

REPCO BANK (EMPLOYEES') PENSION REGULATIONS 2012

CHAPTER I

PRELIMINARY

1. Short title and commencement:
 - (a) These regulations may be called Repco Bank (Employees') Pension Regulations,
2. Definitions: In these regulations, unless the context otherwise requires,
 - (a) "Act" means the Multi State Cooperative Societies Act, 2002;
 - (b) "Actuary" shall have the meaning assigned to it in Clause (1) of Section 2 of the Insurance Act, 1938 (4 of 1938);
 - (c) "Appendix" means, Appendix annexed to these regulations;
 - (d) "Average Emoluments" means the average of the pay drawn by an employee during the last ten months of his service in the Bank;
 - (e) "Bank" means The Repatriates Cooperative Finance & Development Bank Ltd., /commonly known as Repco Bank;
 - (f) "Board" means the Board of Directors of the Bank;
 - (g) "Child" means a child of the employee, who, if a son, is under twenty-five years of age and if a daughter, is unmarried and is under twenty-five years of age and the expression "children" shall be construed accordingly;
 - (h) "Competent Authority" means the Managing Director of the Bank;
 - (i) "Consolidated Wages" means lump sum amount payable to part-time employee belonging to the sub-ordinate staff who is not drawing scale wages;
 - (j) "Contribution" means any sum credited by the Bank on behalf of employee to the Fund, but shall not include any sum credited as interest;
 - (k) "Date of Retirement" means the last date of the month in which an employee attains the age of superannuation or the date on which he is retired by the Bank or the date on which the employee voluntarily retires;
 - (l) "Discipline and Appeal Regulations" means the Repco Bank Officers' (Conduct) Regulations 2003 And Repco Bank Officers' (Discipline & Appeal) Regulations 2003 & Repco Bank (Clerical and Subordinate Staff) Service Regulations, 1994 and as amended from time to time.

- (m) 'Employee' means any person employed in the service of the Bank, whether as a staff, officer, workman on full time work on permanent basis or on part-time work on permanent basis on scale wages or as an officer and who opts and is governed by these regulations, but does not include a person employed either on contract basis or daily wage basis or on consolidated wages or on commission basis;"
- (n) "Family" in relation to an employee means –
(i) wife in case of a male employee or husband in case of a female employee;
(ii) a judicially separated wife or husband, such separation not being granted on the ground of adultery and the person surviving was not held guilty of committing adultery;
(iii) "son or unmarried daughter or widowed/divorced daughter, who has not attained the age of twenty-five years, including such son or daughter adopted legally".
(iv)"parents who were wholly dependent on the employee when he / she was alive, provided the deceased employee had left behind neither a widow/widower nor a child."
- (o) "Financial year" means a year commencing on the 1st day of April;
- (p) "Fund" means the Repco Bank (Employees') Pension Fund constituted under Regulation 5;
- (q) "Notified date" means the date on which the Pension Scheme is approved by the Bank or specific date decided by the Competent Authority.
- (r) "Pay" includes, -
(i) the basic pay including stagnation increments, if any; and
(ii) all allowances counted for the purpose of making contribution to the Provident Fund and for the payment of dearness allowance; and
(iii) increment component of Fixed Personal Allowance; and
(iv) Dearness allowance calculated upto index number 3819 points in the All India Average Consumer Price Index for Industrial Workers in the series 1960=100.
- (s) "Pension" includes the basic pension and additional pension referred to in Chapter VI of these regulations;
- (t) "Pensioner" means an employee eligible for pension under these regulations;
- (u) "Qualifying service" means the service rendered while on duty or otherwise which shall be taken into account for the purpose of pension under these regulations;
- (v) "Retirement" means cessation from bank's service –
(i) on attaining the age of superannuation specified in Service Regulations;
(ii) on voluntary retirement in accordance with provisions contained in Regulation 28 of these regulations;
(iii) on premature retirement by the Bank before attaining the age of superannuation specified in Service Regulations;
- (w) "Scale wages" in relation to part-time employees means the basic pay, City Compensatory allowance, Special Allowances, House Rent Allowance and other allowances, if any, and dearness allowance payable from time to time under the settlement;
i. "Service regulations" means Repco Bank (Officers') and (Clerical & Subordinate Staff) Service Regulations in force and / or amendments or changes to be made from time to time.

