FILE NO.

KADAMBA TRANSPORT CORPORATION LTD.
GOVT. OF GOA UNDERTAKING

Accounts - HO

Name : CRS File

Address : w.e.f.

Subject : July '07

From : To.

Phone No. Fax No

Accounts Dept. H.O. Porvorim

OFFICE FILE

Sujata

MRP. 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 subsistance allowance @ 50% of pay w.e.f. 11.6.07.

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.

K.T.C.L.
Legal Department
Inward 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.

4/8/07

2910
4/8/10.
APC

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

4/8/07

M.D.

K.T.C.L.
Legal Department
Inward No. 304
Date 7/8/07

Pl. put before copy of FRSR & discuss together

7/8/07

LA/APC

Rule 10, compulsory retirement employee is entitled to three months full pay and allowances in lieu of notice, copy of FRSR is put up in the file submitted.

2954
AF 7/8/07 May pl. be decided as clarified on overleaf.

07/8/07

M.D. Pay as per the rule

8/8/07

APC For HA. To draw subsistence allow. & to draw three month pay separately

8/8 AAO 8/8/07

Bhanu

As per above discussion subsistence allowance for 18 days is worked out & place up. However it may be noted that the H.R.A., C.A.A. & per. pay is calculated as per our procedure i.e. calculated sal. & any changes in the same.

Enclosed as above

10/8/07

Accounts -

N/1

Accounts Dept. H.O.
Date 9.8.07

NOTE

Ref: 1) KTC/ADMN/1-2/07-08/43 dt- 19.7.07
2) KTC/ACCTS/H.O/2007-08/875 dt- 3.8.07

As per ~~above~~ decision on above referred (note- No. 2.) Subsistence allowance in resp. of- Shri. M.P. Kamat. Dy. F.C. (Costing & Budg) for the period from 1.07.07 to 18.07.07 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, CA, M.A. & per pay) is to be calculated & deductions towards P.F. HBA is to be carried out.

'X'

Bhanudas K. Gaonkar
CCDC (TTBPS)

Submitted:-
~~Asst. Accts~~ 9/8/07
~~Accounts~~

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

9/8

AFC

As discussed with I.A. & L.A the notice pay in this case is to be cleared with the deductions.
As such we may clear subsistance 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 ~~to~~ at the first instance to clear the pay

cont.

No 2

To be handed over to the Personnel dept. with covering note to ~~be~~ issued ~~to~~ the same to the incumbent as part of notice pay in lieu of the arrear sum notice No. KTC/ADMN/1-2/2007-08/43 dt. 19.7.2007.

Put up immediately for clearance.

19/8/07

Acct

9/8

A/Acctt

10/8/07

Bhanu

As above calculation towards three month notice pay that is from 19/7/07 to 19/10/07 is carried out & put up herewith for further verification & further n.a.

Enclosed as above

10/8/07

Asstt. Acctt.

10/8/07

Accountant

10/8/07

AFC May be approved to clear pay as stated at 'X' on overleaf & above.

10/8/07

M.D.

10/8

To NA, as approved.

10/8

Acctt

10/8

A/Acctt

N/3

Re-Submitted

Payment voucher towards Notice pay for the period from 1.8.07 to 31.8.07. (August-07) is enclosed herewith alongwith statement. for Rs 29.311/-

5/9/07

Asstt/Acctt: 5/9/07

Accountant 5/9

AFC 5/9

Re-Submitted.

Payment voucher towards Notice pay for the period from 1.9.07 to 30.9.07 (Sep'07) is enclosed herewith alongwith Statement. for Rs. 29311/-

5/10/07

Asstt/Acctt: 5/10/07

Accountant 5/10/07

AFC 5/10/07

N/4

Re-Submitted:-

Hereby working towards notice pay for the period from 1.10.07 to 19.10.07 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 07 whatever same is to be implimented. Also an calculation is done by adding D.A. arrears from 19.7.07 to 30.9.07. Higher Authority may decide about the payment. also ~~As~~ ~~DA~~ Also it may be also to be cleared that-

Re-Submitted.

Hereby two working sheets towards calculations of- Notice pay in resp. of- shri. M.P. Kamat, Dy. P.C. are placed in file. one is towards including D.A. arrears from 19/7/07 to 30.9.07 & one is without- including D.A. arrears. Higher Authority may decide of payment.

Since order passed to release ~~DA~~ w.e from oct 07, salary release his DA arrears as it is final. 20/10/07
see my notice pay.

Asstt. Accts.
20/10/07

Accounts- NA

AFC May be approved as proposed to clear notice pay upto 19.10.07 immediately - being last pay.
20/10/07

M.D.
As per the recent WP follow, status quo to prevail upto 31/10/07. So pl. decide accordingly
20/10

APC To be cleared on 31/10/07 in view of above
20/10 20/10/07
Bhanu

N/7

N/5

May pl. clarify the matter as per remark of MD on N/4.

24/10/07

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

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

7/11

Upto 19.10.07

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

7/11

M.D. We may wait till H.C. order copy is rcd. to decide on the same.

7/11

AFC 7/11 Acct

9/11/07

Acct Bhoomi

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

14/11/07

M.D. Pl. comment regarding the legal position on the same.

14/11

K.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(1). Submitted.

16/11

LA M.D. Pl. speak.

16/11

N/6

Pls. put up as per comments of LA

16/11

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

PM

AFC

Forwarded PM 17/11/07.

'X' The incumbent has been paid notice pay upto the period 30.9.07 as per the order No. KTC/ADM/1-2/2007-08/43 dt. 19.7.2007 and therefore a order has to be drawn or a note for withdrawal of CRS & to pay him subsistance 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.

Received 19/11/07

Forwarded 19/11

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

LA. His salary shall 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. Inspite 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 PM 21/11/7.

MD. Issue order regarding withdrawal of pensions CRS order, still further reconsideration of the board and treat the pensions 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

22/11

Received 22/11/07

P.M.

Received 23/11/07

AFC

24/11

AA 24/11

Shanu

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.

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 suspension allowance.
27.6.08 to 30.6.08 - 4 days as Notice pay.

- The suspension pay bill will be drawn on regular basis alongwith other employees @ 75% as per entitlement
- 4 days full salary TB drawn to placed herewith amounting to Gross Salary Rs. 4,920 and PF Rs. 513/-

30/6/08

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

30/6 Adt

1/7/08

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

3/6/08

Asstt. Acctt. 3/7/08
Accountant

N/8

AFC As proposed on N/7.

3/9 AFC

Manager 3/9

AAO Bhowmik

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

Asst. Acctt. 1/8/08

Accounted — 2/8

AFC 2/8 B. Das.

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

2/9/08

Asstt. Acctt. 2/9/08

Accounted — Pl. Arrange to issue.

2/9 B. Das

~~As per order no KTC/ADMN/1-2/08-09/20 dt 20.6.08 three~~

As per Acknowledgment of order no. ~~ADMN~~/KTC/ADMN/1-2/08-09/20 dt 20.6.08 ~~i.e.~~ three month i.e. 90 days complete on 24.09.08 hence statement of 24 days is in file. Kindly decide whether payment voucher is to be drawn.

25/9/08

Pl. be decided

Asstt. Acctt.

2/9/08

Accounted —

June	04	day
July	31	"
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 herewith for further n/action.

25/9

AFC

Cont.

N/9

AFC The payment for 24 days as shown on N/8 to be ~~clear~~ released is last payment. Submitted for information & approval pl.

25/9

M.D. Shri M.P. Kamat has filed a writ petition before Hon'ble High Court. Matter has been heard at the time of admission in the court. May therefore inform the status of the matter in detail

25/9

R.T.I.
Regd. 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 Hon'ble High Court has granted two weeks were completed on 1/10/08 which happen to be Idd-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.

6/10/08

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

6/10/08

5/5
6/10/08

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

6/10

Actt

Pl. refer Acc

6/10

Actt 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 remark at "X" on N/9. For Sept 08 for 30 day

PV. 3387 dt. 7/10/08

Asstt Acctt. along with Pay details kept for signature

7/10/08

Accountant 7/10/08

7/10/18

AFC 7/10/08

Xerox copy of N/9 forwarded to M.D. on 7/10/08

P.V. is drawn towards notice pay from 1.10.08 to 31.10.08 as per O.M. No: KTC/ADMN/1-2/08-09/89 dt. 3.11.08

PVD. 903963/5.11.08

5/11/08

Asstt Acctt 5/11/08

Accountant 5/11/08

AFC

As per O.M. No: KTC/ADMN/1-2/2008-09/89 dt. 3.11.08 statement towards notice pay for 10 days i.e. from 1.11.08 to 10.11.08 is drawn is placed in file for further necessary action.

4/12/08

Asstt. Acctt. 4/12/08

Accountant — Net salary for 10 days for Nov. 08 i.e. from 1.11.08 to 10.11.08 worked out to Rs 7590/-

4/12/08

305 4/12/08 5/12/08

AFC Release of notice pay for 10 days as mentioned above may be decided.

4/12/08

M.D. Matter came for hearing on 1.12.08 before High Court but adjourned with fresh date on 15.12.08. Another pay of Nov'08 be drawn

AFC. 4/12/11

N/11

AFC For NA as per remark on N/10. As discussed the required end-u IOM will be issued by the concern dept.

5/11 Asstt

5/12/08

Bhaskar

Payment Voucher is drawn for Rs. 25621/- towards Notice Pay for the month of Nov'08. Also statement is enclosed from 1.11.08 to 30.11.08 for 30 days. PV 4591 dt. 5/12/08 is placed for signature please

Asstt Acctt

5/12/08

Account 5/12/08

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

AFC 5/12/08 Asstt 5/12

5/12/08 Bhaskar

May pl. do the needful & return.

10/12/08

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

315
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.

12/12/08

M.D.

10/12/08

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

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

AFC

12/12/08

L.A.

12/12

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

Rel 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 noting N/10 subsequent to OM No. 89 dt. 3/11/08 which is upto the period 10/11/08. The necessary OM/note is required to have proper document on record for the period from 11/11/08 to 30/11/08 & for the further paid as stated above by L.A. to release the pay alongwith other staff.

May pl. see.

2/1/09

M.D. — The aforesaid issue is a High Court matter duly referring to R/1. issue. Hence you are instructed to draw an identical to one at 'x' enclosed. for document as a record

2/1/09

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

Rel LA 6/1/09

5/1/09

M.D. 5/1/09

5/1/09

FOR MA.
6/1. Adv
6/1
6.1.09
Bhandary

N/13

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 ~~also~~ is drawn & put-up herewith along with Statements.

Asstt. Acctt. 7.1.09

Accountant 7.1.09

- As per the instruction Cheque No 403618 dt 7.1.09 for Rs 31027/- of Cor. Bank P.N) is drawn with one signature only as AFC is on Leave. The cheque is towards notice ~~pay~~ pay of Mr. M.P. Komal for the month of Dec. 2008.
- A letter addressed to Cor. Bank is also placed herewith for signature please.

7/1/09

M.D. 7/1/09.

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

Releasing his payment as per the working list may be decided.

Asstt. Acctt. 31/1/09 31/1/09

Accountant N/A.

AFC This was kept pending since the details of investment towards TDS were not received from Kumar. The same is provided on 7/2/09. The deduction of TDS is works out to nil. The payment of Notice pay be cleared accordingly.

7/2/09 AAO 7/2/09

N/14

Payment voucher is put-up herewith alongwith statment.

7/2/09

Asstt. Acctt. 7/2/09

AFC 7/2

Dt. 3.3.2009

As per Note No. KTC/Accts/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 works out to Rs. 7944/- including Medical allowance after deducting P.F. Rs. 915/- Net to be paid is Rs. 7029/-.

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

4/3/09

Forwarded

Asstt. Acctt. 4/3/09

Accountant - DA arrears for the period July 08 to Nov. 08 due are to be released. The net amount is Rs. 7029/- after PF deduction of Rs. 915/-. As the officer is on CR w.e.f. 27.1.09, we may decide to send his due through Personal Dept.

5/3/09

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

5/3/09

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

Recd 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.

27/9/11
Bhanudas K. Gaonkar
CLDC

Submitted:
Asst. Acctt.

The statement is placed in the file duly verified

Accountant 29/9

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 work out to Rs 240494/- and P.F. Rs 26,586/-

Submitted to 30/9/11

AFC/DFC The following points may be clarified since this is a case of CRS.

1. Note No. 2170 dt. 26/9/2011 is for forwarding of pay fixation statement & nothing is mentioned about release of dues or VI Pay.
2. Whether difference in salary dues against notice pay of 6 months from 27/6/08 to 26/1/09 is eligible or not.
3. Whether P.F. cont. is deductable & to be paid along with Corporation cont. like that of other employees.

30/9/11

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

recd 1/10/11 3508 1/10/11

N/16

2. Difference shall be paid.

3. In similar line par with other employees till 26/1/2009

Rl 5/10/11

Dy. F.C. For NA.

5/10

5/10/11 Actt

Nmt sto

M. putay in view of above

Actt

Branch

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

7/10/11

Asstt. Acctt.

7/10

Accountant.

As clarified by Personnel Dept for the points raised on N/14, it is stated that 25% of diffrence 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 Ttle. May please advise.

7/10/11

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

10/10/11

Dy FC. Issue of high court matter we may go as per remark of PM/ALA. However we may take MD approval for its payment.

10/10/11.

MD go as per directions of court

Ushutosh

14/10

AFC.

R 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 N/16 to give the opinion on the points raised by us.

