

# JCM

**STAFF SIDE OF NATIONAL COUNCIL – JCM**

*for*

**CENTRAL GOVERNMENT EMPLOYEES**

**MEMORANDUM**

Submitted to

<sup>th</sup>  
**8** Central Pay  
Commission

On Common Service Matters of  
**Central Government Employees**  
&  
**Existing Pensioners Demands**

**14<sup>th</sup> of April, 2026**

## 9. Retirement Benefits

- . **Death-cum-Retirement Gratuity (DCRG) under OPS/NPS/UPS**
- . **OROP**
- . **Leave Salary/Encashment**
- . **Pension Commutation**
- . **Any other**

Concerns / views related to Retirement Benefits

Response related to Retirement Benefits

# PROPOSALS FOR 8TH CENTRAL PAY COMMISSION (CPC): RETIREMENT BENEFITS & WELFARE



[www.staffnews.in](http://www.staffnews.in)  
Web Diary for Central Govt Employees, Defence Personnel, Railway Employees, Pensioner, Ex-servicemen etc.

**DCRG PROPOSALS**  
CALCULATION ON 25 EFFECTIVE WORKING DAYS  
REMOVE CEILING ON SERVICE YEARS  
MONETARY CEILING UP TO ₹75 LAKHS  
INCLUDE NPS/UPS EMPLOYEES

**ONE RANK ONE PENSION (OROP)**

EXTEND OROP PRINCIPLES TO CIVIL PENSIONERS  
ENSURE PENSION PARITY FOR SAME RANK & SERVICE  
SAME FITMENT FACTOR

**LEAVE ENCASHMENT**

600 DAYS EARNED LEAVE ENCASHMENT  
FULL HPL REIMBURSEMENT

## AGE-BASED ADDITIONAL PENSION

AGE	PROPOSED PENSION
65 Yrs	70% LPD
70 Yrs	75% LPD
75 Yrs	80% LPD
80 Yrs	85% LPD
85 Yrs	90% LPD
90 Yrs	100% LPD

**RESTORATION OF COMMUTATION**

RESTORE FULL PENSION AFTER 11 YEARS (Currently 15 years)  
RECOVERY COMPLETE BY ~10 YEARS

## WELFARE MEASURES

HOUSE RENT ALLOWANCE (HRA)  
 LTC FACILITIES  
 CARE TAKER ALLOWANCE FOR CHRONIC CONDITIONS  
 RAILWAY CONCESSIONS RESTORED  
 INCOME TAX EXEMPTION FOR PENSION  
 ELDERLY FRIENDLY HOLIDAY HOMES

**OPS PENSION REVISION**

FIX AT 67% OF LAST PAY DRAWN (instead of 50%)  
FAMILY PENSION 50% (instead of 30%)  
PERIOD UP TO 70 YRS

## RETURN TO OPS

NPS & UPS OPS  
WITHDRAW NPS & UPS  
RESTORE DEFINED & NON-CONTRIBUTORY OPS FOR ALL

By  
**National Council (Staff Side)**  
*Joint Council Machinery*  
*Central Government Employees*

## **Retirement Benefits**

Q 9 What concerns / views do you face related to Retirement Benefits?

Select those which are applicable

Death Cum Retirement Gratuity (DCRG) under OPS / NPS / UPS

OROP

Leave Salary / Encashment

Pension Commutation

Any other.