- ii. "Settlement" means memorandum of bipartite settlement as signed by IBA;
- iii. "Trust" means the trust of the Repco Bank (Employees') Pension Fund managed by Trustees as per these Regulations or approved Pension Fund Managers;
- iv. "Trustee" means the trustees of the Repco Bank (Employees') Pension Fund;
- v. all other words and expressions used in these regulations but not defined, and defined in the Act or the Service Regulations shall have the same meanings respectively assigned to them in the Act or the Service Regulations, as the case may be.

CHAPTER II

APPLICATION AND ELIGIBILITY

3. Application:

All the employees who are in the services of the Bank from 29.09.1995 to 31.03.2010 are eligible for Pension in lieu of Contributory Provident Fund as applicable to Public Sector Employees.

4. Option to subscribe to the Pension Fund:

All the employees who are in service of the Bank and joined in the service on or before 31.03.2010, retired employees who were in service from 29.09.1995 to 31.03.2010, the family members of deceased employees, who are eligible for family pension shall exercise an irrevocable option in writing within 60 days from the date of notification by the Bank to avail the facility of Pension.

The option once exercised shall be irrevocable.

CHAPTER III

THE FUND

5. Constitution of the Fund:

- (1) The Bank shall constitute a Fund to be called the Repco Bank (Employee') Pension Fund under an irrevocable trust or join LIC / SBI Life managed Pension Fund or any of the approved Pension Fund of Public Sector Undertakings within one hundred twenty days from the notified date.
- (2) The Fund shall have for its sole purpose the provision of the payment of pension or family pension in accordance with these regulations to the employee or his family.

- (3) The Bank shall be the contributor to the Fund and shall ensure that sufficient sums are placed in it to enable the fund to make due payments to the beneficiaries under these regulations.

6. Responsibility of Employee:

- (a) The eligible employees who are in service shall exercise an irrevocable option in writing within 30 days after the expiry of the said 60 days to transfer the Employer's contribution including withdrawals, if any, with accrued interest thereon to approved Pension Fund.
- (b) The eligible retired employees or family members of eligible retired employees shall refund within 30 days after expiry of the said period of 60 days, the entire amount of the Bank's contribution to the Provident Fund and interest accrued thereon till the date of retirement received by the employee on retirement and during the service period.
- (c) Till such time exemption is granted to Repco Bank from the purview of EPF Act, remittance of employer's contribution to Employees' Provident Fund shall continue. The staff members who are to get retired during this period shall transfer the Employer's contribution to EPF including withdrawals, if any, with interest accrued thereon immediately on retirement to the approved Pension Fund.

7. Composition of the Fund:

The Fund shall consist of the following namely:

- a. the accumulated contributions of the Bank to the Provident Fund and interest accrued thereon upto the date of such retirement in respect of the employees.
- b. the additional annual contribution made by the Bank in accordance with the provisions contained in Regulation 10 of these regulations;
- c. any income from investment of the amounts credited to the Fund;

8. Management of Pension Fund:

The Pension Fund shall be managed by LIC or SBI Life Insurance or any other approved Public Sector Pension Fund jointly or severally as decided by the Bank from time to time.

9. Administration and Monitoring of the Scheme:

The implementation of the scheme is to be administered and monitored by a Committee of Senior Executives at HO level. The Committee will consists of:

- i. Head of the Division responsible for Personal / Administration / HR.
- ii. One more Senior Officer from the Personal / Administration / HR Department.
- iii. Head of Division of Accounts Department
- iv. One more Senior Officer from the Accounts Department.
- v. Head of Division of Investment Department
- vi. One more Senior Officer from the Investment Department.

However, the Committee shall be reconstituted by the Managing Director from time to time by re-fixing maximum and / or minimum number of committee members and drawing Senior Executives from the various Departments for effective administration and monitoring of the scheme

10. Actuarial Valuation of the Fund:

The Bank shall cause a valuation to be made by an Actuary into the financial condition of the Fund every financial year as on the 31st day of March, and make such additional annual contributions to the Fund as may be required to secure payment of the benefits under these regulations:

Provided that the Bank shall cause an investigation to be made by An Actuary into the financial condition of the Fund, as on the 31st day of March immediately following the financial year in which the Fund is constituted.