12/10/11

K.T.C.L.
Inward Number
Inward No. 526
Date 13/10/2011

DYFC 13/10/11

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

14/X

Rd 14/10/11 at 17.15 hrs

DY.F.C. 14/10/11

K.T.C.L.
Inward Number
Inward No. 528
Date 15/10/2011

AFC. The point of PF cont. is not clarified May refer to ALA

13/10

DYFC 14/10/11

Rd 15/10

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

15/X

DYFC 15/10/11

AFC. For NA. Pl. follow up.

15/10 AFC

15/10/11

15.10.11

Bhoneday

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

19/10/11

Asstt. Acctt. 19.10.11

AFC As proposed to draw PVs & clear payment as the contribution to PF employers share is already made while realising of salary for amount maximum prescribed.

19/10/11 For NA 19/10 AAO

DYFC 19/10/11

PRO

N/18

P.V. voucher for Rs. 53481/- & for Rs. 7266/- is being herewith for further n.a., also challan is being here with. for

20/10/11

ASW ~~Deptt~~ NBoshth 20.10.11

AFC 20/10/11

DYFC 20/10/11

22.10.11.

DR Rept. bill for 25% VI th pay arrears for the period 1.6.2006 26.1.2009 of Shri Mohan P. Kamal DYFC (Cash + Budget) is placed in file for ~~sign~~ approval.

NBoshth

AFC 22/10/11

DFC 22/10/11

AFC 22/10 By law.

Dated 17.9.2013

As per approval on N/17, 25% VI pay Arrears of Rs 53481/- were released to Mr. Mohan Bomat on the basis of calculation sheet placed in the file. Now one installment is released to employee on 7.9.2013 out of 25% balance arrears out of seven installment. The amount of one installment arrear works out to Rs 22919/- + Rs 27,60/- P.F. May decide to release in some by drawing separate cheque as done last time.

NBoshth

AFC 17/9/13

DyFC Submitted for approval please. as per Legal opinion on page N/14 N/17

270 18/9/13

18/9/13

MD 18/9 AFC 18/9 DyFC 18/9 AFC 18/9

N/19

Pl. put up P.V. as per 'X' on N/18 to draw cheque for onward submission to Mr. Somat through Personnel Dept.

19/9

19.9.13

B Lyngdoh

Patyska

P.V. is put up herewith for Rs. 22919/-

19/9/13

Asstt Acctt

20/9

Acctt

20/9/13

DYFC

AS per approval on noting page N/18

21/9/13

AO

For MA.

21/9 Acctt

21/9/13

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

26/9/13

Acctt

26/9/13

DYFC

26/9

Acctt

26/9

Blanks pl. prepare fair letter

Note

fair typed letter is placed in the file for signature pl.

27/9

Acctt

27/9

DYFC

27/9

N/20 Dt 6.6.14

A Note No. 539 dt 29.5.14 received from G.M. req. the ~~final~~ CR of Shri M.P. Somal Dy FC (BOC) and clearance 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 ~~AC~~

6/6

6.6.14

~~AFC~~ ~~Chief~~

N/21

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.

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 Lacs but as on date It is Rs.3.50 lacs 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 lacs but as on date it is Rs. 10.00 lacs 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.

8.7.14

Accountant- As per Noti. No. 539/29.5.14 received from C.M., Mr. M.P. Somat ceased from Corporation 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

PTO

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

The following points are to be clarified.

① Leave Encashment: This workout to Rs 3,96,975- as per calculation sheet considering DA @ 16% as on Sept 2008 and Rs. 39,598/- is added towards the difference in VI pay arrears to be paid 25%. and one instr. 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 workout to Rs 4,36,573-

Further an amount of Rs. 1,67,762/- is to be recovered in view of our letter No. BTC/Accts/HO/2014-15/406 dt 5.6.14 towards excess payments made on account of notice pay for the period 26.9.08 to 26.1.09.

An amount of Rs 106391/- is outstanding (Interest amount) towards HBA since Feb 2009, as no salary payment paid to him. Whether interest is to be charged on this outstanding amount is to be decided.

② Gratuity: This amount is calculated on as on Sept 2008 16% on the basis of details received from Personnel Dept. for 26 years workout to Rs 6,29,010- which is restricted to maximum Rs 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 Rs. 10:00 lakh. Whether the revised limit is entitled as we are releasing the

amount now.

(3) VI Pay Arrears: The amount payable is Rs 236,373- and P.F. Rs 27,574- Net payable is Rs 208,799- which is not added to final settlement dues, as other employees are not paid such dues amount till date. Whether this amount is to be added along with final settlement due to be decided.

(4) I. Tax deduction on payment of leave encashment and Gratuity, may also take opinion of IA before release of amount.

Being such a type of case first time may refer to a competent dept. for advice pl.

Submitted

20/7/14

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 or Legal dept. and thereafter the Internal Auditor on the point of Income tax to be charged on the payments mentioned at point 4 above.

20/7/2014

DY FC

- 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 VI th pay arrears we may take action as done in other retired employee of the corporation for the relevant period.

IA { - For Final Settlement, we may consider as per Letter issued by General Manager - Personnel dept. However

PTO.

N/24.

II { "y" } We may take Legal opinion. Similarly for payment of Gratuity

- 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 referred to Personnel / Legal / I.A. as proposed by AFC.

- High court order may also be provided to Accounts Deptt HO. alongwith Re-fixation pay order by the Personnel deptt for record and accounting.

AFC" 17.

168
11/07/14.

14/7

2020
14/7/14

Put up as required by G.M.

14/7/14.

1. VI th Pay fixation statement in terms of O.M No. 8/7/2008-Fin (R&C) dtd. 15.5.2012 upon govt. approval is implemented and refixed. which is placed in file at Flag "A".

2. For interest charged on HBA — in view of 'x' — order is placed in file at Flag "B"

3. High Court order is placed in file at Flag "C"

4. Since 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 CRS. "A"

It is also suggested that we may seek legal opinion as per remark at mx "y" above in view mark at "A".

Submitted for perusal, and further decisions please.

21/7/14

The VI th 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) 'Z'

Cont on A/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', flage '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.

21/7/2014.

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

22/7

GM

Legal Department
Income Tax
Gratuity
22/7/14

ACA: Gratuity payment is required to be done as per gratuity act.
As regard HBA personnel office has clarified at 'Z' on N/24 & N/25

22/7/14

168
R 23/7/14

DY FC

For. n.s. please.

Pawan
24/7.

FC. GM RA/7 ACA

Re-submitted.

(1) This file was reffered 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 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 marked to them till date, as a result the

N/26

The clarification is awaited.
Submitted to

AFC 24/7/14

DY FC For. point No 1, call details from Personnel deptt. GM. Personnel
No 2. As per certification of Personnel deptt take action.
No. 3 this may refer to I.A.
In all, settlement should be done immediately in order to avoid further delay. Personnel may follow up & clear it within two days.
24/7.

AFC/ACCT 24/7/14
- Settlement can be done immediately only on clarification of 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 deptt.
24/7/14

AFC 'X' As per the above remark we may refer the file to Personnel deptt. to provide details at point No 1.
Point No 2 is yet to be clarified by Personnel deptt. as per their remark on N/25.
For point No 3 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.
24/7/14

168
24/7/14

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

30/7/14

GM. 25/7

Put up details as required by Accounts department at 'X' above as required for final settlement.
25/7

N/27

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 penal interest on HBA can be recovered for his default of payment HBA from him when he has not paid salary after 26.1.2009 in view "X" submitted for further decision please.

SD
28/7/14

Pt 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.

28/7/14.

The penalty for non payment H.B.A is attracting @ 2.5% pend interest as per the practice which should be applied in this case

168
31/7/14

Dy. C.

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

28/7

FOR MA.

30/7

Other point No. 2 voiced on N/25 reg. Gratuity is not clarified.

30/7

Please refer noting N/26, & clear it.

30/7

212
30/7/14

31/7/14

N/28

Raising of queries again & again is delaying the finalising of final due. Gratuity eligibility ~~[illegible]~~ is governed to Acts & extra is ~~[illegible]~~ are further Confirmed by AGA.

If time & again Issue notice has to clarify each point it appears the Acts & extra Cannot understand the Gratuity Act. Pay as per provisions of Gratuity Act applicable to the date of CRs

31/7

Dy. F.C. As per GM remarks, clear it.

31/7.

2/2
31/7/17

FC For NA.

31/7/17 Acct Officer 31/7/17

~~AGAcct~~

The queries raise on N/21 & N/22 are rec. Clerical. Regarding leave encashment, circulars and payment of vil pay arrears due to revise the pay scale the matter is referred to Internal Audit & Education. Action taken for limit of Leave encashment + gratuity to be taken for clearing the final settlement of M.P. Kumar Ex. Dy FC.

31.7.17

Accounts

The clarifications asked are settled as detailed below:

① Charging of Interest on HBA amount outstanding: As per remarks on N/27, penal interest @ 2.5% is to be charged. According the calculation 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 118535-

(2) Gratuity: As regards, gratuity entitlement, it is clarified on N/28 that he is entitled as per Gratuity Act as on date of CRS i.e. 28.9.2008 which is confirmed on N/24. which worked out to Rs. 3,50,000=00 (maximum)

(3) Leave Encashment worked out to Rs. 396975 and Rs 39598 as salary arrears totaling to Rs 4,36,573/- the calculation sheet is placed in the file. During the year 2008-09 the taxable limit under section 10(10AA) of I. Tax Act exceeding the taxable limit is to be finalout and exceeding the said limit is taxable and accordingly the I. Tax is to be deduct. Hence this may be reffered to our I. Auditor for conformation & advise.

1/8/14

Apl calculation of sr(1) be checked & put up calculation of I. Tax as per taxable limit for F.Y. 2008-09.

1/8/14 Apl The final total calculation of Sl No. 1 is corrected on the sheet.

2/8/14

pl. prepare for 'x' of Sl no 3 above

Calculation

Taxable amount of leave encashment may please provide. I. Tax slab is placed on file of f.y. 2008-09

2/8.

Arrears. 39598/-
Leave encashment 96975/- (396000-300000)
136573/-

Total amount of taxable Salary is less than taxable limit. as such no recovery of income tax. Submitted for kind advise.

2/8/14

Accordingly 2/8/14 Not taxable as calculation above

N/30

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

2/8/14

DGFC 2/8

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. ~~for AY~~ Further, since payment in current financial year, 2015-16. income tax rates of current year apply. 5/8

DGFC Clear it as per clarification of Personnel deptt immediately.
5/8.

AFC For NA.
5/8 Actt
6/8/14 Pl. put up

~~AFC~~ Actt Bhm 6/8/14

Dated 11.8.14

This final settlement is proposed after six years of issue of order and is first of its kind where in 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(j) which doesn't define any terms any conditions of final settlement. We should have on record rules and regulations of the CRScheme not only for this case but to serve as guidence to deal with any other simila case. We should ask copy of CR scheme or any other notings which defines CRS in totality from Administrative/Personnel/Legal dept. records of Board meetings.

Shri M. Komot was compulsory retired under order from Admi. Deptt, hence we should refer this matter

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

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 CR scheme copy, may attract penalty etc which may be also examined. However higher authority may decide pl.

Accts 11/8/14

Aff The final settlement papers received from the Personnel dept. vide Note No. 539 dt. 29.6.2014 & Note No. 1021 dtd 30.6.2014 are for compulsary 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 view~~ Point of suspension is clarified vide Note 1021 dt 30.6.14 by CM. In view of the above we may decide to clear the final settlement dues as worked out as per Notings N/21 to N/30, however the points raised on N/30 & N/31 needs to be cleared to clarify the matter. May pl. see. 'X'

11/8/14

DyFC We may clear as per Personnel deptt noting duly signed by CM. Submitted for information and further approval to release the final settlement of Shri M.P. Kamat dyte. Submitted please for approval.

Dy FC 11/8

235 11/8/14

12/8

AD 12/8

Dy FC Please clear it as per Personnel deptt letter & noting as stated at 'X' & duly approved by MD.

For NA.

Dy FC 12/8

Aff 12/8 Acct 12/8/14

~~N/13~~ N/32

As per approval on N/31 the leave encashment and calculation of Gratuity papers are signed colourwise P.V. No - 1761/6.8.14 for further action pl.

12/8/14

~~AFC~~ 12/8/14

~~DyFC~~ 12/8

~~AFC~~ 12/8 Acct 12/8/14 ~~Asstt Acctt~~ 12/8/14

Draft re pulup herewith, req. final settlement of M.P. Bonus enclosed cheques (two nos) of CRS case.

18/08/14

~~Asstt. Acctt.~~ 18.8.14

Accountant 18/8/14

AFC 18/8/14

~~DyFC~~ 18/8

~~AFC~~ 18/8 Acct

Pl. pulup for copy of letter typed as per draft.

~~AFA~~ 18/8/14
Bhanuder

N/33 Dt 17.9.2014

Two instalments of VI pay Arrears released to employee for Ganesh Chaturthi out of balance 6 nos of instalment. According Shri M.P. Somani Ex. Dy FC, cheque No 761438 dt 10.9.14 for Rs 78,791/- is shown and some is to be send to him through Personnel Dept.

A draft Note dt 18-9-14 is prepared and placed in the file for further action pl.

Noted
Acts

AFC 18/9/14

DY FC 18/9.

CFO 19/9 19/9 Bhand

Dt 30.9.2014

We are in receipt of a letter from Shri Mahesh Somani Ex. Dy FC vide his letter dt 22.9.2014 addressed to the Personnel Officer, Estt and copy to Dy FC.

