TERMINAL BENEFITS

Retirement benefits

1.Encashment of E.L/EHPL
- 2.Refund of FBF Balance
- 3.Payment of GPF
- 3.Refund of saving Fund under GIS
- 4.Payment of insurance Fund under
- GIS
- 5. Payment of APGLIF amount
- 6. Service pension
- 7. Gratuity
- 8.Commutation of pension
- 9.TA on retirement to native place (Actual fares to self and family & Personal effects)

RETIREMENTS AFTER 01/09/2004

- 1.Encashment of E.L/EHPL
- 2. Refund ofF BF Balance
- 3. Payment of NPS
- 4. Refund of saving Fund under GIS
- 5.Payment of APGLIF amount
- NIL
- 8. no commutation
- 9. TA on death to native place actual fares
- 10. CompassionataeAppointment//Exgratia

Family Benefit Fund (F.B.F.) and Group Insurance Scheme

- **Family Benefit Fund Scheme**
- Introduced from. 01.08.1975
- (G.O.Ms.No.307,F&P(FW.Pen.II), Dt.09.11.74).
- Subscription w.e.f. salary of 08/1975 (G.O.Ms.No.181, F&P, Dt.16.07.75)
- For NGO's & Gaz. Officers – Rs.10/- p.m. For Class IV employees - Rs. 5/- p.m.

FBF GIS

- This scheme was cancelled w.e.f.1.11.1984 due to introduction of G.I.S.
- The accumulated benefits (Principle + interest) in this scheme will be paid to the retired employees on the day of retirement and deceased employees on the day of death.
- (G.O.Ms.No.100, F&P(FW.Accts.II),
- Dt.31.03.86 and MemoNo. 17224/213/Accts/4A-88-1, Dt.12.09.88)

FBF GIS

- Interest rates are as per GPF interest rates
- The scheme was continued from 01.08.1975 to 31.10.1984 (for a period of 9 years and 3 months)
- Interest during that period for Gaz.&NGO's = 4*n*n
- Class IV = 2*n*n
- (where n= no. of years)
- Interest for one financial year is added to the principle and the total amount is taken as principle from 1st April of next financial year.

FBF GIS

- The total accumulated amount as on 31.10.1984 was to be entered in S.R. of the employee.
  - Such an entry (or) (ii)regular deduction entry (or) (iii)a card issued by the H.O.O. for this scheme at the time of entry was the criterion for the final payment of the accumulated amount.
- The subscription amount was not recovered if an employee had availed EOL for a period in excess of 15 days. Such amount should be deducted at the time of final payment.

FBF GIS

- Final Payment of FBF :
- in APTC form 40
- Head of Account: 8011 Insurance & PensionFund
- 106 Other Insurance & Pension Fund
- 01 State Employee FBF
- 001 Principle 002 Interest

GROUP INSURANCE SCHEME

- The Scheme was introduced in the place of FBF, from. .01.11.1984 vide G.O.Ms.No.293, Fin.,Dt.08.10.1984.
- Eligibility:
- Compulsory to all employees as on 01.11.84 & who joins into service after that
- Work charged employees who completed 10 years
- Village servants from. 01.11.87
- (G.O.Ms.No.311, Fin.,Dt.10.11.87)

GROUP INSURANCE SCHEME

- Rate of subscription:
- as per G.O.Ms.No.225, Fin., Dt.22.06.2010
- Scale of the employee is the criterion.
- The subscription details are to be noted in the S.R. of the individual from April to March for every financial year.

GROUP INSURANCE SCHEME

- Different Forms :
- Form 1 : New subscription
- Form 2 : Enhancement of Subscription Form 3 : Final Payment Application
- Form 4 : Intimation Letter to the Nominee Form 5 : Application of the Nominee
- Form 6 & 7 :   NOMINATION
- Form 8 : Groupwise register of members (H.O.O.)