11. Investment of the Fund:

All moneys contributed to the Fund or received or accruing after that date by way of interest or otherwise to the Fund, may be deposited in a Post Office Savings Bank Account in India or in a current account or in a savings account with any scheduled bank or utilized in making payment of pensionary benefits in accordance with Pension Regulations and to the extent such moneys as are not so deposited or utilized shall be invested in the manner specified in sub-rule (2) of rule 67 of Income Tax Rules, 1962” in case the Pension Fund is managed by Bank’s own Pension Trust.

12. Payment out of the Fund:

The payment of benefits by the trust shall be administered for grant of pensionary benefits to the employees of the Bank or the family pension to the families of the deceased employees of the Bank.

CHAPTER IV

QUALIFYING SERVICE

13. **Qualifying Service:**

Subject to other conditions contained in these regulations, an employee who has rendered a minimum of ten years of service in the Bank shall qualify for pension.

14. **Commencement of qualifying service:**

Subject to the provisions contained in these regulations, qualifying service of an employee shall commence from the date he takes charge of the post to which he is first appointed on a permanent basis.

15. **Counting of service on probation:**

Service on probation against a post in the Bank if followed by confirmation in the same or any other post shall qualify.

16. **Counting of periods spent on leave:**

All leave during service in the Bank for which leave salary is payable shall count as qualifying service:

Provided that extraordinary leave on loss of pay shall not count as qualifying service except when the sanctioning authority has directed that such leave not exceeding twelve months during the entire service, may count as service for all purposes including pension.

17. **Broken period of service of less than one year:**

If the period of service of an employee includes broken period of service less than one year, and if such broken period is more than six months, it shall be treated as one year and if such broken period is six months or less it shall be ignored. Provisions of this regulation shall also apply for determining the minimum qualifying service required to make an employee eligible for Pension.

18. **Counting of period spent on training:**

Period spent by an employee on training in the Bank immediately before his appointment shall count as qualifying service.

19. **Counting of past service in the erstwhile Bank:**

In the case of an employee who is permanently transferred to a service in the Bank from any other Bank on merger, amalgamation of any other Bank with the Bank to which these regulations apply, the continuous service rendered by such an employee in any other Bank on permanent basis, if any, followed without interruption, by permanent appointment, or the continuous service rendered under that Bank in a permanent capacity, as the case may be, shall qualify:

Provided that nothing contained in this regulation shall apply to any such employee who is appointed on contract basis or on daily wage basis or on consolidated wages.

20. **Period of suspension:**

Period of suspension of an employee pending enquiry shall count for qualifying service where, on conclusion of such enquiry, he has been fully exonerated or the suspension is held to be wholly unjustified, and in other cases, the period of suspension shall not count as qualifying service unless the Competent Authority passing the orders under the Service Regulations or Discipline and Appeal Regulations or settlements governing such cases expressly declares at the time that it shall count to such extent as such authority may declare.

21. **Forfeiture of Service:**

- (1) Resignation or dismissal or removal or termination of an employee from the service of the Bank shall entail forfeiture of his entire past service and consequently shall not qualify for pensionary benefits;
- (2) An interruption in the service of a Bank employee entails forfeiture of his past service, except in the following cases, namely –
 - (a) authorized leave of absence;
 - (b) suspension, where it is immediately followed by reinstatement, whether in the same or a different post, or where the bank employee dies or is permitted to retire or is retired on attaining the age of compulsory retirement while under suspension;
 - (c) transfer to non-qualifying service in an establishment under the control of the Government or Bank if such transfer has been ordered by a competent authority in the public interest;
 - (d) joining time while on transfer from one post to another
- (3) Notwithstanding anything contained in Sub-regulation (2), the appointing authority may, by order, commute retrospectively the period of absence without leave as extraordinary leave.
- (4)
 - (a) In the absence of a specific indication to the contrary in the service record, an interruption between two spells of service rendered by a bank employee shall be treated as automatically condoned and the pre-interruption service treated as qualifying service.
 - (b) Nothing in Clause (a) shall apply to interruption caused by resignation, dismissal or removal from the service.