The representation is regarding final settlement dues. In this regards it is submitted that the final settlement is done as per letter No. 1021 dt 30.6.14 received from G.M and various clarification obtained from Personnel Dept and sent to G.M vide our Note. No 841/22.8.14.

Noted

N/B4

~~Enclosure copy~~

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

30/9/14

DYFC Copy is marked to us for information. If any reply to be given, same will be seen by Ser. officer & Legal deptt. Further if you want to comment anything in this regard, you are free to comment.

30/9

AFC 30/9 Actt 30/9/14

~~AFC~~

17.11.14.

We have received following letter from Cim ~~Cat of~~ in-charge M. P. Kamal regarding Compulsory Retirement Und. FR 56(J). ~~The Draft reply~~

~~are~~

(1) Ktc/Cm/73-F/14-15/538 dt. 11.10.14

(2) Inward 1323 dt. 6.11.14 from office of Cm. Kol. regarding Final Settlement of Compulsory Retirement, ~~in~~ the Public ~~interest~~ Und FR 56(J) as ~~administrative decision~~ in.

The reply of letter No 538 and ~~Draft~~ reply of Sr. 2 is ~~the Draft replies~~ ~~are~~ placed in file

Accordingly

Accordingly ~~Note~~

AFC 15/11/14

DYFC 18/11

AFC 15/11 Actt Note 18/11 ~~AFC~~ 18/11.

N/35

19.11.14

The comments as regard to Accounts department. Refer to on M. P. Kamat File of Personnel Department. The Addition to be made regarding PF deduction of Rs 1071/- and 1836. In this regard Note is placed in file

M Bhatt
19.11.14.

Acct

AFC
19/11/14

DyFC
19/11

AAO / 19th AAO
19.11.14

12/12/14.

We are in receipt of letter No KRC/PERS(566)/2014-15/260 dt- 12.12.14 regarding notify submitted to M. P. Kamat- lawards final settlement on compulsory Retirement- against- settlement of dues.

As per Sr. No c and e regarding balance of 75% of four instalments of vide pay arrears and refund of interest on delayed payment of house Building Advance the details ~~are given~~ to be refunded / payable to Shri M. P. Kamat the details are given below.

	Diff amt	PF	Net
(1) Vide pay arrears (balance of 4 instalments)	157582	27570	130008
(2) Interest on delayed HBA	14344		14344

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

M Bhatt

Accounts: As proposed above. however as reg. (1) above on the pay arrears of four insts will be released as stated on MD's letter dated 20.11.2014. It is not clear/full whether some will be released along with other employees or Corporation to whom some are also to be released or separately to Mr. Kamat at marked x: which may pl. be seen & decided.

Nmk
17/12/14

AFC

Fact.

N/35

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

18/12/14

DGFC 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

18/12

MD 18/XII

DGFC 18/12

AFC For NA.
18/12 AFC

Pl. prepare for sign of Note as per approved draft. dt 18/12/14

20/12/14

~~AFC~~ Letter No KIC/Acc'ts/no/2014-15/1538 dt 18.12.14 is sent to GM on 18/12/14.

20/12/14.

20/12/14

Pay vn No 3824 dt 20.12.14 for Rs 143441- towards interest on delayed payment of House Build Advance of Shri M.P. Kamat is placed in file for signature as approved above

20.12.14

Accountant Nirmal 20/12/14 As regards VI pay Arrears component, the same is not approved for release of payment and hence payment voucher is not drawn.

AFC 20/12/14

DGFC 22/12

AGM 22/12/14

~~AFC~~ 22/12/14 Pl file

N/37

Dt 23.12.2014

The cheque No. 846332/20.12.14 of Rs 14,346/- in favour of Shri M.P. Somal towards refund of interest on delayed payment of HBA is to be send to M.P. Somal through Personnel Deptt in view of their letter No. 2604 dt 12.12.14. Accordingly a draft letter dt 23.12.14 is prepared and placed on the file.

Accts

AFC 23/12/14

DY FC 23/12

AFC 23/12

Dt 26.12.2014

As per Note No. 1380/17.11.2014 sent to G.M. at Para 4.(c) i/r of reply to representation of Shri M.P. Somal, a draft Note dt 26.12.14 is placed in the file ~~regarding~~ to P.M. & FCC regarding informing Mr. Somal to deposit the P.F. contributions of Rs. 9191/- with ISFCC which was paid to him alongwith 2nd & 3rd Instt of III pay Arrear.

The draft Note dt 26.12.14 may pl. be seen

26/12/14

AFC

DY FC 26/12

Accts Wing

Note No. 1581/26.12.14

N/38

3.1.15

We are in receipt of Note No KTC/PERS/PF-2/2014-15/2752 dt. 29.12.14 regarding PF payment of Shri M. Kamal on VI th pay arrears.

Submitted for higher authority to advise.

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. Kamal from his outstanding net of Rs.130008/- 'x' VI pay Arrears due to him and inform him accordingly. However may pl. decide.

5/1/15

AFC As proposed in view of note of Personnel dept. KTC/PERS/(566)/2014-15/260 dt. 12.12.2014 as informed to him vide letter No KTC/PERS(566)/14-15/2433 dt. 20/11/2014 and in order not to give him scope to represent the matter again.

5/1/2015

DYFC Pl. discuss

5/1/15

AFC Discussed, As proposed may be approved. Submitted please.

6/1/15.

SSI 7/1/15

MY

AFC 7/1

For MA.

AFC 8/1/15

As approved above at 'x' we may take action to deposit Rs.9191=00 with P.F. authority alongside other employees salary Dec 2014. which may be noted to notify after depositing of this amount.

8/1/15

8/1/15

N/39

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 VI th pay arrears amounting to Rs 78751 paid to M. P. Kamal on 10.9.14 is deposited with PF department. In the month of ~~Dec.14~~ Jan.15 along with the employee deducting salary pertaining to month of Dec.14. The total dues payable as per C/186 and letter no 20.11.14 C/232 amounts to Rs 130008/- The details are given below.

Balance dues of VIth pay		157582=00
Less PF	27574	
Less PF deposited	9191	18383=00
		139199=00
Less PF of Rs 9191/- now deducted from 2nd & 3rd inst. of Rs 78791/-		9191=00
Amount payable		130008=00

Submitted for higher authority's.

NBeshake

19/02/15 M. P. Kamal

Accountant-
We may release net amount of Rs. 130008/- to Shri M. P. Kamal by cheque and Rs 18.383/- to his P.F. A/c alongwith other employees share of Feb 2015 salary.

23/2/15

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

28/2/15

DFC Please discuss

28/2

AFC Discussed, As proposed we may clear his VI th pay arrears and PF amount. Submitted please.

23/2

For NA

23/2

28/2

AFC

Fl. Putup PV. as above.

24/2/15

N/40

P.V. NO. 4865 dt- 24.02.15 for Rs. 1,30,008/- towards balance of VI th pay arrears is drawn in resp. of Shri. M.P. Kamat, & placed in file for further n.A

24/02/15

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

Accountant- Nmd

AFC 24/2/15

DyFC 24/2 Acct Nmd 24/2/15

~~HAcctt~~ Bhagwan / Pol Officer

Rs. 18383/- remitted alongwith February'15 salary remittance in resp. of Shri. M.P. Kamat, towards P.F. Employees share.

12/3/15

Note
~~Draft~~ towards payment of Rs. 1,30,008/- is put up herewith for further n.A.

20/3/15

Asstt. ~~Acctt.~~ 20.3.15

AFC 20/3

DyFC

AFC 23/3

Acct Nmd 23/3/15

~~HAcctt~~ 23.3.15
Bhagwan

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.

Asst. Acct.
02/01/19.

Accountant 2/1/19

AFC 2.1.19.

Dy FC 2/1/19

IV/06 C/229

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

Submitted please.

Rajitha
2/5/16.

P.M : 2/5

1231
3/5/16 Dy. F.C For N.A.

3/5 Acfs

As per on record, the housing loan availed by Mr. Bamat is recovered fully including interest. Hence there is no dues receivable from.

- The statement of loan A/c is placed in the file as Annexure 1202 to 1261
- As regards documents relating to property, are not kept by Accounts Dept.

6/5/16

Dy FC

Send to P.M on 6/5/16

N/35

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

25/4/16.

P.M : 26/04

M.D. 27/4

P/M 28/4

P.O. 28/4

LWO II 28/4

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

Cont 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
	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
	Balance	104391.00
Less: Amount recovered from final Settlement dues towards Outstanding HBA		104391.00
	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.

Annexure "A"

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

Year	Amount Recovered
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**

Inst @Rs. 1650/-p.m.

6/6/16

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

Contd on 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

C/246

DETAILS OF HOUSE BUILDING ADVANCE (PRINCIPAL AMOUNT AS ON 31.03.2007

S.NO	NAME & DESIGNATION	OP. BAL.AS ON 31.03.2006	AMT. RECEIVED IN YEAR 2006-07		BAL. AS ON 31.03.2007
1	Shri. V V S Kunkolienkar Dy G M	0.00	17820.00	Interest	Nil
2	Shri. Sanjay L. Ghate Depot Manager	0.00	13500.00	Interest	Nil
3	Shri. Mahesh P Kamat Dy F.C.(Cost.& Budg.)	0.00	19800.00	Interest	Nil
4	Shri. Anil B Prabhu Depot Manager	12100.00	12100.00	Pricipal	Nil
			4100.00	Interest	
5	Shri. Gurudas P. Nak A.E.	7228.00	7228.00	Pricipal	Nil
			5468.00	Interest	
	TOTAL	19328.00	80016.00		

Rs 19,328/- received towards principal Amount

Rs 60,388/- received towards Interest on H.B.A.

DETAILS TOWARDS INTEREST RECEIVED ON H.B.A.

S.NO	NAME & DESIGNATION	OP. BAL.AS ON 31.03.2006	INTEREST FOR THE YEAR 2006-07	Amt. Recovered for year 06-07	BAL. AS ON 31.03.2007
1	Shri. V V S Kunkolienkar Dy G M	82091.00	0.00	17820	64271
2	Shri. Sanjay L. Ghate Depot Manager	64251.00	0.00	13500	50751
3	Shri. Mahesh P Kamat Dy F.C.(Cost.& Budg.) Add. Int	160491.00 9900.	0.00 170391	19800	140691
4	Shri. Anil B Prabhu Depot Manager	163606.00	737.00	4100	160243
5	Shri. Gurudas P. Nak A.E.	113220.00	405.00	5468	108157
	TOTAL	583659.00	1142.00	60388.00	524113.00

Prep. By 24/11/07 Checked By.

ACCOUNTANT

Assistant Financial Controller

Kad... ...ation 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 28.3.15

C/244

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

NOTE

Sub: Regd. Settelment 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)
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.

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	
	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 3nd & 3rd installment vide ch. No. 761438 dt. 10.09.14	78791	0	78791	(inclusive of PF 9191)
Balance	157582	27574	130008	
Less		9191		Deposited along with Dec. 14 salary remittance
Balance		18383		Deposited along with Feb. 15 salary remittance
Balance			130008	Balance paid by ch. no. 854874 dt. 17.3.15

DRAFT

C/242

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

NOTE

Sub: Regd. Settelment 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)
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/186

Statement of M.P. Kamat Ex. Dy. F.C. towards VITH pay arrears as per new order of pay fixation. As per Personnal 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	
		- 9191		Deposited only 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. Kunkolienkar)
GENERAL MANAGER

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

For n.e.pt.
F.1.

2/1

2/1

2.1.15.
Bhan Subritte in CR's file
& MPKamat.

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.

(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.

AFC
5/1/1.

1/1
1-1-15
Bleade file CKL.

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 VIth 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.

Pl. speak
26/12

Spoken. Revised note issued.
File
26/12

C/237

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)
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.

O/C

27/12/14

C/236

KTCL Accts-HO/14-15/1561

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)
Dy. Financial Controller

To,
General Manager
KTCL, H.O.

1. O.C
2. G.F

23/12/14

C/235

No. KTC/Accts-H.O/2014-15/ 838
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.

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
12/12/13

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

AG
12/12

12/12

C/283

KTC/PERS/(566)/14-15/2433
Kadamba Transport Corpn. Ltd
Paraiso-de-Goa, Alto Porvorim
Bardez-Goa

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....

C/232

1115/C

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.....

C/231

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 an 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

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

72209
72204
72207
72205

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/129

KTC/Tech/Mahesh kamat/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
③ DY FC

8423
5/12/14

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. comment from A/Cs Dept-HO
6/12

DYFC 6/12 Adv

Draft letter dt 17.12.14 is prepared placed herewith as per remarks dt 6/12/14
17/12/14

AFC 18/12/14

DYFC 18/12

C/228 3 set

2457
28.11.14

PO/ALA

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

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

Date: 28/11/2014

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

GM
1/12
28/12

C/227

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

C/225

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.**

C/124

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 odorof 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

C/224

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 legitamely 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 on19/09/2008. 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.

C/220

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

C/219

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

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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 initated entirely at your cost and consequences which may be noted.

(Mahesh Kamat)

Encl. As above

C/217

2216
25/7/14

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

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

Dated : 19/07/2014

NOTE

Writ Petition No. 569/2008 filed by Shri M. P. Kamat before Hon'ble gh 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 igned original note is annexed herewith for your perusal.

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

19/7

(V. D. Harmalkar)
Asst. Legal Advisor

eral Manager

P.O. to keep these documents in safe cu
tody.