GROUP INSURANCE SCHEME

- SCALE OF PAY IS CRITERIA FOR SUBSCRIPTIONS
- OUT OF WHICH:
- Out of unit of Rs.15/-
- towards insurance Rs.4.50ps.(30%)
- towards saving Rs. 10.50 (70%)

GROUP INSURANCE SCHEME

- PAY IN 2005 SCALE:
- RS.120/- ABOVE 24200
- RS.60/- 15500 TO 24200
- RS. 30/- 10845 TO 15500
- PAY IN 2010 SCALE:
- RS.120/- 18030 – 55660
- RS.60/- 11860 – 42590
- RS.30/- 8440 – 33200

GROUP INSURANCE SCHEME

- slabs in the Pay under Revised Scales of Pay, 2015 Classification of Groups Unit of Subscription (Rs.15/- per each unit)
- Rs.35120 – 110850 RS.120(8 UNITS) "A"
- 23100 TO 84970 RS 60 (4 UNITS) "B"
- 16400 TO 66300 RS. 30 (2 UNITS) "C"
- 13000 TO 47300 RS. 15 (1 UNIT) "D"

GROUP INSURANCE SCHEME

- Final Payment :
- For death cases – Insurance Amount @ Subscription * 1000 For death cases
- Retired cases
- - Savings Amount as per G.O. issued by Govt. for every financial year

GROUP INSURANCE SCHEME

- Final Payment Form : APTC Form 40
- Head of Account: 8011 Insurance &
- Pension Fund
- 107 State Govt. Employees GIS
- 01 G.I.S.
- 01 Insurance Fund
- 02 Savings Fund
- 03 Interest on Savings

GROUP INSURANCE SCHEME

- Group Insurance Scheme to the State Government Employees in place of Family Benefit Scheme with effect from 01.11.1984.
- The Accumulations of Savings Fund part and Insurance Fund Part shall carry Interest at the Rates prescribed by Government from time to time. Rates as per GPF

RATE OF INTEREST

- The Rate of Interest on Accumulations of Savings Fund of the Member of the Scheme and the Interest on the Insurance Fund from time to time is as follows:
- 11/1984 to 10/1994 10%
- 11/1994 to 03/2000   12%
- 01.04.2000 to 31.03.2001 11%
- 01.04.2001 to 31.03.2002   9.5%
- 01.04.2002 to 31.10.2004   9%
- 01.11.2004 to 30.11.2011   8%
- 01.12.2011 to 31.03.2012 8.6%

RATE OF INTEREST

- 01.12.2011 to 31.03.2012   8.6%
- 01.04.2012 to 31.03.2013   8.8%
- 01.04.2013 to 31.03.2014   8.7%
- 01.04.2014 to 31.03.2015   8.7 %
- 01.04.2015 to 31.03.2016   8.7%
- Subsequently between 8.6% to 8% till 31/03/2020

GIS

- 1) The Head of the Department / Drawing and Disbursement Officer shall be held responsible for sanctioning the Group Insurance Scheme Final Payments.
- If any Excess Payments are found, the Difference Amount shall be collected from the sanctioning Authority and such Officers are liable for Disciplinary Action.
- 2) The Drawing and Disbursement Officer shall recover the Correct Rate of Subscription according to the eligible Group of the Employees.
- For any Excess / Less Recovery the Drawing and Disbursement Officer shall be held responsible.
- 3) The Director of Insurance, Telangana, Hyderabad shall conduct a regular Audit of all Claims paid under Group Insurance Scheme and send a Report to the Head of the Department concerned.