**(1376 WORDS & 8256 CHARACTERS)**

### **Death Cum Retirement Gratuity (DCRG) under OPS / NPS / UPS :-**

DCRG is currently calculated at  $\frac{1}{4}$  of the Basic Pay + DA for each completed 6-month period of qualifying service, subject to a maximum of 16.5 times the emoluments and a monetary ceiling of Rupees 25 Lakhs. This benefit is admissible to Government Employees who retired after completing 5 years of Qualifying service. In cases where a Government Employee dies while in service, the Family is granted Gratuity at prescribed rates. We propose that Gratuity should be calculated on the basis of 25 effective working days instead of 30 days in a month, so that Government Employees are not placed at a disadvantage position compared to employees covered under the Payment of Gratuity Act. Further, the existing ceiling of 16.5 times the emoluments should be removed. This effectively reduces Gratuity for employees who have served beyond 33 years. We further propose that the 8<sup>th</sup> CPC may recommend to calculate Gratuity at half a month Basic Pay + DA for each completed 6 months period of qualifying service. Considering rising salaries and inflation the maximum gratuity ceiling should be enhanced from Rupees 25 Lakhs to 75 Lakhs. All these revised benefits should be extended to employees covered under NPS & UPS schemes ensuring equitable retirement benefits across all categories of Central Government Employees.

### **OROP :- Extension of OROP principles to civil pensioners.**

The Government of India has implemented the One Rank One Pension (OROP) scheme for Armed Forces personnel to remove disparities whereby individuals of the same rank and length of service were receiving different pensions due to retirement at different points in time. This principle ensures that persons of equivalent rank and status receive comparable pensions, irrespective of their date of retirement.

Similarly, there already exists complete parity in pension among constitutional authorities such as Judges of the Supreme Court, High Courts, and the Comptroller and Auditor General of India, regardless of their retirement date.

For Civilian Employees, the Vth Central Pay Commission had recommended parity between past and future pensioners. However, disparities have re-emerged.

We therefore request the 8<sup>th</sup> Central Pay Commission to disregard the restrictive provisions introduced through the Validation of the Central Civil Services (Pension) Rules 20245 and reaffirm the principle that all pensioners constitute a single homogeneous class. Accordingly, the OROP principle should be extended to Central Civil Pensioners, ensuring parity in Pension without artificial cut off dates base on retirement. The fitment factor for revision of Pension should be at par with the same recommended for employees.

#### **Leave Salary / Encashment :-**

We have already proposed 600 days EL Encashment and also full reimbursement of available HPL of the employees while on Superannuation / Retirement etc.,. The 8<sup>th</sup> CPC may kindly recommend for the same.

#### **Pension Commutation :-**

#### **Restoration of Commutation of Pension after 11 years – Request for Review of Rule 10 A of CCS (Commutation of Pension) Rules,1981.**

In accordance with Rule 10 A of the CCS (Commutation of Pension) Rules 1981 Restoration of Commutation Pension is after 15 years. These Rules were framed nearly 39 years ago based on the Financial & Actuarial Parameters prevailing at that time. However, lot of changes have taken place in this 39 years which includes interest rates, life expectancy, mortality rates, death rates, and actuarial risk factors which necessitate a fresh values of the restoration period. The following illustration will give a clear picture.

#### **Recovery of Commuted Value :-**

Illustratively for a pensioner aged 61 years (Next Birthday)

#	Commutation Factor	:	8.194
#	Amount Commuted	:	Rs.100
#	Commuted Value Received	:	Rs.9833
#	Amount Recovered in 10 years	:	Rs.12,000
#	Amount recovered in 15 years	:	Rs.18,000

Thus, the entire commuted value is recovered within about 10 years and recovery beyond this period results in excess recovery from pensioners. Therefore, restoration of commuted pension after 11 years would be reasonable. Although Commutation is optional, Government as a Model Employer considers this matter from a welfare perspective of the senior citizen who have served the nation and the people rather than a revenue perspective. Many experts body have also recommended for restoration of commuted pension in a shorter period. Many State Government have also reduced the period varying from 12 to 13 years. 5<sup>th</sup> CPC recommend for 12 years restoration. 2<sup>nd</sup> National Judicial Commission recommended for 12 Years restoration. Therefore, we

propose to the 8<sup>th</sup> CPC to recommend for restoration of Pension after 11 years or at the age of 71 years whichever is earlier. It is also to be mentioned here that this issue is pending in the Standing Committee of National Council – JCM, where in the official side has agreed to consider this issue but unfortunately not yet resolved. Extract from Kerala State Government Service Rules part III is enclosed as Annexure – II where in commuted pension is restored after 12 years. The Gujarat Government order dated 12/10/2022 is enclosed as Annexure – III where in commuted pension is restored after 13 years.