22. **Period of deputation to foreign service:**

An employee deputed on foreign service to the United Nations or any other foreign body or organization may at his option.

- (a) pay pension contribution in respect of his foreign service and count such service as qualifying service under these regulations; or
- (b) avail of the retirement benefits admissible under the rules of the foreign employer and not count such service as qualifying service under these regulations;

Provided that where an employee opts for Clause (b), retirement benefits shall be payable to him in India in rupees from such date and in such manner as the Bank may, by order specify.

23. **Military Service:**

An employee who has rendered military service before appointment in the Bank shall continue to draw the military pension, if any, and military service rendered by the employee shall not count as qualifying service for pension.

24. **Period of deputation to an organization in India:**

Period of deputation of an employee to another organization in India will count as qualifying service:

Provided the organization to which he is deputed or the employee pays the pensionary contributions at the rates specified in The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 or at the rates specified by the Bank at the time of deputation, whichever is higher to the Bank.

25. **Addition to qualifying service in special circumstances:**

An employee shall be eligible to add to his service qualifying for superannuation pension (but not for any other class of pension) the actual period not exceeding one fourth of the length of his service or actual period by which his age at the time of recruitment exceeded the upper age limit specified by the Bank for direct recruitment or a period of five years, whichever is less, if the service or post to which the employee is appointed is one –

- (a) for which post graduate research, or specialist qualification or experience in scientific, technological; or professional fields, is essential; and
- (b) to which candidates of age exceeding the upper age limit specified for direct recruitment are normally recruited;
- (c) for which the candidate was given age relaxation over and above the maximum age limit fixed by the Bank on account of which possessing higher qualifications or experience; Provided that this concession shall not be admissible to an employee unless his actual qualifying service at the time he quits the service in the Bank is not less than ten years; Provided further that this concession shall be admissible if the recruitment rules in respect of the said service or post contain specific provision that the service or post is one which carries benefit of this regulations; Provided also that the recruitment rules in respect of any service or post which carries the benefit of this regulation shall be made with the approval of the Central Government.

26. Counting of service rendered on permanent part-time basis:

- (1) In case of an employee who was employed on scale wages and on a permanent part time basis in the service of the Bank and was contributing to the Provident Fund, such service rendered by him on a permanent part-time basis from the date he became a member of the Provident Fund shall be counted as qualifying service.
- (2) The length of qualifying service of the employee referred to in sub Regulation (1) for the purpose of calculating the amount of pension shall be determined in accordance with appendix (iv).

CHAPTER V

CLASSES OF PENSION

27. Superannuation Pension:

Superannuation Pension shall be granted to an employee who has retired on his attaining the age of superannuation specified in the Service Regulations.

Provided that pension shall also be granted to an employee who opts to retire before attaining the age of superannuation, but after rendering service for a minimum period of 15 years in terms of any Scheme that may be framed for such purpose by the Board.

28. Pension on Voluntary Retirement:

(1) Officer/Workmen employees who were in service between 29.09.1995 to 31.03.2010 at any time after rendering fifteen years of qualifying service or attained the age of 55 years and above and completed the minimum eligible service of 10 years on exercising the option for voluntary retirement shall be eligible for pension subject to terms and conditions applicable to retirees

provided that this sub-regulation shall not apply to an employee who is on deputation or on study leave on abroad unless after having been transferred or having returned to India he has resumed charge of the post in India and has served for a period of not less than one year;

provided further that this sub-regulation shall not apply to an employee who seeks retirement from service for being absorbed permanently in an autonomous body or a public sector undertaking or company or institution or body, whether incorporated or not to which he is on deputation at the time of seeking voluntary retirement;

(2) The notice of Voluntary retirement given under sub-regulation (1) shall require acceptance by the appointing authority:

provided that where the appointing authority does not refuse to grant the permission for retirement before the expiry of the period specified in the said notice, the retirement shall become effective from the date of expiry of the said period.

(3) (a) An employee referred to in sub-regulation (1) may make a request in writing to the appointing authority to accept notice of Voluntary Retirement of less than three months giving reasons therefor;

(b) On receipt of a request under clause (a), the appointing authority may, subject to the provisions of sub-regulation (2), consider such request for the curtailment of the period of notice of three months on merits and if it is satisfied that the curtailment of the period of notice will not cause any administrative inconvenience, the appointing authority may relax the requirement of notice of three months on the condition that the employee shall not apply for Commutation of a part of his pension before the expiry of the notice of three months.

