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# Applicability of gratuity agreement - transfer group co.

2 years ago 1 Replies

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Atul Jauhari

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Person "A" was recruited by the Company "X" which has a specific agreement for the payment of Gratuity. Subsequently he was transferred to another Group Company "Y" which did not have any specific Gratuity agreement. During transfer, his continuity of service was maintained w.r.t. reckoning period for Gratuity entitlement. He completed 15 years of services in the company and the same is not disputed by the company.

1. Whether the employee is entitled for the Gratuity as per the specific gratuity agreement of company "X" or he is entitled for normal gratuity as per Gratuity Act 1972.
2. What are the legal provisions.

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about a year ago



As per Gratuity Act or as per company rules if it is advantageous.

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