### **Revision of Pension / Family Pension :-**

For a decent and dignified life after retirement to support a minimum two member family units full pension should be fixed at 67% of the Last Pay Drawn (LPD) or the Average of the last 10 months emoluments which is more beneficial instead of the present 50%. Accordingly, the Family Pension should be 50% instead of the existing 30%. Period of enhanced family pension may be extended up to 70 years. Parliamentary Standing Committee has recommended Additional Pension of 5% every five years after superannuation. We propose the following for the consideration of the 8<sup>th</sup> CPC.

Proposed Age-Based Pension Structure:

<b><u>Age</u></b>	<b><u>Proposed Pension</u></b>
65 Years	70% of Last Pay Drawn (LPD)
70 Years	75% of LPD
75 Years	80% of LPD
80 Years	85% of LPD
85 Years	90% of LPD
90 Years	100% of LPD

Various Supreme Court Judgments especially that of the historical "Nakara Judgment" dated 17/12/1982 that pension is not a bounty or Ex-Gratia but a right and deferred wage and prohibited discrimination amongst pensioners. Excluding the existing pensioners entirely from the Terms of reference of 8<sup>th</sup> CPC is in sharp contrast to the previous CPC's and Supreme Court Judgment. Recently the Hon'ble Supreme Court has ruled that pensioners cannot be discriminated when compared to serving employees on benefits like DA / DR etc and such discrimination will amount to violation of Article 14 of the Constitution of India. Therefore the recommendations of the 8<sup>th</sup> CPC with regard to all pensionary matters should be equally applicable to the pensioners who retired prior to 01/01/2026 and also to the existing family pensioners.

### **Additional facilities as a welfare measure to be provided to the Pensioners.**

- 1) Considering the escalating House Rent in all the cities and towns and even in rural areas, Pensioners may be given House Rent Allowance. The requirement of housing do not get vanished after retirement.
- 2) Pensioners may also be extended the benefit of LTC.
- 3) With increasing age many Pensioners suffer from chronic and debilitating conditions such as Alzheimer's disease, Dementia, Paralysis, Severe post-surgical disabilities etc. which requires a home nurse / care taker. We propose that the 8<sup>th</sup> CPC may recommend for Care Taker Allowance based on medical necessity.
- 4) Pension / Family Pension should be exempted from Income Tax.
- 5) Railway Concessions for Senior Citizens may be restored.
- 6) Government may establish elder friendly holiday homes / hostels across the country.
- 7) Physically Disabled Pensioners / Family Pensioners may be provided physical Assistance and the inevitable mobility cost as special allowance to visit hospitals, diagnostic centers may be recommended

**Withdrawal of Contributory National Pension System (NPS) and Unified Pension Scheme (UPS) and restoration of Defined and Non-Contributory Pension Scheme.**

The Government decision to replace the Defined and Non-Contributory Pension Scheme by NPS to those employees who joined Central Government service on or after 01.01.2004 is not only going backwards but an illegal step in the light of the Supreme Court ruling that the Pension is as good as right to property and is enforceable. The NPS has already made social security in old age uncertain and dependent on Market forces. The scheme has been compulsorily imposed on a section of the Central Government Employees and it is discriminatory. The subsequent UPS introduced by the Government wef.01.04.2025 was also rejected by the Central Government Employees. Out of more than 26 Lakhs NPS employees only 1.22 Lakhs (around 4.5%) migrated to UPS. Therefore, there is no justification in continuing with NPS / UPS and we propose that NPS / UPS may not be made applicable to the Central Government Employees and all those who have been covered under NPS / UPS may be reverted back to Defined and Non – Contributory Statutory Pension Scheme (OPS) under the CCS Pension Rules 1972 (now 2021).