GIS

- 4) The Head of the Department concerned shall take action against the erring Officials who are responsible for the Excess / Less Recoveries wherever they are detected.
- 5) Any Excess payment made, if found during the Audit by the Directorate of Insurance, the same shall be immediately recovered from the concerned and remitted through Challan to the concerned Head of Account by the Drawing and Disbursement Officer and the fact of remittance shall invariably be communicated to the Directorate of Insurance.
- 6) If an Employees Subscription is not recovered during his Service Period the Total Subscription along with Interest shall be recovered from the Payments admissible to him.
- AUTHORITY (G.O.Ms.No.179 Dated:17-10-2016)

TS GLI(TS GOVT. LIFE INSURANCE)

- The TSGLI Department formerly KNOWN as APGLI is one of the oldest departments in the State.
- The Scheme was originally started in 1907 by the Nizam of erstwhile State of Hyderabad for the welfare of his employees.
- A Management Committee used to run the scheme initially in the name of Family Pension Fund.
- scheme was renamed as Hyderabad State Life Insurance Fund in the year 1913.
- TSGLI Scheme is a Social Security Measure for the welfare of the Government employees and is mandatory for all Government employees
- TSGLI Department is under the Administrative Control of Finance Department.

TSGLI

- **Salient Features of TSGLI:**
- The Government employees who are between 21 and 53 years of age are eligible for taking TSGLI Policies.
- The TSGLI Department issues only Endowment Policies which mature one day before attaining(58) years of age.
- TSGLI policies do not lapse.
- The Premium rates are low.
- TSGLI Premium is exempted from income tax under section 80C.

TSGLI

- Attractive Bonus rates.
- The present rate of Bonus is Rs 100/- for every Rs 1000/- Sum Assured per annum.
- The Loans are sanctioned up to 90% of Surrender Value.
- Only Simple Interest of 9% per annum is charged against loans sanctioned.
- In case of maturity of the policy, the total Sum Assured and Bonus till Date of Maturity are paid

TSGLI

- If the Policy Holder ceases to be Government servant and decides to surrender the policy by discontinuing the payment of Premium, the subscriber will be paid the Surrender Value and the eligible Bonus.
- In the case of Death of policyholder before the maturity of the policy, the full Sum Assured along with Bonus till the date of death is paid to the legal heirs.
- **Issue of TSGLI Policies**
- After deduction of the first Premium, the employee has to fill up and submit a proposal form duly signed and attested by his/her DDO/Head of office for obtaining TSGLI policy.

TSGLI

- In respect of second or subsequent policies also, the policyholder has to submit proposal forms and obtain subsequent policies.
- Only premium payment without submission of proposal form will not give any risk coverage or monetary benefit to the subscriber and such payments will be treated as unauthorized amounts which will be refunded on application without any interest or bonus.
  Employees who have completed (53) years of age are not eligible to take TSGLI policies(first or subsequent).
- Proposals submitted after(53) years of age will not be considered for issue of policies even if premiums are paid prior to 53 years of age.

TSGLI

- **Duplicate TSGLI Policy Bond**
- The employee has to request his/her DDO to deduct One rupee extra in addition to regular premium in the salary schedules for one time only.
- After deduction, the employee has to submit a declaration form on a paper stating that he/she has lost the policy or the policy is destroyed and that he/she has not mortgaged the policy anywhere. This declaration has to be signed by him/her and attested by DDO / Head of the Office.
- The employee has to submit the above declaration form along with the copy of the monthly schedule to the respective District Insurance Office for obtaining the duplicate policy

SLAB RATES

Pay from Rs.13000 to Rs.16400500.00

Pay from Rs.16401 to Rs.21230650.00

Pay from Rs.21231 to Rs.28940850.00

Pay from Rs.28941 to Rs.351201150.00

Pay from Rs.35121 to Rs.486001400.00

Pay from Rs.48601 and above 2000.00

TSGLI

- Whenever the premium is enhanced, proposal form has to be submitted and additional policies have to be obtained.
- Unless proposal form is submitted and policies obtained, the employees will not get Insurance coverage for the premium paid.
- The Drawing and Disbursing Officers concerned are solely responsible for effecting the recovery of revised premium from all the eligible employees (i.e., who are above 20 below 53 years of age) from the pay of June, 2015 duly forwarding the requisite proposal forms and obtaining the requisite policies from the Insurance Department.
- If the fixation is delayed for any reason, the premium shall be revised from the month of drawal of pay fixation arrears. In such case no arrears of premium shall be collected.