(4) An employee, who has elected to retire under this regulation and has given necessary notice to that effect to the appointing authority, shall be precluded from withdrawing his notice except with the specific approval of such authority;

provided that the request for such withdrawal shall be made before the intended date of his retirement.

(5) The qualifying service of an employee retiring voluntarily under this regulation shall be increased by a period not exceeding five years, subject to the condition that the total qualifying service rendered by such employee shall not in any case exceed thirty three years and it does not take him beyond the date of superannuation.

(6) The pension of an employee retiring under this regulation shall be based on the average emoluments as defined under clause (d) of regulation 2 of these regulations and the increase, not exceeding five years in his qualifying service, shall not entitle him to any notional fixation of pay for the purpose of calculating his pension.

29. **Invalid Pension:**

- (1) Invalid pension may be granted to an employee who –
 - (a) has rendered minimum ten years of service; and
 - (b) retires from the service, on account of any physical or mental infirmity which permanently incapacitates him for the service.
- (2) An employee applying for an invalid pension shall submit a medical certificate of incapacity from a medical officer approved by the Bank.
- (3) Where the Medical Officer approved by the Bank has declared the employee fit for further service of less laborious character than that which he had been doing, provided he is willing to be so employed, he should be employed on lower post and if there be no means of employing him even on a lower post, he may be admitted to invalid pension.
- (4) No medical certificate of incapacity for service may be granted unless the applicant produces a letter to show that the Competent Authority is aware of the intention of the applicant to appear before the medical officer approved by the Bank.

- (5) The medical officer approved by the Bank shall also be supplied by the Competent Authority in which the applicant is employed with a statement of what appears from official records to be the age of the applicant.

30. Compassionate Allowance:

- (1) An employee, who is dismissed or removed or terminated from service, shall forfeit his pension.
Provided that the authority higher than the authority competent to dismiss or remove or terminate him from service may, if –
- (i) such dismissal, removal, or termination is on or after the notified date and
- (ii) the case is deserving of special consideration, sanction a compassionate allowance not exceeding two-thirds of the pension which would have been admissible to him on the basis of the qualifying service rendered up to the date of his dismissal, removal or termination.
- (2) The Compassionate Allowance sanctioned under the proviso to Sub-regulation (1) shall not be less than the amount of minimum pension payable under Regulation 35 of these regulations.

31. Premature Retirement Pension:

Premature Retirement Pension may be granted to an employee who –

- a) has rendered minimum ten years of service; and
- b) retires from service on account of orders of the Bank to retire prematurely in the public interest or for any other reason specified in service regulations, if otherwise he was entitled to such pension on superannuation on that date.

32. Compulsory Retirement Pension:

- (1) “An employee compulsorily retired from service as a penalty in terms of Discipline and Appeal Regulations on awards/settlements may be granted by the Authority higher than the Authority competent to impose such penalty, pension at a rate not less than two thirds of pension admissible to him on the date of his compulsory retirement if otherwise he was entitled to such pension or superannuation on that date.”
- (2) Whenever in the case of a bank employee the Competent Authority passes an order (whether original; appellate or in exercise of power of review) awarding a pension less than the full compensation pension admissible under these regulations, the Board of Directors shall be consulted before such order is passed.
- (3) A pension granted or awarded under Sub-regulation (1) or as the case may be, under Sub-regulation (2), shall not be less than the amount of rupees three hundred and seventy five per mensem.

33. Payment of pension or family pension in respect of employees who retired or died shall be at par and in line with Pension regulation of Public Sector Banks.