**Kerala Service Rules Part III**  
**(Pension Rules)**  
**Upto February 2011**

## **I. Introduction**

The Supreme Court in SLP (C) No. 9425/1984, held that Pension is a valuable right of an officer in recognition of the satisfactory discharge of duties and responsibilities while in service.

As per Rule 12(24) of KSRs Part -I, Pension includes Monthly Pension, Gratuity, and Death-cum-Retirement Gratuity.

Future good conduct is an implied condition for every grant of a pension. R 2 (A) & 90 (12) Part III.

No Pension or Gratuity or DCR Gratuity will be paid in the case of resignation, dismissal or removal from service. R 29 (a) & (b) P-III

The present Pension Rules (Simplified Pension Rules) were introduced with effect from 14/11/1966.

## **II Classification of Pension. R.32 PIII**

Pensions are classified into four as shown below.

- (a) Compensation Pension
- (b) Invalid Pension
- (c) Superannuation Pension
- (d) Retiring Pension

### **Compensation Pension. R 33 to 41 P.III**

When a permanent post is abolished, the person selected to be discharged will be given two options; either to accept another employment in Government service or to leave the service accepting pension benefits based on qualifying service so far earned by the individual. The pension granted as opted by the person, is called compensation pension.

### **Invalid Pension. R. 42 to 54 P III**

When the Pension Sanctioning Authority has reasons to believe that an employee is suffering from a contagious disease or physical or mental disability or infirmity, which adversely affect the duties assigned to the person, he may be retired from service on invalid pension. The Medical Examination can be conducted on the application of the employee, also. The person will be invalidated from service from the date as specified in the Medical Certificate, and pension is granted accordingly. A weight age towards qualifying service upto 5 years is allowed, and the total Q.S thus arrived at, should not be beyond the date of superannuation and should not be more than 30 years.

Note: No Medical Certificate is necessary for the last grade employees in the Forest Department, who have completed 55 years of age.

### **Superannuation Pension. R.60 PI & R 55 PIII**

This is the pension on the compulsory retirement from service at a particular age. Every retirement will take effect on the afternoon of the last day of the month in which the date of birth of the officer comes off. If the date of birth is on the first day of the month, the retirement will be on the afternoon of the previous day. In the case of date of birth on a day other than the first day of the month, the retirement will be on the afternoon of the last day of that month.

Government vide their order in G.O (P)No.154/09/Fin dated 24.04.2009, have unified the date of superannuation of all Government employees and teachers as March 31<sup>st</sup>, i.e if the date of birth comes off on the April 1<sup>st</sup> the retirement will take effect on the AN of the previous day, and whose date of birth comes off after April 1<sup>st</sup>, will continue in service till the last day of the ensuing March and will retire on the afternoon of that day.

This extended period of service will be reckoned for all service benefits such as Pay, DA, increment, higher grade, promotion, earning of leave and pensionary benefits.

### **Retiring Pension 56 P III**

An employee who has completed 20 years of Q.S. is eligible to retire voluntarily from service. The person concerned must give notice at least three months before the date on which he desires to retire. The 'three months notice' is relaxed in deserving cases. A weightage up to 5 years is allowed towards Q.S.; and the Q.S. after adding weightage shall not be more than 33 years and that should not go beyond the original date of superannuation. When permission to retire from service is issued, it will become effective and accordingly the person will be relieved from the post, he is holding. Permission to retire voluntarily from service will be issued only after the service of the person is got verified by the Accountant General. A Govt. employee who is on LWA under R. 88 or Appendix 12 A or 12 C is also eligible to retire on retiring pension. For details see G.O (P)62/2010/Fin. dated 10.2.2010. This rule has effect to from 9.3.2010.

## **III Calculation of Pension**

There will be six parts in a pension case of ordinary nature. They are summarized here under.