DDO'S ROLE

- 1. The Drawing and Disbursement officer shall be responsible for proper implementation of the scheme.
  2. To the scheme shall be recorded every year in respective service registers under proper attestation.
  3. The sanctioning authorities/DDO shall follow the government orders/circulars scrupulously issued from time to time.

LIST OF IMPORTANT FORMS

- **1. Proposal for Insurance on own Life(Fresh/Enhancement) 2. Nomination Form(Insurance) 3. Declaration Regarding Loss of Policy 4. Loan Application Form 5. Refund Form(Other than Death Claim) 6. Refund Form(Death Claim) 7.Departmental Information Form(For Death Claims) 8. Death Certificate(Insurance)**
- **9. Affidavit(Insurance) 10. Guardianship Declaration Certificate 11. Indemnity Bond** 12. **Good health certificate 13. Non-Availment Of Leave On Medical Ground Certificate 14. Withdrawal Certificate**

PORTAL OF TSGLI

TSGLI Policy number is mandatory for claiming salary bills in IFMIS Portal

IMPORTANT INFORMATION ON PORTAL

- **Policy Bond**
- **Policy Search**
- **Policy Details**
- **Annual Account Slip**
- **GIS Calculator**
- **Online Application**

DDO'S RESPONSIBILITY

- ENSURE TSGLI POLICY FOR TOTAL SUBSCRIPTIONS-
- IF NOT DONE OBTAIN PRPOSAL FOR FROM EMPLOYEES
- GET POLICIY FROM DISTRICT INSURANCE OFFICE
- UPDATE IN PORTAL

TSGLI

- . The Maturity Value of APGLI/TSGLI at the time of retirement is the sum of Sum Assured and Bonus.
- As per the Rule-8 of APGLI Fund, Terminal Bonus will be announced by the Govt. for every 3 years i.e. triennium- (Rule8).
- Interest will be announced annually to the fund by the Govt. from time to time
- Note: There are some wrong notations that Bonus is paid on the Premium.
- Bonus is paid on Sum Assured Only not on Premium Amount paid in that year.
- For Every 1000 Sum Assured per annum, Bonus is declared

BONUS

- . Below is the APGLI/TSGLI Bonus Table which was declared from time to time
- 1951-1954 10
- 1954-1957 10
- 1957-1960 16
- 1960-1963 16
- 1963-1966 17
- 1966-1969 18
- 1969 – 1972 20
- 1972-1975 24
- 1975-1978 28

BONUS

YEAR	BONUS
1978-1981	40
1981-1984	56
1984-1987	60
1987-1990	80
1990-1993	100
1993-1996	100
1996-1999	100
1999-2002	100
2002-2005	110
2005- TO 2014	100

CALCULATION

- For Example: Raju has a APGLI/TSGLI Policy with Sum Assured value of Rs. 1,50,000/- and commencing from 2005 to 2012. Let us find Bonus for that Policy as per the above table:
- Sum Assured: 150000 Number of Thousands in Sum Assured : 150000/1000 = 150 Bonus Declared from 2005 to 2014, each year is Rs. 100 for every 1000 sum assured as per the above table. Hence Bonus for the policy is 150 * 100(bonus) * 8(years) = 120000.
- Hence Bonus earned is Rs.120000

GPF

- **One of the Statutory deduction done**
- **Each regular employee will have to subscribe to the G.P.F compulsorily after 1 year of service**
- **Subscription is fixed by the employee but it should not be less than 6% of pay and not more than 100% of pay**
- **Subscription shall be stopped compulsorily 4 months prior to retirement**
- **Subscription is deducted through salary bill by the DDO and the same is deposited in proper head through schedule**