22/7

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

25/7/14.

Certified true copy

Public Officer
Kadamba Plateau Corp. Ltd.
Alto, Porvorim - Goa

C/216

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

C/215

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

C/214

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 **ORIGIONAL 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.

C/213 10431

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/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 Governent 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

C/2/2

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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 a 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 pensionery 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 Suspensionas 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

Certified true copy

Public Information Officer

C/211 10411

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 ~~June~~ May,2006. Accordingly, he has been alloted 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
- use of mobile phones
expressly refused
to surrender
the mobile phone & sim card

MANAGING DIRECTOR

issue to accept the letter
: rejection of his request
press conference -
been placed under
on w.e.f. 8-8-2007 (third time in last 10 years).

Certified true copy

C/210

E

KTC/PERS/143/2007-08/39

Kadamba Transport Corporation Limited
Paraiso-de-Goa., Alto-Porvorim,
Bardez – Goa.,
Date:- 7th August,2007

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 inrespect 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 Perso 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 Openion 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 Acounts 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 raised.

PTO

9/8

C/209

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 N/ 3 to N/5 and the copy of the DPC dated 20/8/2007 inrespect of Shri Y. D. Gaude's promotion as AFC is enclos

(T. K. Pawase)
PERSONNEL MANAGER

Encl: As Above..

Public Information Officer
Kadamba Transport Corp. Ltd.
Porvorim - Goa

C/208

Registered A/D

No.KTC/LA/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.

19/3

(V.D. Harmalkar)
Asst. Legal Advisor

Encl. as above

E/207

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 retire an employee from service if it considers necessary to do so in public interest by 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 competent.

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.I., M.H.A., O.M. No. 33/6/56-Ests. (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.I., M.F., O.M. No. 19050/8/76-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 [1][Special Voluntary Retirement Scheme relating to Voluntary Retirement of surplus employees].

[2][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 resignation 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 [3][ ] retirement benefits for the service rendered under

1. Substituted *vide* G.I., 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.I., 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.I., 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.

Rules, the date of restoration of that portion will also be same as for original commutation. *Rule 10, GID (3) & (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-A.*

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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3

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
5/12/14

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
5/12

5/12 AAO
6.12.14

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.

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5831
22/9/14

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/202

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

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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/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.

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

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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

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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

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Copy to Petitioner

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

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

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ANNEXURE A COLLY

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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/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 Governent 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.)

Further, as per Rule 11 of CCA & CCS, Compulsory Retirement as a penalty is different from "Compulsory Retirement" as a 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 pensionery 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 Suspensionas 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 ~~June~~ May,2006. Accordingly, he has been alloted 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

In the latest case of insubordination & gross defiance to surrender his mobile phone & sim card & to refuse to accept the letter stating rejection of his request for a press conference, he has been placed under suspension w.e.f. 8-6-2007 (third time in last 10 years)

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1) Suspended vide Order No. KTC/ADMN/1-1/2007-2008/24 dt 8.6.2007.

2) CRS vide order No KTC/ADMN/1-2/2007-2008/43 dt 19.7.2007 retired w.e.f 20.10.2007

Notice pay paid July 2007 13 days (w.e.f 19.7.2007)

Gross	14468	— 100%
Deds	1483	
Net	12985	

	Gross	Deds	Net
Aug 2007 31 (100%)	34497	5186	29311
100% Sept 2007 30	34497	5186	29311
100% Oct 2007 31	26975	26975	NIL

3) Note No KTC/ADMN/1-2/2007-08/77 dt 22.11.2007 order No 43/19.7.2007 withdrawn and notice pay paid is to be considered as suspension

4) Order No. KTC/ADMN/1-2/2007-08/79 dt 27.11.2007. Enhanced the suspension allowance by 50% w.e.f 9.9.2007

5) KTC ADMN/1-2/2008-09/20 dt 20.6.2008. CRS order issued

1) Suspension from 19.7.2007 to 26.6.08 served on 26.6.2008 upto 27.6.2008

Notice pay paid

Month	Days	CRS 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 upto 26.1.09	26	27568

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 21/11/14

DFC 21/11. May kindly
AFC 21/11
Accd 21/11 21.11.14 Shaul - CKS file

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/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 Governent servant by giving him notice of not less than three months in writing or three months' pay and allowances in lieu of such notice;

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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 a 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 pensionery 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 Suspensionas 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 ~~June~~ May,2006. Accordingly, he has been alloted 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

In the interest of maintaining discipline & urging officers to surrender his mobile phone & sim card and to refrain to write the letter stating violation of his rights for a given conference. He has been placed under suspension w.e.f. 8-6-2007 (third time in last 10 years)

C/188

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 Depatment in the file of Shri M.P. Kamat which was marked to us.

Addition:

4.e) 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.

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

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

Rs. 5907/- towards P.F. Remitted along with November'14 Salary remittance.

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

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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. 30.06.2014was 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/186

Statement of M.P. Kamat Ex. Dy. F.C. towards VITH pay arrears as per new order of pay fixation. As per Personnal 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	

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Reconcilliation 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
P.F. not remitted on 2nd & 3rd	9191

Deposited day with North Salay
vide KRC/ACCS/HO/2014-15/1396 dt 19-11-14

→ Deposited day with DCC-th Salay.

c/189

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

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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.,
[illegible]. Porvorim

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

17/11/14

C/182 CRS file

2182
3.11.14

Inward No. 1323 Dt 6/11/14
Office of the General Man...
Alto, Porvorim - Go...

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

7553
10/11/14

Date: 03/11/2014

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

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

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 $^{1}/_{3}^{rd}$ 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

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/178

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

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 a 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

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.

(Mahesh Kamat)

C/175

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

17/11/14

C/174

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

7585
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(J) 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 Kunkolienker)
General Manager

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

For N.A.

Copy To; M.D for information.

Acct/Accts HO/14-15/1379
dt 27/11/14

C/123

3161
23.10.14

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,

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DGM 1/11

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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.

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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

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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

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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.

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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.

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COLLY

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 Governent servant by giving him notice of not less than three months in writing or three months' pay and allowances in lieu of such notice;

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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 a 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 pensionery 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 Suspensionas 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 ~~June~~ May,2006. Accordingly, he has been alloted 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

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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 acknowleding the said order, Shri Mahesh P. Kamat vide his note No. 19, dated 22.5.2006 representated 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 Controlier (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 asigned 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, "

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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 accusition on the Officers regarding their exoneration, service benefits etc.,

All the junior staff alloted 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 subsistance allowance is delayed beyound 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.

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 press conference when the Revised letter was sent to him he refused to accept the same with the observation that he was on vacation of 10 days [illegible] the letter and there is no staff to receive the letter. Finally he left to his home without receiving the letter. This tantamounts to insubordination & defiance of orders. He is placed under suspension w.e.f. 5.6.2007 for these acts pending disciplinary proceedings.

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

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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

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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

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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

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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

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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. Gaude)
Dy. Financial Controller

KADAMBA TRANSPORT CORPORATION
PORVORIM - GOA

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

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2 - Vi Pay arrs.
4 - Notice pay recovery.
5 - suspension.
7(i) - pension.

July 07 18 50% 13 days notice
Aug 07 31 50% 31 "
Sept 07 28 50% 30 " "
22 75%
Oct 07 31 75%
Nov 07 " 75%
Dec 07 75%
to May 08
June 26 75%

June 4 Notice
July
Aug
Sept
to Jan 09

13 8WB

June 07 10 days reg.
20 days 50%

Mahesh P.Kamat,OSD Code No.0009 Attandence from April 07 to March 08.

	Apr-07	May-07	Jun-07	Jul-07	Aug-07	Sep-07	Oct-07	Nov-07	Dec-07	Jan-08	Feb-08	Mar-08	0
Days Pr.	30	31	10+20(50	31 (50%)	31	8(50%)22(7	31d 75%	30d 75%	31d 75%	31d 75%	29d 75%	31d 75%	472162
Basic	14550	14550	9700	7275	7275	9943	10912.5	10912.50	10912.50	10912.50	10912.50	10912.50	92
D.P.	7275	7275	4850	3638	3638	4972	5456	5456.25	5456.25	5456.25	5456.25	5456.25	128768
D.A.	7639	7639	5093	4094.37	4474	6115	6711	6711	6711	6711	6711	6711	64385
Inc.Arr.	144205												75320
D.A. Arr.	3870						380						144205
H.R.A.	3273.75	3273.75	2182.50	1636.88	1636.95	2237.25	2455.28	2455.31	2455.31	2455.31	2455.31	2455.31	4250
C.C.A.	120	120	80	60	60	82	90	90.00	90.00	90.00	90.00	90.00	28973
M.All.	1469	1314	876	668	683	934	1040	1025.00	1025.00	1025.00	1025.00	1025.00	1062
W.A.													12109
Cash All													0
Sp.All													0
O.T.													0
Per.Pay	325	325	216.66	230.65	325	325	325	325.00	325.00	325.00	325.00	325.00	0
Other-01	21853	5768	0	0	0	0	0	0.00	0.00	0.00	0.00	0.00	3697
Other-02													27621
Add/Less			-0.16										0
Gross	204579.75	40264.75	22998.00	17602.90	18091.95	24608.25	27369.78	26975.06	26975.06	26975.06	26975.06	26975.06	0
P.F.	21305	3536	2357	1801	1846	2524	2815	2770	2770	2770	2770	2770	490391
E.S.I.													50034
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
HBA	1650	1650	1650	0	0	0	0	1650	1650	1650	1650	1650	0
Inc.Tax	36754	4400	1200	0	0	0	0	0	0	0	16121		13200
others			4813					14033					58475
T.Ded.	59709	9586	10020	1801	1846	2524	2815	18453	4420	4420	20541	4420	18846
Net.Pay	144871	30679	12978	15802	16246	22084	24555	8522	22555	22555	6434	22555	140555
													349836

Mahesh P.Kamat,OSD Code No.0009 Attandence from April 08 to March 09.													0
	Apr-08	May-08	Jun-08	Jul-08	Aug-08	Sep-08	Oct-08	Nov-08	Dec-08	Jan-09	Feb-09	Mar-09	476565
Days Pr.	30d 75%	31d 75%	26d75%	CRS	CRS	CRS	CRS	CRS	CRS	CRS	CRS	CRS	0
Basic	10912.5	10912.5	9457.5	0	0	0	0	0	0	0	0	0	31283
D.P.	5456.25	5456.25	4728.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15641
D.A.	7693	7693	6667.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22054
Inc.Arr.													0
D.A. Arr.	2946												2946
H.R.A.	2455.31	2455.31	2127.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7039
C.C.A.	90	90	78	0	0	0	0	0	0	0	0	0	258
M.All.	1182	1064	922	0	0	0	0	0	0	0	0	0	3168
W.A.													0
Cash All													0
Sp.All													0
O.T.													0
Per.Pay	325	325	325	0	0	0	0	0	0	0	0	0	975
Other-01													0
Other-02													0
Add/Less													0
Gross	31060.06	27996.06	24306.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	83363
P.F.	3241	2887	2502	0	0	0	0	0	0	0	0	0	8630
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
HBA	1650	1650	1650	0	0	0	0	0	0	0	0	0	4950
Inc.Tax	36754	500	500	0	0	0	0	0	0	0	0	0	37754
others													0
T.Ded.	41645	5037	4652	0	0	0	0	0	0	0	0	0	51334
Net.Pay	-10585	22959	19655	0	0	0	0	0	0	0	0	0	32029

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

Days Pr.	30	31	30	31	31	30	31	30	31	31	28	31	365
Basic	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
D.P.	7113	7113	7113	7113	7113	7113	7113	7113	7113	7113	7113	7275	85518
D.A.	5121	5121	5121	5121	5121	5121	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	3273.75	38481
C.C.A.	120	120	120	120	120	120	120	120	120	120	120	120	1440
M.All.	1191	1267	1191	1191	1191	1191	1234	1234	1234	1362	1234	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	3900
LTC Enc.													0
Add/Less													0
Gross	31295.70	33262.70	31295.70	31295.70	31295.70	31295.70	32405.70	32405.70	32405.70	35734.70	32405.70	33134.75	388233
P.F.	3175	3402	3175	3175	3175	3175	3303	3303	3303	3687	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	2240	4603	4603	176		23547
other	1650	1650	1650	1650	1650	1650	1650	1650	1650	1650	1650	1650	19800
													0
T.Ded.	6325	6552	6610	6610	6610	6610	6738	7193	9556	9940	5129	5028	82901
Net.Pay	24971	26711	24686	24686	24686	24686	25668	25213	22850	25795	27277	28107	305332

C/151

Regd-A-D.

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 Induslnd 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)
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.

25/9 Ack
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.

(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/149

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)
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/148

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, Ex. Dy. Financial Controller towards 2nd and 3rd instalment of balance 75% of VIth pay arrs for the period from 01.01.2006 to ~~26.01.2008~~ 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)
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.

AFC
Pl. verify dates of CRS & according clear A.

checked & put up

DFC

C/146 + C/147

REGD. A/D.

No.KTC/PERS/(566)/2014-15/ 1585
Kadamba Transport Corpn.Ltd.,
Paraiso-De-Goa, Porvorim,
Bardez-Goa.

4929
26/8/14

Date: 26.8.2014

N O T E

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)
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.

27/8 Ack

28/8/14

C/1h5

No:KTC/ACCTS/HO/2014-15/ 841
Accounts Department,
Kadamba Transport Corpn, Ltd,
Porvorim Goa.
Date:- 22/08/2014.