### **1. Qualifying Service: R 12(30) PI & R 9 to 31 & 57 PIII**

This is the service that qualifies for the grant of pension. This is calculated as follows:

- Calculate length of service from the date of first entry in Government regular service till the date of ending of service, both days inclusive.
- Then deduct Non-qualifying Service, if any, of the following:
  - (a) Service below the age of 18 years. (boy's service)
  - (b) Period of suspension not treated as duty or leave other than LWA
  - (c) Period of strike or break which is ordered not to be counted for pension.
  - (d) In the case of invalid pension, period spent beyond the date of invalidation specified in the MC, unless otherwise ordered by Government.
  - (e) LWA granted under Appendices XI A, XI B & XI C, LWA under R 88 or 91 for higher studies, and LWA without MC. [See circular No. 72 / 2005/Fin dated 30/12/2005.
  - (f) Service after superannuation

- (g) Service prior to resignation (except for taking up other employment under Government), removal or dismissal from service.
- (h) Contract service and service paid from Local Fund if not ordered otherwise.
- (i) Service for which other pension is admissible.
- (j) Foreign service, if pension contribution is not paid or not exempted.
- (k) From 16.12.2009 period of thrown out from service for want of vacancy, if not regularised.

• Add additional or special service, if any, of the following.

- (a) military service: service in the Armed Forces of India from 01/04/1946, whether pensionable or non-pensionable will be reckoned for civil pension on or after 14/11/1966, provided any bonus or gratuity received from Defence Department is refunded.

War/military service followed by Civil Service, with or without interruption, will be reckoned towards Q.S provided pensionary benefit received from the Defence Department is refunded. R 8(b).

- (b) Full time work establishment service/Full time contingent Service followed by regular service, provided CPF, if any, received is refunded to Government. R 13&14 A.
- (c) Apprentice service as Engineer Apprenticeship in the PWD and as Apprentice Compositors in the Government Press. R.15.
- (d) Bar Service up to 10 years after the age of 25, provided service certificate from Presiding Court is produced. R. 25 (a)
- (e) 50 % of part time teachers if absorbed into full time. This has effect from 27/05/1994. (G.O.(Ms) 5/ 95/ G.Edn dated 15/03/1995.  
From 1/07/1988, part time Teachers who retire from service, will be granted pension a admissible to part time contingent employees. Gratuity is also granted under such provisions.
- (f) Aided School Service followed by Government Service, provided Manager's portion of EPPF, if any, with interest is refunded. G.D. 7 to R 14 E
- (g) Central Government Service /Service in the Autonomous bodies followed by State Government Service will be counted, subject to some conditions. (See note 2 to R 11 and G.O. (p) 651/03/Fin dated 6/12/2003).
- (h) Edavagai/District Board Service followed by Government Service. R 14 C & D
- (i) Provisional Service up to 30/09/1994, which qualifies for the grant of increment, will be counted. But, that service from 1/10/1994, will not be reckoned. GO(P) 2357/99/Fin Dated 25/11/1999.
- (j) Past Service of Government employees/teachers in Panchayaths/ Municipal Common Service/Universities etc. and vice versa will be reckoned under certain conditions. (GO(p) 228/01/Fin dated 2/02/21 and GO (P) 193/04/Fin dated 20/04/2004.

**Rounding of qualifying Service. R 57 P III**

- |  |            |
|--|------------|
| (a) Q.S. required for minimum pension                                      | : 10 years |
| (b) Q.S. required for minimum Pension in the case of handicapped personnel | : 3 years  |
| (c) Q.S. for full (maximum) Pension  | : 30 years |
| (d) Q.S. for minimum DCRG  | : 5 years  |
| (e) Q.S. for maximum DCRG  | : 33 years |

For the minimum and maximum benefits shown above, a condonation upto 364 days is allowed towards Q.S., ie, 9 years and one day will be reckoned as 10 years, 2 years and 1

day as 3 years in the case of handicapped, 29 years and 1 day as 30 years, 4 years and 1 day as 5 years, and 32 years and 1 day as 33 years.