AT A GLANCE

Rule 1 : Short title and Commencement

- Rule 2 : Definitions
- Rule 3 to 6 : Constitution of Fund
- Rule 7 : Nominations • Rule 8 : Subscribers
- Rule 9 to 11 : Conditions and rates of Subscription

Rule 12 : Realisation of Subscription

- Rule 13 : Interest

GPR RULES

- Rule 14,15 : Advances from Fund
- • Rule 15 A to J: Part Final Withdrawal

• Rule 16 to 26 : Payments towards insurance Policies

• Rule 27 : Recovery

• Rule 28 to 32 : Final Withdrawal Rule

28: Quits the service Rule

29: Retirement

Rule 30: Death of subscriber

Rule 31 : Payment procedure

Rule 32 : Transfers of funds • Rule 33 to 35 : Rules of Procedure

GPF

- Appendix A: Nil
- Appendix B: Extracts from the Rules regulating the GPF
- Appendix C: Nil
- Appendix D: Relating to Rule 16
- Appendix E: Relating to Rule 30
- Appendix F,G: Indemnity bond proforma (Relating to Rule 30)
- Appendix H: Final Payment Form

GPF

- 90% of balance may be withdrawn within one year from date of retirement
- On superannuation without assigning any reason
- Head Receipt 8009 – State Prov. Fund

01 - Civil

101 – G.P.F

102 - C.P.F

103 – ICS P.F

104 – AIS P.G

NOMINATIONS (Rule 7)

- 1)Nomination in the prescribed form nominating one or more persons indicating the share payable to each of the nominees in the event of his death.
- (2) If Family exists at the time of nomination it should not be in favour of any person other than the member of the family.
- (3)If no family exists at the time of nomination, he shall provide in the nomination that it shall become invalid in the event of his acquiring a family subsequently.
- (4) A subscriber may at any time cancel a nomination by sending a notice to AO, and send a fresh nomination. (First Schedule)

NOMINATION

- **A subscriber can nominate one or more person**
- **If subscriber has a family, nomination shall be made in favour of family member**
- **Duly filled in nomination form shall be submitted to Head of Office**
- **Husband/ Wife or wives and children of subscriber**
- **Widow or widows and children of deceased son of subscriber**

OTHER CONDITIONS

- 1. Subscribers may enhance –Twice, or Reduce Once with in a Financial year. (G.O.Ms.No.21, Fin., Dt.24.01.81)
- 2. Huge amounts should not be subscribed during the last 4 months of fin. Year to avoid I.T.(MemoNo.23374/47/GPF/Pen.II/95,Dt.11.08.95)
- 3. Amount of subscription is on emoluments as on 31st March of preceding financial year. If the individual is on leave, on emoluments as on date of return to duty

WITHDRAWLS

- Advance from the fund – Grounds for advance (Rule 15(1) (a))
- Non refundable advance or part-final withdrawal Rule 15A
- A subscriber may apply for such advance after completion of 15 years of service or 10 years from retirement which ever is earlier

MISSING CREDITS/DEBITS

- NOTE : Missing debits & Missing credits are to be deducted from the balance at the credit, and not to be taken into account for sanction.
- Duration:- There must be a gap of 6 months from one drawl to another drawl within a financial year.
- Recovery of Advance:- In ordinary circumstances minimum 12 maximum 24 EMIs.
- In special cases minimum 24, maximum 36 EMIs.

FINAL WITHDRAWALS

- The amount at the credit of the subscriber shall become payable when he retires/quits service 1.Application for final payment to be submitted 4 months in advance of retirement.
- 2.Recoveries towards refund or temp advance not to be effected during the last 4 months of service.
- 3.No temp. advance/part final withdrawal to be sanctioned during the last 4 months.