CHAPTER VI

RATE OF PENSION

34. Amount of Pension:

- (1) “Basic Pension and additional pension, wherever applicable, shall be updated as per the formulae given in Appendix I.
- (2) In the case of any employee retiring in accordance with the provisions of the service Regulations after completing a qualifying service of not less than thirty three years the amount of basic pension shall be calculated at fifty percent of the average emoluments.
- (3) (a) additional pension shall be fifty per cent of the average amount of the allowances drawn by an employee during the last ten months of his service;
(b) no dearness relief shall be paid on the amount of additional pension.
Explanation: For the purpose of this sub-regulation “allowances” means allowances which are admissible to the extent counted for making contributions to the Provident Fund.
- (4) Pension as computed being aggregate of Sub-regulations (2) and (3) above shall be subject to the minimum pension as specified in these regulations.
- (5) An employee who has commuted the admissible portion of his pension as per the provisions of Regulation 40 of these regulations shall receive only the balance of pension, monthly.
- (6) (a) In the case of an employee retiring before completing a qualifying service of thirty three years, but after completing a qualifying service of ten years, the amount of pension shall be proportionate to the amount of pension admissible under Sub-regulation (2) and (3) and in no case the amount of pension shall be less than the amount of minimum pension specified, in these regulations.
(b) Notwithstanding anything contained in these regulations, the amount of invalid pension shall not be less than the ordinary rate of family pension which would have been payable to his family in the event of his death while in service.
- (7) The amount of pension finally determined under this regulation shall be expressed in whole rupee and where the pension contains a fraction of a rupee, it shall be rounded off to the next higher rupee.

35. Minimum Pension:

The amount of minimum pension shall be Rupees one thousand and fifteen per month in respect of an employee other than a part time employee and rupees three hundred and thirty nine per month in respect of a part-time employee drawing $\frac{1}{3}$ scale wages, rupees five hundred and eight per month in respect of a part time employee drawing $\frac{1}{2}$ scale wages and rupees seven hundred and sixty two per month in respect of a part-time employee drawing $\frac{3}{4}$ scale wages.

36. Dearness Relief:

- (1) Dearness relief shall be granted on basic pension or family pension or invalid pension or on compassionate allowance in accordance with the rates specified in Appendix – II.
- (2) Dearness relief shall be allowed on full basic pension even after commutation.

37. Determination of the period of ten months for average emoluments:

- (1) The period of the preceding ten months for the purpose of average emoluments shall be reckoned from the date of retirement.
- (2) In the case of voluntary retirement or premature retirement the period of the preceding ten months for the purpose of average emoluments shall be reckoned from the date of on which the employee voluntarily retires or is prematurely retired by the Bank.
- (3) In the case of dismissal or removal or compulsory retirement or termination of service the period of the preceding ten months for the purpose of average emoluments shall be reckoned from the date on which the employee is dismissed or removed or compulsorily retired or terminated by the Bank.
- (4) If during the last ten months of the service an employee had been absent from duty on extraordinary leave on loss of pay or had been under suspension and the period whereof does not count as service, the aforesaid period of extraordinary leave or suspension shall not be taken into account in the calculation of the average emoluments and an equal period before the ten months shall be included.

CHAPTER VII

FAMILY PENSION

38. Family Pension:

- (1) Without prejudice to the provisions contained in these regulations where an employee expires –
 - (a) after completion of one year of continuous service; or
 - (b) before completion of one year of continuous service provided the deceased employee concerned immediately prior to his appointment to the service or post was examined by a medical officer approved by the Bank and declared fit for employment in the Bank; or
 - (c) after retirement from service and was on the date of death in receipt of a pension, or compassionate allowance; the family of the deceased shall be entitled to family pension, the amount of which shall be determined in accordance with Appendix – III.
- (2) The amount of family pension shall be fixed at monthly rates and be expressed in whole rupees and where the family pension contains a fraction of a rupee, it shall be rounded off to the next higher rupee; provided that in no case a family pension in excess of the maximum prescribed under these regulations shall be allowed.

- (3) (a) (i) Where an employee, who is not governed by the Workmen’s Compensation Act, 1923 (8 of 1923), dies while in service after having rendered not less than seven years’ continuous service, the rate of family pension payable to the family shall be equal to fifty percent of the pay last drawn or twice the family pension admissible under Sub-regulation (1), whichever is less, and the amount so admissible shall be payable from the date following the date of death of the employee for a period of seven years or for a period up to the date on which the deceased employee would have attained the age of sixty five years had he survived, whichever is less;
- (ii) In the event of death of an employee after retirement, the family pension as determined under Clause (a) or Clause (b) of this sub-regulation shall be payable for a period of seven years or for a period up to the date on which the retired deceased employee would have attained the age of sixty five years had he survived, whichever is less; “Provided that in no case the amount of family pension determined under this clause shall exceed the pension authorised on retirement from the Bank. If the pension authorised to the employee on his retirement is less than the amount of family pension at the ordinary rates, then, the family shall be allowed family pension at the ordinary rates.