In other cases, 6 months and above will be reckoned as one year, and fraction below 6 months will be ignored.

Thus calculation of Q.S. will be as follows:

- Date following the date of retirement or death minus (in the order of year, month, days)
- Date of first entry in Government regular service.
- The result will be total length of service.
- Then deduct Non-qualifying service, if any.
- Add special/additional service, if any.
- Net result will be qualifying Service, and that Q.S. is rounded as explained above.

### **2. Average Emoluments. R 12(23) PI & R 63 P (III)**

This is the average of ten months' duty pay (emoluments) immediately before retirement. (Emoluments include:(i) substantive pay, (ii) officiating pay, (iii) personal pay, (iv) dearness pay and (v) special pay in lieu of higher scale of pay, alone).

If there is any Non-qualifying period during the 10 months of Average Emoluments, an equal period will be taken before that period of 10 months. But, period of leave, except LWA without MC if any, during such 10 months, will be treated as period as if on duty.

### **3. Monthly Pension. R 64 P(III)**

- (a) For 30 years of QS (Full Pension): 50% of AE (maximum pension = 50% of Rs.59,840 = Rs.29,920/-
- (b) For Q.S. of 10 years (3 years for handicapped) and above up to 29 years: 50% of AE÷ 30 XQS (minimum pension from 1-07-2009 Rs.4500)

### **4. Death-cum-Retirement Gratuity 68 P III**

This is lump sum payable to the Government Officer on his retirement or to his family on his death.

- (a) The amount of DCRG is equal to half of the emoluments last drawn by the officer X No of years of Q.S. (maximum 16 ½ times emoluments last drawn or Rs. 7,00,000 whichever is less.) w.e.f. 1-07-2009.  
Note: Emoluments = Pay + DA. DCRG is in addition to service gratuity or monthly pension.
- (b)
  - (i) In the case of death while in service or for invalid person with a Q.S. below 24 years =12 times emoluments last drawn.
  - (ii) If death occurs in the first year of service (2 months emoluments last drawn)
  - (iii) If death occurs after first year, but before 5 years of service (6 times emoluments last drawn)

**5. Family Pension :** From 1-7-2009, family pension will be @ 30% of the pay last drawn by the officer subject to a minimum of Rs.4500 and maximum of Rs.17,960.

### **6. Higher rate of Family Pension. R.90 (4A) P III**

- (i) Higher rate of family pension at half of the pay last drawn or twice the amount of Family Pension admissible, whichever is less, will be paid to the family of a Government servant who dies while in service with not less than 7 years' qualifying service, for a maximum period of seven years or till the age of 62 in the case of superannuation at 55

- years of age from the date following the date of death. (67 years of age in the case of superannuation at 60 years of age) whichever is earlier, and thereafter at normal rate.
- (ii) In the case of death after retirement, but before completing 7 years, a higher rate of FP not exceeding the amount of pension sanctioned to the pensioner will be paid. But, if the amount of pension is less than the amount of Family Pension admissible, then the amount of Family pension will be paid.

#### **7. Family Members eligible for F.P. R 90 (6) & (7) P III**

- (i) Wife in the case of male employee, till death or re-marriage whichever is earlier.
- (ii) Husband in the case of female employee till death or remarriage whichever is earlier.
- (iii) Eldest eligible child in the order of seniority irrespective of sex. Sons, and daughters including posthumous, up to 25 years of age or till employment/ marriage, whichever is earlier. (GO(p) 489/04/Fin dated 18/10/2004, GO (p) 1075/87/Fin dated 15/12/1987, and GO (p) 878/87/ Fin/Dated 29/10/1987).
- (iv) Children suffering from physical/mental disorder or disability.
- (v) Un-married daughter above 25 years of age till death.
- (vi) Son/daughter adopted legally, before retirement.
- (vii) Parents in equal shares.
- (viii) Judicially separated wife/husband
- (ix) Disabled divorced daughter
- (x) Widowed disabled daughter from the date of death of her husband.
- (xi) Children of a deceased employee born out of a divorced/judicially separated wife under certain conditions. Ruling under R. 90 (7) P.III

#### **Commutation Pension. Appendix X**

A Pensioner can exchange a portion of his/her pension for lump sum. The maximum portion of pension that can be commuted is 40% of basic pension from 01-03-2006. No commutation will be allowed to a person against whom disciplinary case is pending. Commutation pension is calculated at, "commuted value of one rupee of pension at next birth day X portion of pension commuted X 12".