FINAL WITHDRAWLS

- **If dismissed, removed or compulsorily retired: (a) He shall not be paid if an appeal is preferred until it is disposed.**
- **(b)Where no appeal is preferred until the time allowed for preferring the appeal is over. (c) However, if the individual certifies that he will not prefer an appeal, final withdrawal is permitted.**

SOCIAL SECURITY-CUM-P.F. SCHEME

- **SOCIAL SECURITY-CUM-P.F. SCHEME (Booster Scheme)   Rule 30 A**
- **a)The Additional amount payable under this rule shall not exceed Rs. 20,000/-**
- **b) The Subscriber should have put in at least 5 years of service at the time of his death.**
- **c) The accounts officer in the A.G' s Office will authorize the payment of the amount.**

WHAT SHOULD A GOVERNMENT SERVANT DO TO CLAIM HIS PENSION

- **The Head of Office is required to undertake the work of preparation of pension papers in PRESCRIBED Forms two years before the date on which a Government servant is due to retire on superannuation.**
- **Eight months prior to the retirement date, a Government servant is required to furnish certain information (e.g. joint photo with spouse, family details, name of the branch of the authorised bank through which he desires to draw his pension etc.) to his Head of Office .**

WHO IS TO AUTHORIZE THE PENSION

- APPOINTING AUTHORITY/ PENSION SANCTIONING AUTHORITY
- TYPES OF PENSIONS:- 1)SUPERANNUATION PENSION:- (rule- 33) Superannuation fixed by the Govt. superior service 58 years Inferior 60 years. Superannuation pension shall be granted. 2)RETIRING OR VOLUNTARY PENSION:- (rule- 34) Govt. Permits to retire, under certain conditions. i) 3 months prior notice. ii) Must completes 20 yrs excludes EOL. iii) No pending disciplinary cases.

TYPES OF PENSION

-) INVALID PENSION (Rule-37.) A Govt. Servant who is declared by the appropriate medical authority to be permanently incapacitated for further service in accordance with the instructions on the subject may be granted invalid Pension. a)Immediately from the date of issue of Medical Certificate. b)If the employee is on leave at the time of issue of M.C. the Retirement orders may be issued on last day of leave. 4) COMPENSATION PENSION:- (rule-38) On abolition of a permanent post & not been provided alternative employment of equal cadre/ status by the Govt. 5 5) COMPULSORY RETIREMENT P

TYPES OF PENSION

- 5) COMPULSORY RETIREMENT PENSION:-(Rule- 39) Retires as a token of penalty/punishment.
- 6)COMPASSIONATE ALLOWANCE:(rule40) A govt . servant who is dismissed or removed from service shall forfeit of his past service. Hence he is not eligible for pension and gratuity. If the case is deserving of special consideration sanction a compassionate allowance not exceeding 2/3 rd of pension/gratuity or both, Which would have been admissible to him if he had retired on invalid pension.

TYPES OF PENSION

- PROVISIONAL PENSION:-(rule-52) Retires on superannuation, and whom dept/judicial proceedings are pending 75% of normal pension will be sanctioned. After dropping the charges final pension may be paid after deducting provisional pension.
- 8) ANTICIPATORY PENSION:-(rule-51) If delay is anticipated for final pension. All the pension sanctioning authorities should sanction anticipatory pension including anticipatory family pension. Copy of sanction order may be sent A.G.\L.F.Audit and entries made in the S.R.

BEFORE PENSION

- ANTICIPATORY SERVICE PENSION U/R -51(A) 90% Of Eligible pension as per G.O. Ms.No.186 Dt.24-05-2010 w.e.f 1-2-2010 (With time to time DA) (It should be sanctioned by the pension sanctioning authority & Drawn by DDO in the APTC from47)Under Major Head 2071-pension&Other Benefits every month.