Explanation: For the purpose of this sub-clause, “pension authorized on retirement” includes part of the pension which the retired employee might have commuted before death.

- (b) (i) Where an employee, who is governed by the Workmen’s Compensation Act, 1923 (8 of 1923), dies while in service after having rendered not less than seven years’ continuous service, the rate of family pension payable to the family shall be equal to fifty percent of the pay last drawn or one and half times the family pension admissible under Sub-regulation (1), whichever is less;
- (ii) The family pension so determined under Sub-clause (1) shall be payable for the period mentioned in Clause (a);
- (c) After the expiry of the period referred to in Clause (a), the family, in receipt of family pension under that Clause or Clause (b) shall be entitled to family pension at the rate admissible under Sub-regulation (1).
- (4) Notwithstanding anything contained in these regulations where the family of a deceased employee opts for pension in accordance with these regulations.

39. **Period of payment of family pension:**

The period for which family pension is payable shall be –

(a) in the case of widow or a widower, up to the date of death or re-marriage, whichever is earlier;

(b) in the case of a son, until he attains the age of twenty-five years and

(c) in the case of an unmarried daughter (including widowed/divorced) till she attains the age of twenty-five years or up to the date of her marriage/remarriage, whichever is earlier: provided the family pension payable to sons/daughters (including widowed/divorced) shall be discontinued/not admissible when the eligible son/daughter starts earning a sum in excess of Rs.2,550/- per month from employment in Government/private sector/self-employment, etc.

Provided further that if the son or daughter of an employee is suffering from any disorder or disability of mind or is physically crippled or disabled so as to render him unfit to earn a living even after attaining the age of twenty-five years, the family pension shall be payable to such son or daughter for life subject to the following conditions, namely –

(i) if such son or daughter is one among two or more children of the employee, the family pension shall be initially payable to the minor children in the order set out in Clause (e) of Sub-regulation (1) until the last minor child attains the age of twenty-five years and thereafter the family pension shall be resumed in favour of the son or daughter suffering from disorder or disability of mind or who is physically crippled or disabled and shall be payable to him or her for life;

(ii) if there are more than one such children suffering from disorder or disability of mind or who are physically crippled or disabled, the family pension shall be paid in the order of their birth and the younger of them will get the family pension only after the elder next above him or her ceases to be eligible;

Provided that where the family pension is payable to such twin children it shall be paid in the manner set out in Clause (f) Sub-regulation (1).

(iii) the family pension shall be paid to such son or daughter through the guardian as if he or she were a minor except in the case of a physically crippled son or daughter who has attained the age of majority;

(iv) before allowing the family pension for life to any such son or daughter, the Competent Authority shall satisfy that the handicap is of such a nature as to prevent him or her from earning his or her livelihood and the same shall be evidenced by a certificate obtained from a medical officer approved by the Bank, setting out, as far as possible, the exact mental or physical condition of the child;

(v) the person receiving the family pension as guardian of such son or daughter or such son or daughter not receiving the family pension through a guardian shall produce every three years a certificate from a medical officer approved by the Bank to the effect that he or she continues to suffer from disorder or disability of mind or continues to be physically crippled or disabled.

Explanation: The grant of family pension to disabled children beyond the age limit specified in this regulation is subject to the following conditions, namely –

