh P. Kamat,
Dy. Financial Controller (Costing & Budget),
Kadamba Transport Corporation Limited,
Paraiso-de-Goa., Alto-Porvorim,
Bardez - Goa.,

To be served at :-
Flat No.2, F-2.,
"Shivneri".,
Comba, Margao - Goa.,

*CC to the Hon'ble chairman for reparation.
For NA.*

- Copy to:-
1. The General Manager.
 2. The Finance Department, H.Q.,
 3. Personnel Department
 4. Other concerned depts. _____
 5. Office File
 6. G/File.,


12/6/07
Bham