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. 13.08.2014 for Rs.1,50,076.00 (Rupees One lakh fifty thousand seventy six) drawn on Indusind Bank, Panaji towads 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/144

(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)

$$\frac{\text{Pay Band + Grade Pay + D.A.16\% x No.of days E.L 284}}{30}$$

$$\frac{29550+6600+5784 \times 284}{30}$$

= 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 outstanding	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

Prep. By:

Checked By. **ACCOUNTANT** 12/8/14 **Asst. Financial Controller** 12/8/14

Dy. Financial Controller

JV 436 dl-

C/143

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~~ 167% 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** 12/8/14 **Asst. Financial Controller** 12/8/14

Dy. Financial Controller

To,
The Member Secretary,
KTCL Employees Group Gratuity
Cum Life Assurance Fund/Trust.

C/142

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)

$$\frac{\text{Pay Band + Grade Pay + D.A. 100\% X 15 X No.of years 26}}{26}$$

$$\frac{29550 + 6600 + 5784 \times 15 \times 26}{26}$$

= 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** 12/8/14

Dy. Financial Controller

To,
The Member Secretary,
KTCL Employees Group Gratuity
Cum Life Assurance Fund/Trust.

No. KTC/PERS/6(566)/2014-15/ 1035
Kadamba Transport Corporation Ltd.,
Paraiso De Goa, Alto Porvorim.
Date:-04.07.2014.

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.

C/ho

No. KTC/PERS/6(566)/2014-15/ 1021
Kadamba Transport Corporation Ltd.,
Paraiso De Goa, Alto Porvorim.
Date: 30.06.2014.

3098
3/7/14

To,
The Dy. Financial Controller,
K. T. C. Ltd.,Head Office,
Alto Porvorim-Goa.

Sub: Final settlement inrespect 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.

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.

(V.V.S.Kunkolienkar)
General Manager

For NA.
4/7 Acct

Copy to:-
1.Pers. file. 2.O.C. 3./G.F.

Recorded in Reg 14-15, page 4 at S.No. 18.

C/139

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	**DEPARTMENT (DEPOT)** MARGAO			
	i) Traffic	—	Nil —	
	ii) Stores	— Nil —	— Nil —	
	iii) Accounts / Mag/Depot			3/6/14
	iv) C.W.S.	— no dues —		
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	**DEPARTMENT (DEPOT)** i) Traffic ii) Stores iii) Accounts iv) C.W.S.	Nil	Nil	ADM (VSD)
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	**DEPARTMENT (DEPOT)** i) Traffic ii) Stores - CENTRAL-STORE PORVORIM - P. Kamat towards control - Store - KTC - Porvorim. There are no dues from Mr. Mahesh iii) Accounts iv) C.W.S.		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	**DEPARTMENT (DEPOT)** 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	**DEPARTMENT (DEPOT)** **i) Traffic** **ii) Stores** **iii) Accounts** PRV. **iv) C.W.S.**	Nil Nil -Nil-	Asst TRAFFIC SUPRIVISOR K. T. C. Ltd. Porvorim Depot ASSTT 26/6/14 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	**DEPARTMENT (DEPOT)** i) Traffic ii) Stores iii) Accounts (PRO) iv) C.W.S.	-Nil- No dues	—	ASST. ACCOUNTANT KADAMBA TRANSPORT CORP. LTD. PORVORIM DEPOT
2.	Traffic Department(H.O.) Admn. Dept.	No dues	11/8/2014 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	**DEPARTMENT (DEPOT)**			
	i) Traffic	-Nil-	-Nil-	
	ii) Stores	-Nil-	-Nil-	
	iii) Accounts ✓	-Nil-		Asst. Accountant (Kadamba Transport Corp. (Ltd.) Panaji Depot, Panaji Goa.
	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.

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	Days	Pay Band	Grade Pay	Pay Band	Grade Pay	D.A. %	DUES D.A.	Total (6+7+9)	HRA	M.ALL	Total (10+11+12)	Basic	D.P.	D.A. %	D.A.	DRAWN 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	2	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	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**	**3966**	**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	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	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	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	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	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	7113	29%	6188	27526	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	14225	7113	35%	7468	28806	3201	120	120	1314	30898	6650	6640	797	5853
Mar-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
T[illegible]			**326520**	**79200**	**326520**	**79200**		**10218**	**415938**	**0**	**16638**	**432576**	**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	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	9%	3158	38248	0	1530	39778	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**	**284946**	**188985**	**183890**	**22065**	**166920**

																							Diff		PF	Net
Apr-08	30	30	28490	6600	28490	6600	12%	4211	39301	0	1572	40873	10913	5457	47%	7694	24064	2456	90	90	1064	25218	15655	15237	1828	13827
May-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
Jun-08	30	26	28490	6600	24691	5720	12%	3649	34060	0	1362	35422	9458	4729	47%	6668	20855	2128	90	78	922	21855	13567	13205	1585	11982
Jun-08	30	4	28490	6600	3799	880	12%	561	5240	0	210	5450	1940	970	47%	1368	4278	437	120	16	189	4483	967	962	115	852
Jul-08	31	31	29550	6600	29550	6600	16%	5784	41934	0	1677	43611	14550	7275	54%	11786	33611	3274	120	120	1480	35211	8400	8323	999	7401
Aug-08	31	31	29550	6600	29550	6600	16%	5784	41934	0	1677	43611	14550	7275	54%	11786	33611	3274	120	120	1480	35211	8400	8323	999	7401
Sep-08	30	25	29550	6600	24625	5500	16%	4820	34945	6025	1398	42368	12125	6063	54%	9822	28010	2728	120	100	1234	32072	10296	6935	832	9464
TOTAL			202610	46200	169195	38500		29020	236715	6025	9468	252208	74449	37226	3.5	56818	168493	16753	750	614	7433	179268	72940	68222	8186	64754
G.Total			947300	224400	913885	216700	0	76951	1207536	6025	48300	1261861	416270	208147	12.65	225665	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		275768		32170	243598
	7th part		39395		4596	34799
paid	7th part		25679		2760	22919
7th part	Balance to pay		13716		1836	11880
	Balance Outstanding		236373	0	27574	208799
Total 25% & 7th part ~~to pay~~ paid			45505	0	5907	39598
along with Final Settlement			78791			

vide ch. No 761438dt-10.9.14

balance . outstanding → 1,57,832/-

PF + 69650
9141
78,791

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Statement of Interest charged on HBA

F.Y.	Amt outstanding	Penal interest @ 2.5% Rs	No. of days	
Feb 2009	104391	200	28	
March 2009		~~222~~ 222	~~31~~	March 09
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 Upto July 14	104391	872	122	
	Total	~~13953~~ ~~14364~~ 14344		

Outstanding Rs 104391.
Penal interest Rs ~~14364~~ 14344
Total Rs. ~~118,735~~ 118735-

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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%

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Inward No. 329 Dt. 6/6/14
Office of the General Manager
Alto, Porvorim - Goa

No.KTC/ACCTS-H.O./2014-15/406
Kadamba Transport Corporation Ltd.,
Accounts dept., H.O. - Porvorim
Date: - 05.06.2014

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

P.O
Pl. start c/pur w/p
full details as desired
but updetails.
P.O.
10/6
LWO II
10/6
Sunita
Sunita.

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.	INCOME TAX	TOTAL. DEDUCTION	NET PAY
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

							DUES									DRAWN									
Period	Days	Pay Band	Grade Pay	Pay Band	Grade Pay	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.	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**		**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
27850 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
50-1 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**		**26847**	**329040**	**0**	**13164**	**342204**	**128771**	**64390**	**4.92**	**78652**	**271813**	**28978**	**1062**	**1062**	**12071**	**284946**	**57258**	**57227**	**6870**	**50388**

												Basic 15	DP 16	DA 17	TMA 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	24094	2456	90	90	1064	25218	4879	4875	585	4294
May-08	31	20888	4950	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24094	2456	90	90	1064	25218	4879	4875	585	4294
Jun-08	26	18103	4290	18103	4290	12%	2687	25080	0	1003	26083	9458	4729	47%	6668	20855	2128	78	78	922	21855	4228	4225	507	3721
Jun-08	4	3713	880	3713	880	12%	551	5144	0	206	5350	1940	970	47%	1368	4278	437	16	16	189	4483	867	866	104	763
Jul-08	31	28890	6600	28890	6600	16%	5678	41168	0	1647	42815	14550	7275	54%	11786	33661	3274	120	120	1480	35211	7604	7557	907	6697
Aug-08	31	28890	6600	28890	6600	16%	5678	41168	0	1647	42815	14550	7275	54%	11786	33661	3274	120	120	1480	35211	7604	7557	907	6697
Sep-08	25	28890	6600	24075	5500	16%	4732	34307	5915	1372	41594	12125	6063	54%	9822	28070	2728	120	100	1234	32072	9522	6297	756	8766
TOTAL		150262	34370	145447	33770		25528	204745	5915	8191	218851	74449	37226	3.5	56818	168493	16753	634	614	7433	179268	39583	36252	4351	35232
G.Total		790765	192280	785950	191180	0	62407	1039537	5915	41581	1087033	416270	208147	12.65	225666	850992	93673	3496	3476	37884	894170	192863	189455	22739	170124

25% paid :- 60134 - 6653 - 53481

- 25679 - 2760 - 22919

107050/- 13326/- 93724/-

By

C/126

C/125

1932
30/5/14

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

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 Departme nt
1	**DEPARTMENT (DEPOT)** 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.

2027
3/6/14

K.T.C. Tpt. Inward No. 429 Date 30/5/14

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
O.S.D (Tnp)

Copy to;
1. Pers. File
2. O/C.

No dues from Admn/OSD section.

DFC 2/6 315 Acct

4.6.14

- This may return to Personnel Dept. to send us along with details such as last Basic Pay, No. of yrs service completed, No. of day EL etc. for calculation of his final settlement dues.
- As reg. dues at Accts Dept. the calculation is program and will be informed subsequently.

5/6/14

AFC we may provide info. & return as proposed.

5/6

5/6/14

The information is given by vide Note No. KTC/ACCII/HO/2014-15/406 dated 5.6.14 to G.M. on 6/6/14

As informed vide above note.

6/6/14

AFC

6/6/14

GM for n/a

PO

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	**DEPARTMENT (DEPOT)** 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 UP TO JULY'14	104391	872	122
		14344	

TOTAL

OUTSTANDING	**104391**
PENAL INTEREST 2.5%	**14344**
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

Scale of Pay as per V th Pay 10000 - 325 - 13500 As per VI th pay pay band 15600 -39100 + Grade Pay 6600

								DUES										DRAWN									
Period	Days	Days	Pay	Grade	Pay	Grade	D.A.	D.A.	Total	HRA	M.ALL	Total	Basic	Basic	D.P.	D.A.	D.A.	Total	HRA	CCA	CCA	M.ALL	Total	Diff.	Wages	P.F.	Net Pay
			Band	Pay	Band	Pay	%		(6+7+9)			(10+11+12)				%		(15+16+18)			CAL		(19+22+23)	(13-24)	for P.F.		(25-27)
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**
[illegible]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**	**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
[illegible]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**	**455703**	**0**	**18228**	**473931**	**128771**	**128771**	**64390**	**4.92**	**78652**	**271813**	**28978**	**1062**	**1062**	**12071**	**284946**	**188985**	**183890**	**22065**	**166920**

Apr-08	30	30	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
May-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
Jun-08	30	26	28490	6600	24691	5720	12%	3649	34060	0	1362	35422	9458	9458	4729	47%	6668	20855	2128	90	78	922	21855	13567	13205	1585	11982
Jun-08	30	4	28490	6600	3799	880	12%	561	5240	0	210	5450	1940	1940	970	47%	1368	4278	437	120	16	189	4483	967	962	115	852
Jul-08	31	31	29550	6600	29550	6600	16%	5784	41934	0	1677	43611	14550	14550	7275	54%	11786	33611	3274	120	120	1480	35211	8400	8323	999	7401
Aug-08	31	31	29550	6600	29550	6600	16%	5784	41934	0	1677	43611	14550	14550	7275	54%	11786	33611	3274	120	120	1480	35211	8400	8323	999	7401
Sep-08	30	25	29550	6600	24625	5500	16%	4820	34945	6025	1398	42368	14550	12125	6063	54%	9822	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**	**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**	**93673**	**3612**	**3476**	**37884**	**894170**	**367691**	**357454**	**42894**	**324797**

Actual	**25%**		**91923**		**10724**	**81199**
paid	**25%**		**60134**		**6653**	**53481**
Balance 25% to pay		Added in PLS	**31789**		**4071**	**27718**
	Balance		**275768**		**32170**	**243598**
	7th part		**39395**		**4596**	**34799**
paid	**7th part**		**25679**		**2760**	**22919**
7th part	**Balance to pay**	Added in PLS	**13716**		**1836**	**11880**
Balance Outstanding			**236373**	**0**	**27574**	**208799**
Total 25% & 7th part to pay			**45505**	**0**	**5907**	**39598**

Ch. No. 761435 dt- 10.09.2014 for Rs. 78791/- forwarded to Per. Dept. vide vide No. KTC/Accts)Ho/24-17/1053 dt 19.9.14.
Same amount i.e 2 & 3rd. instalment of VI th pay arrears. out of 6 nos. of balance outstanding. as already PLS is carried out. cheque is drawn for Gross amt. i.e. Net amt. Rs. 69600/- + P.F Rs. 9191/- = 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 clarification. 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 towads 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 ~~on~~ as mentioned ~~motioned~~ above may be confirmed from your end as per CRS being ~~forst~~ 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,
~~The Personnel Manager,~~ Gm
KTCl,H.O. Porvorim.