BEFORE PENSION

- ANTICIPATORY GRATUITY U/R 46 • 80% Of admissible Gratuity • (It should be sanctioned by the pension sanctioning authority & Drawn by DDO in the APTC Form-47)
- ANTICIPATORY FAMILY PENSION U/R -51(B) • 75 % admissible family pension • (No DA on it)-------do---- every month •
- PROVISIONAL PENSION (u/r-52) • (If Departmental or judicial proceedings are pending) • 75 % of admissible pension with DA • (It should be sanctioned by the AG/DAO Of SA of the Dist.-concerned

CRITERIA FOR CALCULATION

- The Pensionary benefits will be calculated As per Service Register of the Employee with the following particulars:-
- Date of Birth • 2. Date of Appointment •
- 3. Date of Retirement / Death •
- 4. Total Non-Qualifying Service (to be deducted)
- 5. Weightage (to be added) •
- 6. Last Drawn Basic Pay only

QUALIFYING SERVICE :- Service which counts for Pensionary benefits (u/r – 21)

- All the E.O.L. (Extraordinary Leave) on Medical Grounds counts for Pensionary Benefits. •
- 2. The E.O.L. of Private Affairs up to (36) Months Counts for Pensionary benefits.
- • 3. The Service as an Training / Apprentice ship is a pre-requisite for Appointment shall qualify u/r- 16. Read with G.O.Ms. No. 178 Fin. Dept. dt:- 17-5-2010

NON-QUALIFYING SERVICE :- Period of Non-Qualifying Service:-

- 1. E.O.L. (i.e., without Salary) above (36)Months.Rule-21
- • 2. Suspension Period (Un settled if any)Rule-23
- • 3. Dies – Non (u/r FR – 18) •
- 4. Boy Service(Below18years)Rule-13
- • 5.Interuption Rule-27

WEIGHTAGE

- Maximum Weightage (5) Years, who retires on Superannuation Pension U/R – 29 and 43 (Irrespective of the length of Qualifying Service put-in by an Employees on the date of Superannuation)
- 2. Maximum Weight age 5 years, who retires on Voluntarily U/R – 43 (on completion of 20 years Qualifying Service)
- . 3. *Note :- No Weight age for invalid Pension and Family Pension.

LAST PAY

- The Basic Pay drawn as on the date of retirement.
- 2) Where an employee's date of increment falls due on the day following his retirement, he/She may be given the benefit of increment. Notionally purely for the purpose of Pensionery benefits W.E.F.27-10-1998 Vide G.O.Ms. No. 235, F & P, dt. 27-10-1998.
- 3) The stagnation Increments counts for Pensionary benefits.

PENSION

- Minimum service required for getting Pensionery benefits 10 years on attaining the age of 58 years / 60 years (including weightage i.e 5+5=10) •
- 2. Minimum service required for getting Gratuity :- 5 years •
- 3. Maximum service counts for Pensionery benefits := 33 years

GRADUITY

- 4. Maxium gratuity payable RS.7,00,000 From 1-2-2010 and GO.Ms.No.51 dt:1.4.2011 Rs.8,00,000 from 1.4.2011 FROM 2015 1200000.
- • 5. A fraction of year : 3 months or more be treated as 1 half year. •
- 6. Pension Rounded up to next higher Rupee

SERVICE PENSION

- SERVICE PENSION :- Last Drawn Basic Pay x Total Qualifying Service / 66 • GRATUITY:- (from 1-2-2015) • a) 12,00,000/-
- b) L.P+DAX16.5 • c) LP+DA X ¼ X Qualifying Service Half Years which ever is less.

RETIREMENT GRADUITY

- As per G.O.Ms.No.235 F & P dt:1-6-1993 1.Expired below 1 year : Equal to 3 years
- 2.Expired above 1 year- : Equal to 9 years below 5 years
- 3.Expired above 5 years : Equal to 18 years

COMMUTATION

- In case of others to whom pension was allowed either in full or in part , the period of one year for commutation without medical examination has to be reckoned from the date of issue of orders on conclusion of the proceedings vide G.O.Rt.No.1097, Fin.(FW : PenI)Dept., dt:22-6-2000.
- Pension x 40 = Rs. ____________ x 8.371 x 12 = 100 (For 58 years age)

- YOUR QUESTIONS.
- THANK YOU.