Relevant part of Commutation table is given below.

55 years of age	: Rs. 11.73
56 years of age	: Rs.11.42
57 years of age	: Rs. 11.10
58 years of age	: Rs. 10.78
59 years of age	: Rs. 10.48
60 years of age	: Rs. 10.13

Restoration period of commutation is 12 years. After the restoration no commutation shall be allowed.

In the following cases of commutation, MC is required.

- 1) Retirement on invalid pension
- 2) Application for commutation pension is submitted one year after retirement.
- 3) Persons in receipt of compassionate Allowance.

No MC is required in the following cases.

1. Retirement on superannuation
2. Retiring Pension (Voluntarily retirement).
3. Those who are granted Pension on absorption in a company or corporation
4. Compensation Pension

## REVISED PENSION RULES AT A GLANCE

### 1. **Qualifying Service** (R 12 (30) P1 & R 9 to 31 P III)

- (a) for minimum pension : 10 years
- (b) for maximum (full) pension : 30 years
- (c) for minimum DCRG : 5 years
- (d) for maximum DCRG : 33 years
- (e) for minimum pension to handicapped : 3 years

### 2. **Average Emoluments**: (R 12 (23) PI & R 63 P III)

Average of 10 months duty pay immediately before retirement

### 3. **Pension** (R 64)

- (a) for 30 years of qualifying service : 50% of AE
- (b) for qualifying service of 10 years to 29 years : 50% of AE x Q.S

(Minimum pension w.e.f. 01-07-2009 Rs. 4500/-)

### 4. **Death-cum-Retirement Gratuity (R.68)**

- (a) the amount of DCRG is equal to  $\frac{1}{2}$  the emoluments last drawn X No. of years of Qualifying Service (maximum  $16\frac{1}{2}$  times emoluments last drawn or Rs.3.30 lakh whichever is less) emoluments = last Pay + DA
- (b) (i) in the case of death while in service or for 12 times emoluments invalid pension with a Qualifying service last drawn of 5 years or more but below 24 years
- (ii) if death occurs in the first years of service : 2 months emoluments
- (ii) if death occurs after first year, but before 5 years of service : 6 times emoluments

### 5. **Family Pension** w.e.f. 01-07-2009 (R.90)

30% of pay last drawn by the Officer subject to a minimum of Rs.4500/- and maximum of 30% of the highest pay in the State ie. Rs.17,960 (30% Rs.59840)

### 6. **Commutation Pension**

Commutated value of one rupee of pension at next birthday X portion of pension commuted. (Maximum portion to be commuted 40%) X 12

#### COMMUTATION TABLE

Till 8-1-2002	
55 years of age	: Rs.11.73
56 years of age	: Rs.11.42
57 years of age	: Rs.11.10
58 years of age	: Rs.10.78

The restoration period of commutation will be 12 years.

#### **For part time contingent employees (uoto 30.6.2009)**

- 1. Date of retirement - last date of the month in which they complete 70 years of age
- 2. Q.S. for minimum pension - 10 years
- 3. Q.S. for maximum (full) pension - 30 years
- 4. Q.S. for minimum DCRG - 5 years
- 5. Q.S. for maximum DCRG - 33 years
- 6. Minimum pension from 1-07-2004 - Rs. 800/-
- 7. Maximum pension from 1-07-2004 - Rs. 1500/- (1/2 of BR for 30 years QS)
- 8. Pro-rata pension is eligible as  $(\frac{1}{2} \times \text{basic remuneration} \times \text{QS}) \div 30$
- 9. DA is reckoned for granting DCRG
- 10. Procedure are same as in the case of regular employees.