C.C. To:-
1. Office file.
2. Guard file.

C/117

Statement of Interest charged on HBA

F.Y.	Amt outstanding	Penal interest @ 2.5% Rs	No. of days	
Feb 2009	104391	200	28	
March 2009		222	31	March 09
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 upto July 14	104391	872	122	
	Total	~~13953~~ ~~11,364~~ 14344		

Outstanding Rs 101,391.
14344
Penal interest Rs ~~11364~~

Total Rs. ~~115,755~~ 115735-

C/116

No.KTC/ACCTS-H.O./2014-15/406
Kadamba Transport Corporation Ltd.,
Accounts dept., H.O. - Porvorim
Date: - 05.06.2014

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.	INCOME TAX	TOTAL. DEDUCTION	NET PAY
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

							DUES									DRAWN									
Period	Days	Pay Band	Grade Pay	Pay Band	Grade Pay	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.	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**		**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
1850 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**		**26847**	**329040**	**0**	**13164**	**342204**	**128771**	**64390**	**4.92**	**78652**	**271813**	**28978**	**1062**	**1062**	**12071**	**284946**	**57258**	**57227**	**6870**	**50388**

												Basic 15	DP 16	DA 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	24064	2456	90	90	1064	25218	4879	4875	585	4294
May-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
Jun-08	26	18103	4290	18103	4290	12%	2687	25080	0	1003	26083	9458	4729	47%	6668	20855	2128	78	78	922	21855	4228	4225	507	3721
Jun-08	4	3713	880	3713	880	12%	551	5144	0	206	5350	1940	970	47%	1368	4278	437	16	16	189	4483	867	866	104	763
Jul-08	31	28890	6600	28890	6600	16%	5678	41168	0	1647	42815	14550	7275	54%	11786	33611	3274	120	120	1480	35211	7604	7557	907	6697
Aug-08	31	28890	6600	28890	6600	16%	5678	41168	0	1647	42815	14550	7275	54%	11786	33611	3274	120	120	1480	35211	7604	7557	907	6697
Sep-08	25	28890	6600	24075	5500	16%	4732	34307	5915	1372	41594	12125	6063	54%	9822	28010	2728	120	100	1234	32072	9522	6297	756	8766
TOTAL		150262	34370	145447	33770		25528	204745	5915	8191	218851	74449	37226	3.5	56818	168493	16753	634	614	7433	179268	39583	36252	4351	35232
G.Total		750765	192230	735950	191130	0	62407	1039537	5915	41581	1087033	416270	208147	12.65	225665	850082	93673	3496	3476	37884	894170	192863	189455	22739	170124
																				25% paid	- 60134		- 6653		- 53481
																					- 25679		- 2760		- 22919
																					107050/-		13326/-		93724/-

To Ry

C/117

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 already paid to the following amount is recoverable and payable to Shri M. P. Kamat DyFC.

(1) Balance Amount payable as per vith pay arrears is 93724/- net after deduction of PF. amounts i.e. Rs 133261-

(2) Amount recoverable towards excess payment is given below.

(1) Gross Salary 152004=00
(2) PF employee share 15758=00
(3) ~~HBA~~ ~~6600=00~~
(4) HBA out. as per ledger 104391=00 - Ref. HBA LF NO. 19
Total Recovery Rs 272153=00

Submitted to higher authorities.

Accountant

Due payable on account of vith pay, net Arrears are Rs. 93724- and amount recoverable is Rs 272153- as stated above. The detail calculation sheets are enclosed

4/6/14

AFC

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 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~~ 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/- (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

No.KTC/PERS/6(566)/2014-15/1021(A),
Kadamba Transport Corporation Ltd.,
Paraiso-de-Goa,
Alto-Porvorim-Goa.
Dated:-30.06.2014.

3696
19/7/14

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.

KADAMBA TRANSPORT CORPORATION LIMITED

ALTO PORVORIM, BARDEZ - G0A

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
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							

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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.

Satarkar
16/05/2014
(Hitendra Satarkar)
Legal Assistant

Encl. as above

To,
PM

Please put up along with his personal file
16/5

P.O.
put up urgently.
16/5

LWO II
16/5
Chairs

C/108

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

Versus

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

C/107

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.

JUDGMENT (PER Z. A. HAQ) :

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

c/106

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

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.

c/104

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.

C/103

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 inquires 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

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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

c/101

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

c/100

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 Ca3es 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

c/99a

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

C/99

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*

C/98

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 peruseit 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*

C/97

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

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

C/95

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/94

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:.

"34 ....The 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

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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

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

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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.

C|90

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

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/-

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							
										2006		2007		2008			
					Pay in the Pay Band	Grade Pay	Revised Basic Pay			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	CRS - 26.09.08	

C/87

NO:KTC|PERS|121-A/93-94/1227
Kadamba Transport Corp.Ltd.,
Panaji-Goa.
Date : 5/10/1993

(731)

ORDER

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 1¼½% 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 2½% 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/-.

-.....2/-

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.

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 that 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/Bunglow 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.

...3/-

C/185

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 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
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							

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REGD A/D.

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 VI th 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)
Personnel Officer

(Encl: as above)

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

Cc,
1. P. A. to M. D. – for information
2. Dy.Financial Controller.
3. O/C.
4. Pers. 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)
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.

27/9

C/81

Regd A/D.

5563
28/10/11

KTC/PERS/(566)/2011-12/2385
KadambaTransport Corpn.Ltd.,
Paraiso-de-Goa,Porvorim,
Bardez-Goa.

Date: 24.10.2011

N O T E

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.
28/10 Acct
29.10.11. Bhow

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)
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.,

केवल अमुक्त स्थापनाओं के लिए
Only for Un-Exempted Establishments

स्थापना का नाम और पता
Name and address of the Estt.

M/s. KADAMBA TRANSPORT CORPORATION LTD.
Farai's De [illegible] Porvorim
Bardez - Goa - [illegible]

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)

Currency Period from 1st April, 20 11 to 31st March, 20 12 तक चालू अवधि
1 अप्रेल, 20 से 31 मार्च, 20

Sep' 11 के महीने के अंशदान का विवरण
Statement of contributions for the Month of 0 9 2 0 1 1

(Accounts branch - post [illegible])

स्थापना की स्थिति
Establishment Status

ग्रुप कोड
Group Code

कोड सं.
Code No. G O A 1 0 1 1 2

अंशदान की सांविधिक दर
Statutory rate of contribution

विवरण Particulars 1	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	नियोजक का भाग Employer's Share	कर्मचारी का भाग Workers Share	नियोजक का भाग Employer's Share			
क.भ.नि. लेखा सं. 01 E. P. F. A/c. No. 01	55442-00	6653	—	6653	—	610	610	
Pension Fund A/c. No. 10		NIL	—	NIL	—	NIL	NIL	
नि. स. बी. लेखा सं. 21 D. L. I. A/c. No. 21		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.वह 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 छोड देने वाले अंशदाताओं की सं. No. of Subscribers left service (vide Form 10)			
अंशदाताओं की कुल सं. (Nett) Total Number of Subscribers			

Dy. Financial Controller
Kadamba Transport Corporation Ltd.

Signature of the Employer
with office (Seal)
नियोक्ता के हसताक्षर
कार्यालय के हस्ताक्षर
कार्यालय की मोहर सहित

खाता संख्या 2, 10, 12 एवं 22 का संयुक्त चालान / COMBINED CHALLAN - A/C. NO. 1, 2, 10, 21 & 22

भारतीय स्टेट बैंक / STATE BANK OF INDIA

कर्मचारी भविष्य निधी संगठन

EMPLOYEES' PROVIDENT FUND ORGANISATION

~~तिसरी~~ ~~Triplicate~~ Duplicate

प्रत्येक माह के लिए अलग चालान का प्रयोग करें / (USE SEPERATE CHALLAN FOR EACH MONTH)

स्थापना कोड संख्या : महा./ ESTABLISHMENT CODE NO. : MH/ GOA-10112

लेखा ग्रुप संख्या ACCOUNT GROUP NO. .....

प्रदत्त चेक / नकद PAID BY CHEQUE / CASH .....

महिने के लिये देय DUES FOR THE MONTH OF : September 11 (Accumulation of - past arrears)

कर्मचारी का हिस्सा Employees Share — माह M M: 09; वर्ष Y Y Y Y: 2011

नियोक्ता का हिस्सा Employer Share — माह M M: 09; वर्ष Y Y Y Y:

भुगतान की तिथी DATE OF PAYMENT — दिन D D: 24; माह M M: 10; वर्ष Y Y Y Y: 2011

अंशदाताओं की कुल संख्या Total No. of Subscribers: 1

देय कुल मजदूरी Total Wages Due — खाता 1 / A/C. 1: 55442/-; खाता 10 / A/C. 10: -; खाता 21 / A/C. 21:

क्र. संख्या S. NO.	विवरण PARTICULARS	खाता 1 / A/C. 1	खाता 2 / A/C. 2	खाता 10 / A/C. 10	खाता 21 / A/C. 21	खाता 22 / A/C. 22	कुल / TOTAL
		रकम रु. / AMOUNT (In Rupees)					
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.	6653/-		-			6653/-
3.	प्रशासनिय प्रभार ADM. CHARGES		610/-			-	610/-
4.	निरीक्षण प्रभार INSP. CHARGES					31/-	31/-
5.	दण्डनीय क्षतिपूर्ती PENAL DAMAGES				-	-	-
6.	विविध भुगतान MISC. PAYMENT						-
	कूल /TOTAL	6653/-	610/-	-	-	31/-	7264/-

(अक्षरो मे रु. / Amount in words Seven thousand two hundred Sixty Six only. केवल / only)

स्थापना का नाम / NAME OF ESTABLISHMENT .....

पता / ADDRESS Kadamba Transport Corporation Ltd. Paraiso De Goa, Alto Porvorim Bardez - Goa - 403521

जमाकर्ता का नाम / NAME OF THE DEPOSITOR .....

जमाकर्ता के हस्ताक्षर / SIGNATURE OF THE DEPOSITOR .....

Dy. Financial Controller Kadamba Transport Corporation Ltd.

केवल बैंक के प्रयोग के लिए / (For Banks Use Only)

राशी रु. प्राप्त की / Amount Received Rs. .....

केवल चैक के लिए / For Cheques only .....

प्रस्तुति की तारीख / Date of Presentation .....

उगाही की तारीख / Date of Realisation .....

शाखा का नाम / Branch Name .....

शास्वा की संकेत संख्या / Branch Code No. .....

नियोक्ता द्वारा भरा जाए / (TO BE FILLED BY EMPLOYER)

बैंक का नाम/ NAME OF THE BANK SBI, Panaji चैक संख्या / CHEQUE NO. 588731 तिथी / DATE 20.10.11

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.53,581/- (53481/-) 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.

KADAMBA TRANSPORT CORPORATION LIMITED

Statement of Arrears of Pay and Allowances of **M.P.Karnat,OSD**, Code No 0007 for the period from 01.01.06 to ~~31.03.10~~ 26.1.2009

Scale of Pay as per V th Pay 10000 - 325 - 13500 As per VI th pay pay band 15600 -39100 + Grade Pay 6600

					DUES									DRAWN												
Period	Days	Days Ba	Pay Band	Grade Pay	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 CAL	M.ALL	Total (19+22+23)	Diff. (13-24)	Wages for P.F.	P.F.	Net Pay (26-27)	25% Net	25% P.F.
1	2	3	6	7	8	9	10	11	12	13	15	16	17	18	19	20	22	23	24	25	26	27	28		
Jan-06	31	31	25860	6600	0	0	32460	0	1298	33758	13900	6950	24%	5004	25854	3128	120	1164	27138	6620	6606	793	5827	1457	198
Feb-06	28	28	25860	6600	0	0	32460	0	1298	33758	13900	6950	24%	5004	25854	3128	120	1164	27138	6620	6606	793	5827	1457	198
Mar-06	31	31	25860	6600	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	1191	27770	5988	6001	720	5268	1317	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**
Apr-06	30	30	25860	6600	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	1191	27770	5988	6001	720	5268	1317	180
May-06	31	31	25860	6600	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	1191	27770	5988	6001	720	5268	1317	180
Jun-06	30	30	25860	6600	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	1191	27770	5988	6001	720	5268	1317	180
Jul-06	31	31	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803	1451	198
Aug-06	31	31	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803	1451	198
Sep-06	30	30	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803	1451	198
Oct-06	31	31	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803	1451	198
Nov-06	30	30	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803	1451	198
Dec-06	31	31	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803	1451	198
Jan-07	31	31	26840	6600	6%	2006	35446	0	1418	36864	14225	7113	35%	7468	28806	3201	120	1285	30211	6653	6640	797	5856	1464	199
Feb-07	28	28	26840	6600	6%	2006	35446	0	1418	36864	14225	7113	35%	7468	28806	3201	120	1285	30211	6653	6640	797	5856	1464	199
Mar-07	31	31	26840	6600	6%	2006	35446	0	1418	36864	14550	7275	35%	7639	29464	3274	120	1314	30898	5966	5982	718	5248	1312	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**
Apr-07	30	30	26840	6600	6%	2006	35446	0	1418	36864	14550	7275	35%	7639	29464	3274	120	1314	30898	5966	5982	718	5248	1312	180
May-07	31	31	26840	6600	6%	2006	35446	0	1418	36864	14550	7275	35%	7639	29464	3274	120	1314	30898	5966	5982	718	5248	1312	180
Jun-07	30	30	17894	4400	6%	1338	23632	0	945	24577	9700	4850	35%	5093	19643	2183	80	876	20599	3978	3989	479	3499	875	120
Jul-07	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
Aug-07	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
Sep-07	30	30	19031	4510	9%	2119	25660	0	1026	26686	9943	4972	41%	6115	21030	2237	82	934	22046	4640	4630	556	4084	1021	139
Oct-07	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
Nov-07	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
Dec-07	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
Jan-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
Feb-08	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
Mar-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
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**

			DUE									DRAWN													
																				Diff		PF.	Net	25% Area	25% PF.
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
Jun-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
Jul-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
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	7098	1647	49913	14550	7275	54%	11786	33611	3274	120	1480	38485	11428	7557	907	10521	2630	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% of net amount Rs 213908 = 53481- released vide Notf. No. 1575/22.10.2011
Cheque No. 716902/20.10.11. Corp. Bank

2) One Inst. of balance 75% amount
of Rs 2,13,908 i.e. Rs. $\frac{160431}{7}$ = 22919-
P.F. 75% of Rs 19320 i.e. Rs. $\frac{19320}{7}$ = 2760-

C/74

No.KTC/PERS/SPC/2011-12/2170.
Kadamba Transport Corporation Ltd,
Alto Porvorim, Bardez-Goa.

4616
26/9/11
at 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. Harmalkar)
PERSONNEL MANAGER

To,
The Dy. Financial Controller,
Kadamba Transport Corporation Ltd.,
Accounts Department, H.O.

For NA.

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	
										PB	GP	PB	GP	PB	GP	PB	GP
1	2	3	4	5	6	7	8	9	10	11		12		13		14	
4	9	MAHESH P KAMAT	DY.F.C.	13900	25860	6600	32460	MAR	JUL	26840	6600	27850	6600	28890	6600	29960	6600

26/9
P. M.

KADAMBA TRANSPORT CORPORATION LIMITED

Statement of Arrears of Pay and Allowances of **M.P.Karnat,OSD**, Code No 0007 for the period from 01.01.06 to 31.03.10

Scale of Pay as per V th Pay 10000 - 325 - 13500 — As per VI th pay pay band 15600 -39100 + Grade Pay 6600

				DUES										DRAWN								
Period	Days	Pay Band	Grade Pay	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+13)	HRA	CCA CAL	M.ALL	Total (19+22+23)	Diff. (13-24)	Wages for P.F.	P.F.	Net Pay (25-27)
1	3	6	7	8	9	10	11	12	13	15	16	17	18	19	20	22	23	24	25	26	27	28
Jan-06	31	25860	6600	0	0	32460	0	1298	33758	13900	6950	24%	5004	25854	3128	120	1164	27138	6620	6606	793	5827
Feb-06	28	25860	6600	0	0	32460	0	1298	33758	13900	6950	24%	5004	25854	3128	120	1164	27138	6620	6606	793	5827
Mar-06	31	25860	6600	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	1191	27770	5988	6001	720	5268
TOTAL		**77580**	**19800**	**0**	**0**	**97380**	**0**	**3894**	**101274**	**42025**	**21013**	**0.72**	**15129**	**78167**	**9457**	**360**	**3519**	**82046**	**19228**	**19213**	**2306**	**16922**
Apr-06	30	25860	6600	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	1191	27770	5988	6001	720	5268
May-06	31	25860	6600	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	1191	27770	5988	6001	720	5268
Jun-06	30	25860	6600	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	1191	27770	5988	6001	720	5268
Jul-06	31	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803
Aug-06	31	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803
Sep-06	30	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803
Oct-06	31	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803
Nov-06	30	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803
Dec-06	31	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803
Jan-07	31	26840	6600	6%	2006	35446	0	1418	36864	14225	7113	35%	7468	28806	3201	120	1285	30211	6653	6640	797	5856
Feb-07	28	26840	6600	6%	2006	35446	0	1418	36864	14225	7113	35%	7468	28806	3201	120	1285	30211	6653	6640	797	5856
Mar-07	31	26840	6600	6%	2006	35446	0	1418	36864	14225	7113	35%	7468	28806	3201	120	1285	30211	6653	6640	797	5856
TOTAL		**319140**	**79200**	**0.3**	**10032**	**408372**	**0**	**16332**	**424704**	**170700**	**85356**	**3.51**	**74895**	**330951**	**38412**	**1440**	**14832**	**347223**	**77481**	**77421**	**9291**	**68190**
Apr-07	30	26840	6600	6%	2006	35446	0	1418	36864	14550	7275	35%	7639	29464	3274	120	1314	30898	5966	5982	718	5248
May-07	31	26840	6600	6%	2006	35446	0	1418	36864	14550	7275	35%	7639	29464	3274	120	1314	30898	5966	5982	718	5248
Jun-07	30	17894	4400	6%	1338	23632	0	945	24577	9700	4850	35%	5093	19643	2183	80	876	20599	3978	3989	479	3499
Jul-07	31	13925	3300	9%	1550	18775	0	751	19526	7275	3638	41%	4474	15387	1637	60	683	16130	3396	3388	407	2989
Aug-07	31	13925	3300	9%	1550	18775	0	751	19526	7275	3638	41%	4474	15387	1637	60	683	16130	3396	3388	407	2989
Sep-07	30	19031	4510	9%	2119	25660	0	1026	26686	9943	4972	41%	6115	21030	2237	82	934	22046	4640	4630	556	4084
Oct-07	31	20888	4950	9%	2325	28163	0	1127	29290	10913	5457	41%	6712	23082	2456	90	1025	24197	5093	5081	610	4483
Nov-07	30	20888	4950	9%	2325	28163	0	1127	29290	10913	5457	41%	6712	23082	2456	90	1025	24197	5093	5081	610	4483
Dec-07	31	20888	4950	9%	2325	28163	0	1127	29290	10913	5457	41%	6712	23082	2456	90	1025	24197	5093	5081	610	4483
Jan-08	31	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	1064	25218	4879	4875	585	4294
Feb-08	29	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	1064	25218	4879	4875	585	4294
Mar-08	31	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	1064	25218	4879	4875	585	4294
TOTAL		**243783**	**58410**	**1.08**	**26847**	**329040**	**0**	**13164**	**342204**	**128771**	**64390**	**4.92**	**78652**	**271813**	**28978**	**1062**	**12071**	**284946**	**57258**	**57227**	**6870**	**50388**

Inward month

C/81

18103 4294

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	20888	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	20855	2128	90	923	21868	8226	8082	970	7256
Jun-08	4	3713	8800	12%	1502	14015	0	561	14576	1940	970	47%	1368	4278	437	16	189	4483	10093	9737	1168	8925
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	7098	1647	49913	14550	7275	54%	11786	33611	3274	120	1480	38485	11428	7557	907	10521
Oct-08	31	28890	6600	16%	5678	41168	7098	1647	49913	14550	7275	54%	11786	33611	3274	120	1480	38485	11428	7557	907	10521
Nov-08	30	28890	6600	16%	5678	41168	7098	1647	49913	14550	7275	54%	11786	33611	3274	120	1480	38485	11428	7557	907	10521
Dec-08	31	28890	6600	16%	5678	41168	7098	1647	49913	14550	7275	54%	11786	33611	3274	120	1480	38485	11428	7557	907	10521
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		263946	68785	1.66	51420	384151	34345	15369	433865	132727	66365		104025	303117	29867	1126	13362	333447	100418	81034	9725	90693
G.Total		904449	226195	3.04	88299	1218943	34345	48759	1302047	474223	237124		272701	984048	106714	3988	43784	1047662	254385	234895	28192	226193

KADAMBA 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~~ 26-01-2009

Scale of Pay as per V th Pay 10000 - 325 - 13500 As per VI th pay pay band 15600 -39100 + Grade Pay 6600

	DUES										DRAWN												
Period	Days	Pay Band	Grade Pay	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 CAL	M.ALL	Total (19+22+23)	Diff. (13-24)	Wages for P.F.	P.F.	Net Pay (25-27)
1	3	6	7	8	9	10	11	12	13	15	16	17	18	19	20	22	23	24	25	26	27	28
Jan-06	31	25860	6600	0	0	32460	0	1298	33758	13900	6950	24%	5004	25854	3128	120	1164	27138	6620	6606	793	5827
Feb-06	28	25860	6600	0	0	32460	0	1298	33758	13900	6950	24%	5004	25854	3128	120	1164	27138	6620	6606	793	5827
Mar-06	31	25860	6600	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	1191	27770	5988	6001	720	5268
TOTAL		**77580**	**19800**	**0**	**0**	**97380**	**0**	**3894**	**101274**	**42025**	**21013**	**0.72**	**15129**	**78167**	**9457**	**360**	**3519**	**82046**	**19228**	**19213**	**2306**	**16922**
Apr-06	30	25860	6600	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	1191	27770	5988	6001	720	5268
May-06	31	25860	6600	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	1191	27770	5988	6001	720	5268
Jun-06	30	25860	6600	0	0	32460	0	1298	33758	14225	7113	24%	5121	26459	3201	120	1191	27770	5988	6001	720	5268
Jul-06	31	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803
Aug-06	31	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803
Sep-06	30	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803
Oct-06	31	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803
Nov-06	30	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803
Dec-06	31	26840	6600	2%	669	34109	0	1364	35473	14225	7113	29%	6188	27526	3201	120	1234	28880	6593	6583	790	5803
Jan-07	31	26840	6600	6%	2006	35446	0	1418	36864	14225	7113	35%	7468	28806	3201	120	1285	30211	6653	6640	797	5856
Feb-07	28	26840	6600	6%	2006	35446	0	1418	36864	14225	7113	35%	7468	28806	3201	120	1285	30211	6653	6640	797	5856
Mar-07	31	26840	6600	6%	2006	35446	0	1418	36864	14550	7275	35%	7639	29464	3274	120	1314	30898	5966	5982	718	5248
TOTAL		**319140**	**79200**	**0.3**	**10032**	**408372**	**0**	**16332**	**424704**	**171025**	**85518**	**3.51**	**75066**	**331609**	**38485**	**1440**	**14861**	**347910**	**76794**	**76763**	**9212**	**67582**
Apr-07	30	26840	6600	6%	2006	35446	0	1418	36864	14550	7275	35%	7639	29464	3274	120	1314	30898	5966	5982	718	5248
May-07	31	26840	6600	6%	2006	35446	0	1418	36864	14550	7275	35%	7639	29464	3274	120	1314	30898	5966	5982	718	5248
Jun-07 *	30	17894	4400	6%	1338	23632	0	945	24577	9700	4850	35%	5093	19643	2183	80	876	20599	3978	3989	479	3499
Jul-07 u/s	31	13925	3300	9%	1550	18775	0	751	19526	7275	3638	41%	4474	15387	1637	60	683	16130	3396	3388	407	2989
Aug-07 u/s	31	13925	3300	9%	1550	18775	0	751	19526	7275	3638	41%	4474	15387	1637	60	683	16130	3396	3388	407	2989
Sep-07 u/s	30	19031	4510	9%	2119	25660	0	1026	26686	9943	4972	41%	6115	21030	2237	82	934	22046	4640	4630	556	4084
Oct-07 u/s	31	20888	4950	9%	2325	28163	0	1127	29290	10913	5457	41%	6712	23082	2456	90	1025	24197	5093	5081	610	4483
Nov-07 u/s	30	20888	4950	9%	2325	28163	0	1127	29290	10913	5457	41%	6712	23082	2456	90	1025	24197	5093	5081	610	4483
Dec-07 u/s	31	20888	4950	9%	2325	28163	0	1127	29290	10913	5457	41%	6712	23082	2456	90	1025	24197	5093	5081	610	4483
Jan-08 u/s	31	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	1064	25218	4879	4875	585	4294
Feb-08 u/s	29	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	1064	25218	4879	4875	585	4294
Mar-08 u/s	31	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	1064	25218	4879	4875	585	4294
TOTAL		**243783**	**58410**	**1.08**	**26847**	**329040**	**0**	**13164**	**342204**	**128771**	**64390**	**4.92**	**78652**	**271813**	**28978**	**1062**	**12071**	**284946**	**57258**	**57227**	**6870**	**50388**

June 2011 P.B. G.P
Day 10 8947 2200
20 8947 4400
u/s 7894 27850

Sept 2011 P.B G.P
Day 8 - 50 - 37713 880
22 - 75 - 15318 3630
30 19031 4510

* Regular + suspension
u/s under suspension
~~HRA not applicable~~
As per vilay HRA is applicable from 1/9/2008
Hence HRA not taken in total at 13224.
However reflected for the purpose to calculate M.A.

C169

PB. 27850.