Regarding restoration of  
commuted value of pension  
after 13 years.

Government of Gujarat  
Finance Department  
Govt. Resolution No-NVT/102010/D/66/P (PENSION CELL)  
Sachivalaya, Gandhinagar.  
Dated: 12/10/2022

- Read: (1) G.R. Finance Department No-NVT/1186/3041/p1, Dated:  
06/12/1989  
(2) G.R. Finance Department No-NVT/1186/3041/p1, Dated:  
03/04/1990  
(3) Gujarat Civil Service (Pension) Rules, 2002- Rule-101  
(4) G.R. Finance Department No: NVT/102010/D/66/P, Dated:  
02/11/2010

**Introduction:**

Commuted value of pension is being restored after 15 years vide GR mentioned at (1), (2) and (4) above and under the provision of Gujarat Civil Service (Pension) Rules, 2002, Rule-101 read at (3) above.

Various employee organizations and pensioner associations of the state had made representations to reduce the period for restoration of the commuted value of pension and the same was under active consideration of the Government.


**Resolution:**

After careful consideration, Government is pleased to resolve the restoration of commuted value of pension after 13 years under Rule-101 of Gujarat Civil Service (Pension) Rules, 2002.

This order takes effect from Dt.24/09/2022. This benefit shall also be admissible to the pensioners who have already received commuted value of part of their pension. In case of the pensioners who have received commuted value of part of their pension and completed 13 years or more, their pension will be restored from the month of October, 2022.

The above amendment in Rule-101 of Gujarat Civil Service (Pension) Rules, 2002 shall be incorporated by separate notification. Other rules and instructions regarding this matter shall continue to be applicable.

By order and in the name of the Governor of Gujarat,



(Dipal Hadiyal)  
Deputy Secretary to Government,  
Finance Department

To,

- The Secretary to the Hon'ble Governor, Rajbhavan ,Gandhinagar,  
The Principal Secretary to Hon'ble Chief Minister, Gandhinagar.  
The Personal Secretaries to all Hon'ble Ministers/State level Ministers,  
Parliamentary Secretaries ,Sachivalaya , Gandhinagar.  
The Personal Secretary to the Hon 'bleLecader of Opposition, Gujarat  
Vidhansabha ,Sachivalaya, Gandhinagar.
- The Secretary, Gujarat Legislative Secretariat ,Gandhinagar,
- The Secretary, Gujarat Vigilance Commission, Gandhinagar,
- The Secretary, Gujarat Civil Service Tribunal ,Gandhinagar,
- The Secretary, Hon'ble Gujarat High Court , Ahmedabad.
- The Secretary, Gujarat Subordinate Staff Selection Board ,Gandhinagar.
- The Secretary, Gujarat Public Service Commission, Ahmedabad,  
All Departments of Secretariat/All HoDs/All Head of Offices.  
The Accountant General-I (Audit), Gujarat State, Ahmedabad/Rajkot,  
The Accountant General -11 (A&E), Gujarat State, Ahmedabad /Rajkot  
The Examiner, Local Fund Accounts /All Dist. Assistant Examiners,  
All District Collectors/District Development Officers,  
The Director, Pension & Provident Fund, Gandhinagar,  
The Pension Payment Office, Ahmedabad,  
All District Treasury Officers/Sub Treasury Officers,  
The Pay and Accounts Officer, Gandhinagar/Ahmedabad,  
The Pay and Accounts Officer, SSNNL ,Gandhinagar/Vadodara,  
The Resident Audit Officer ,Gandhinagar/Ahmedabad,  
All Boards/Corporations/Universities /Public Sector Undertakings of the  
Government,  
All Officers/branches in Finance Department,  
✓ The System Manager, Finance Department - For placing on the website.  
Select file, P br., Finance Department.

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- By letter