		P.B	GP		DA	Total	HRA	MA	TOTAL	Basic	DA		DA	TOTAL	HRA	CCA	MA	Gross	Ded		PF	Net
Apr-08	4/5 30	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	1064	25218	4879	4875	585	4294
May-08	4/5 31	20888	4950	12%	3101	28939	0	1158	30097	10913	5457	47%	7694	24064	2456	90	1064	25218	4879	4875	585	4294
Jun-08	4/5 26	18103	4290	12%	2687	25080	0	1003	26083	9458	4729	47%	6668	20855	2128	78	922	21855	4228	4225	507	3721
Jun-08	4	3713	880	12%	551	5144	0	206	5350	1940	970	47%	1368	4278	437	16	189	4483	867	866	104	763
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	7098	1647	49913	14550	7275	54%	11786	33611	3274	120	1480	38485	11428	7557	907	10521
Oct-08	31	28890	6600	16%	5678	41168	7098	1647	49913	14550	7275	54%	11786	33611	3274	120	1480	38485	11428	7557	907	10521
Nov-08	30	28890	6600	16%	5678	41168	7098	1647	49913	14550	7275	54%	11786	33611	3274	120	1480	38485	11428	7557	907	10521
Dec-08	31	28890	6600	16%	5678	41168	7098	1647	49913	14550	7275	54%	11786	33611	3274	120	1480	38485	11428	7557	907	10521
Jan-09	26	24230	5535	22%	6548	36313	5953	1453	43719	12203	6102	54%	9885	28190	2746	120	1242	32298	11421	8123	975	10446
																101						
																1095						
TOTAL		**261162**	**60205**	**1.66**	**50056**	**371423**	**34345**	**14860**	**420628**	**132727**	**66365**		**104025**	**303117**	**29867**	**~~1414~~**	**13361**	**333434**	**87194**	**68306**	**8198**	**78996**
G.Total		**901665**	**217615**	**3.04**	**86935**	**1206215**	**34345**	**48250**	**1288810**	**474548**	**237286**		**272872**	**984706**	**106787**	**~~3976~~**	**43812**	**1048336**	**240474**	**221509**	**26586**	**~~213888~~**
																3957		1048316				213908

10466

C|68

DETAILS OF D.A.ARREARS TOWARDS NOTICE PAY FROM JULY 08TO 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

C|68

DETAILS OF D.A.ARREARS TOWARDS NOTICE PAY FROM JULY 08TO 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
				R|04-	+25		+0.25
					3944/-		7029=00

C/67

REGD. A/D.

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.

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

7/2 AAC
9/2/09 Bhem

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.

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**

C/64

KADAMBA TRANSPORT CORPORATION LTD
PARAISO DE GOA, ALTO PORVORIM BARDEZ - GOA - 403521
PAYMENT VOUCHER

NO : 000005659 DATE: 31/1/2009

PAID TO M/S : Mahesh P. Kamat

Cheque No : 0 Dated : 31/1/2009

Credited To: 28334 - CORPORATION BANK (O/D) PNJ Amount 25,468.00

SL#	A/c Code	Particulars	Ref#/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 Asst. Accountant Accountant A.F.C. Dy.F.C M.D

Receiver's Signature

Cancelled on 2/2/09

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.

8429
28/1/09

Date : 28.01.2009

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.

FOUNA
28/1 Acct
28/1
29/1/09

C/61

KADAMBA TRANSPORT CO. LTD.
Inward No. 7391
Date: 13/1/09
12.25 hrs.

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

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 7the 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,

As per KTC/Pers/566/08-09/1781 dt- 7.01.09

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 at 1700 hrs.

Accountant

The notice pay is released for the period till now as per receipt of OM/order from the respective dept or for the month of Dec.08 it is cleared for payment as stated above as per OM 153 dt. 5/1/09 received on 6/1/09 A.N.

M.D.

C/60

REGD. A/D.

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 31days as per the statement enclosed.

Kindly acknowledge the receipt.

(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.

9/1/09

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 .

		Dec-08
days		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.
6/1
6/1/09

Received on 6.1.09 16.30 hrs
P.V. no drawn on - 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.

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.

8/12
8/12/08

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/HO/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.

C/53

REGD. A/D.

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.

(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.

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

J.V.

C/49

6263
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 Personnel Manager,
KTCL, Porvorim

Copy to : A.F.C.

For NA.
4/11/08

C/h7

26.9.08 to
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.

5512
8/10/08

Date: 7.10.2008

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.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.

(T.K. Pawase 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.

8/10 - for Sept 08 month salary

8/10/08

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/44

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.

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.

9/6/9

C/43

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/h2

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/41

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.

		Jul-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

J.V.

C/ho

REGD. A/D.

No.KTC/PERS/(566)/2008-09/906
Kadamba Transport Corpn.Ltd.,
Paraiso-De-Goa, Porvorim,
Bardez-Goa.

3984
8/8/08

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.

(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.

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.

C/38

REGD. A/D.

3155
7/7/08

No.KTC/PERS/(566)/2008-09/ 694
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.

(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.

C137

NO:KTC/ACCTS/HO/2007-08/630
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 136

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/1-2/2008-09/020 DT.20.06.2008.

		Jun-08
days		4
Basic	14550/- per month	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

C135

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

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 aforsaid.

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.,

Date of issue of this notice copy is required in order to calculate notice pay in view of 'x' on Page 2

23/6/08

May pl. provide

Copy of acknowledgement card is attached herewith.

H/2

AFC We may take date 26.6.2008 A.N. as the the date of service of this notice as per the remark of FA to MD on overleaf. Take necessary action to draw notice pay w.e.f. 27.6.08.

27/6 A/C

27/6

20/6/08
Sharma

C/32

KTC/ADMN/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 24/06 चे/का/ of

* विम्याची रक्कम रूपयामध्ये/बीमे का मूल्य रूपयों में /Insured for Rupees

* स्वीकारणारा/ पाने वाला /Addressed to Shri M. P. Kamat, Dy. F.C., Flat No. 2, F-2, On 'Shivneri' Comba Margao-Goa.

ला/को

आवश्यक नसेल ते खोडावे
जो आवश्यक न हो उसे काट दें।
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

पाठविणाऱ्याच्या टपाल कार्यालयाच्या नावाचा छाप
प्रेषक डाकघर की नाम-मोहर
Name Stamp of Office of Posting

PSK/LP/04/Able/06-07/07/02/07-Prakash

FROM :-

डाक सेवार्थ,
On Postal Service

Legal Section
KTCL, Paraiso-de-Goa,
Alto-Porvorim - Goa.

पिन /PIN

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

C/31

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 130

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 aforsaid.

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.,

9/2/6 Acct

Date of issue of this notice copy is required in order to calculate notice pay in view of 'x' on Page 2

23/6/08

AFC

Anexture-A

Difference towards subsistance allowance in resp. of Shri. M.P.Kamat,Dy. F.C.(Costing & Budget) as per ORDER No:KTC/ADMN/1-2/2007-08/79 dt.27.11.2007.

	ACTUAL TO PAY					PAID as NOTICE PAY				
	Jul-07	Aug-07	Sep-07	Sep-07	Total	Jul-07	Aug-07	Sep-07	Total	Diff. to recover
days	13	31	8 d.50%	22 d.75%		13	31	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.	686.48	1636.88	436.50	1800.56	4560.42	1372.95	3273.75	3273.75	7920.45	3360.03
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	136.30	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	7588.01	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	1650.00		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	2682.00	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. Checked By. ACCOUNTANT Asstt. Financial Controller

C/29

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 Retiurement 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.

1/12/07
17-20 hrs

C.C.To:-
1. The Managing Director, for favour of information.
2. O/C,
3. G.F.,

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.F.C. (Cost & Budg)
P. F. No. 101129 00042
ESI No.
Month OCT-10
Attdn. (days) 31

Basic 4550	10912	50
D. A.	5456	25
D.A. 41%	6711	19
Sub-total	23079	94
H. R. A.	2455	31
C. C. A.	90	00
~~M~~ Allow	1025	00
~~Sp. Allow~~ P.Pay	325	00
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 Pay Recovered.	22555	00
3		
4 P. ded.		
T. Ded.	-0	25
P. add.		
Net Sal.	NIL	–

Signature

C126

Anexture-A

Difference towards subsistance allowance in resp. of Shri. M.P.Kamat.Dy. F.C.(Costing & Budget) as per ORDER No:KTC/ADMN/1-2/2007-08/79 dt.27.11.2007.

	ACTUAL TO PAY					PAID as NOTICE PAY				
	Jul-07	Aug-07	Sep-07	Sep-07	Total	Jul-07	Aug-07	Sep-07	Total	Diff. to recover
days	13	31	8 d.50%	22 d.75%		13	31	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	41% 4474.13	1193.10	4921.54	12465.14	3204.00	35% 7639.00	7639.00	18482.00	6016.86
H.R.A.	686.48	1636.88	436.50	1800.56	4560.42	1372.95	3273.75	3273.75	7920.45	3360.03
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
Fer.Pay	136.30	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	7588.01	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	1650.00		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	2682.00	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.

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.

5441
29/11/07

Date: 27.11.2007

ORDER

Read: 1. KTC/ADMN/1-1/2007-2008/24 dated 08.06.2007.
2. KTC/ADMN/1-2/2007-2008/77dated 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.
29/11

C/24

MOST URGENT

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 subsistance 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.
28/11
23/11/07
Bhanu

C122

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 TRANSPORTATION LTD.
Inward No. 5441
Date: 12/11/07

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

P.T.O

C.R.S file is put up herewith

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 pls of CRS file submitted herewith.

14/11/07

AFC 14/11/07

M.D.

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/ADMN/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**

c/20.

C/19

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.

11/10 A/C

10/10/10

11/10/07

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.

C/17

Registered A./D

KTC/ADMN/1- /2007-2008/ 1356
Kadamba Transport Corporation Limited,
Paraiso-de-Goa., Porvorim, Bardez – Goa.,
Date:-7th September,2007

3413
10/9/07

NOTE

In Complience 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.,

10/9 Actt

C/16

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 Complience 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 A.A.O
20/8/07

Bhanu

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 subsistance 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 incubment 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.,
PPorvorim.

o/c
g/f
AFC/AI

C111

From:

Mahesh P. Kamat
2 F2 Shivney Co. op. Society
Comba - Margao. Goa.

Dated: 9.08.07.

KADAMBA TRANSPORTATION LTD.
Inward No. 3345
Date: 9/8/07

3037
10/8/07

NOTE

Sub: Non-payment of Subsistence Allowance.

While salary is paid to all KTCL employees for the month 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 deliberate to harass me and in complete violation of orders date 8.7.2007 and 19.7.2007.

(M. P. Kamat)

To
The Managing Director, KTCL,
Paraiso d' Goa.
Alto - Betim - Porvorim.

APC/PM M. See 10/8/07

P.T.O 10/8 Acct 10/8 14/8/07 see my referred this to Personnel Manager 14/8/07

Accounts

Shanu

Subsistence allowance for the period ~~of~~ ~~from~~ month of July'07 52% was drawn for full month, ~~but~~ However same was cancelled & ~~sa~~ manual pay bill for subsistence allowance was drawn for the period from 1.7.07 to 18.7.07. (18 days) and amount payable Rs. 7940/- was credited in Indusind Bank, Panaji vide ch. no. 833032 dt- 10.8.07. & notice pay Rs. 12955/- for ~~18~~ ~~days~~ 13 days as per order No. KTCL/ADMN/1-2/07-08/43 dt- 19.7.07 ~~draw~~ was forwarded to Personnel Dept. vide note No. KTCL/Pers/1-10/07-08/917 dt- 10.8.07. (Ch. No. 833033 dt- 10.8.07.)

14/8/07

~~Asstt Acct.~~ forwarded 14/8/07

~~Accountant~~ 16/8/07

~~DFC~~ 16/8/07

GM.

C/10

No.KTC/ACCTS/(HO)/2007-08/927
Kadamba Transport Corpn. Ltd.,
Porvorim-Goa.

Dated: 17.8.2007

N O T E

Ref: Note/KTC/PERS/KM-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.

OC

17/08/07

17/8/07

C/9

MOST URGENT

KTC/PERS/141-A/2007-2008/ 1052
Kadamba Transport Corporation Limited,
Paraiso-de-Goa., Porvorim, Bardez – Goa.,
Date:- 14/8/2007.

3103
14/8/07
12-50 hrs.

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.

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

Encl: As Above.

To,
The Assistant Financial Controller,
Kadamba Transport Corporation Limited,
Paraiso-de-Goa., Alto-Porvorim,

We may return the cheque duly explaining the matter.
16/8

Copy to:-
1. The P. A. to Managing Director for information.
2. Pers. File.,
3. O/C.,

C18

MOST URGENT

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 & forward original copy to PM for n.a at his end. Explaining the position of payment of Subsistence allowance already released by us.

16/8

C17

From:

Mahesh P. Kamat
2 F2 Shivneri Co. op. Socie
Comba - Margao. Goa.

KADAMBA TRANSPORTATION LTD.
Inward No. 3345
Date: 9/8/07

3037
10/8/07

Dated: 9.08.07.

2748
14/08/07

NOTE

Sub: Non-payment of Subsistence Allowance.

While salary is paid to all KTCL employees for the month 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.

(M. P. Kamat)

To
The Managing Director, KTCL,
Paraiso D' Goa.
Alto - Betim - Porvorim.

APC/PM
M. See
10/8/07

10/8 Acct

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.

(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.

YDG/bf

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 juxta-position 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

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].*

C13

2604
23/7/07

REGISTERED A/D

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 substential 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 substential 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 aforsaid.

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.
9/23/7 A.C.A
Bhanu
24/7/12

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 exereise 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 contempleted against him.

During the period of suspension, Shri Mahesh P. Kamat, Dy. Financial Controller (Costing & Budget) will be entitled for subsistance 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.,,

C.C to The Hon'ble Chairman for information.
For NA.
11/6 AIAS
12/6/07 Bhaw

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.,