- (i) a daughter shall become ineligible for family pension under this sub-regulation from the date she gets married;
 - (ii) the family pension payable to such son or daughter shall be stopped if he or she starts earning his or her livelihood. In such cases, it shall be the duty of the guardian or son or daughter to furnish a certificate to the Bank every month that –
 - (A) he or she has not started earning his or her livelihood;
 - (B) in case of daughter that she has not yet married;
 - (C) in the case of parents the family pension payable shall be discontinued if the income of one of the parents or the aggregate income of both the parents from employment in Government/private sector/self-employment etc. exceeds Rs.2,550/- per month.
- (d) if a deceased employee or pensioner leaves behind a widow or widower, the family pension shall become payable to the widow or widower, failing which to the eligible child;
- (e) family pension to the children shall be payable in the order of their birth and the younger of them shall not be eligible for the family pension unless the elder next above him or her has become ineligible for the grant of family pension: Provided that where the family pension is payable to twin children it shall be paid in the manner set out in Clause (f) of the Sub-regulation (1);
- (f) (1) Where the family pension is payable to twin children it shall be paid to such children in equal shares; provided that where one such child ceases to be eligible, his or her share shall revert to the other child and where both of them cease to be eligible, the family pension shall be payable to the next eligible single child or twin children, as the case may be.
- (2) Where a deceased employee or a pensioner leaves behind more children than one, the eldest eligible child shall be entitled to the family pension for the period mentioned in Clauses (b) or (c) of Sub-regulation (1), as the case may be, and after the expiry of that period of the next child shall become eligible for the grant of family pension.
- (3) Where family pension is granted under this regulation to a minor, it shall be payable to the guardian on behalf of the minor.
- (4) In case both wife and husband are employees of the Bank and are governed by the provisions of this regulation and one of them dies while in service or after retirement, the family pension in respect of the deceased shall be payable to the surviving husband or wife and in the event of death of the husband or wife, the surviving child or children shall be granted the two family pension in respect of the deceased parents subject to the limits specified below namely:
- (a) if the surviving child or children is or are eligible to draw two family pensions at the rates mentioned in Sub – clause (1) of Clause (a) and Sub-clause (i) of Clause (b) of Sub-regulation (3) of Regulation 38, the amount of both

pensions shall be limited to six thousand seven hundred and fifty six rupees per mensem only in respect of employees, both officers and workmen.

- (b) if one of the family pensions ceases to be payable at the rates mentioned in Sub-clause (i) of Clause (a) or Sub-clause (i) of Clause (b) of Sub-regulation (3) of regulation 38 and in lieu thereof the family pension at the rate mentioned in Sub-regulation (1) of regulation 38 becomes payable, the amount of both the pensions shall also be limited to six thousand seven hundred and fifty six rupees per mensem only in respect of employees, both officers and workmen.
- (c) if both the family pensions are payable at the rate mentioned in Sub-regulating (1) of Regulation 38 amount of the two pensions shall be limited to three thousand three hundred and seventy eight rupees in respect of employees (both officers and workmen).

(5) (a) where family pension is payable to more widows than one, the family pension shall be paid to the widows in equal shares;

(b) on the death of a widow, her share of the family pension shall become payable to her eligible child; provided that if the widow is not survived by any child, her share of the family pension shall not lapse but shall be payable to the other widows in equal shares, or if there is only one such other widow, in full, to her;

(c) where the deceased employees or pensions is survived by a widow but has left behind eligible child or children from another wife who is not alive, the eligible child or children shall be entitled to the share of family pension which the mother would have received if she had been alive at the time of the death of the employee or pensioner; Provided that on the share or shares of family pension payable to such a child or children or to a widow or widows ceasing to be payable, such share or shares shall not lapse, but shall be payable to the other widow or widows and/or to the other child or children otherwise eligible, in equal shares, or if there is only one widow or child, in full, to such widow or child;

(d) Where the family pension is payable to twin children it shall be paid to such children in the manner specified in Clause (e) of Sub-regulation (1) above;

(e) Except as provided in this sub-regulation the family pension shall not be payable to more than one member of the family at the same time.

(6) Where a female employee or male employee dies leaving behind a judicially separated husband or widow and no child or children, the family pension in respect of the deceased shall be payable to the person surviving;

Provided that where in a case the judicial separation is granted on the ground of adultery and the death of the employee takes place during the period of such judicial separation, the family pension shall not be payable to the person surviving if such person surviving was held guilty of committing adultery.

(7) (a) Where a female employee or male employee dies leaving behind a judicially separated husband or widow with a child or children, the family

pension payable in respect of the deceased shall be payable to the surviving person provided he or she is the guardian of such child or children;

(b) Where the surviving person has ceased to be guardian of such child or children, such family pension shall be payable to the person who is the actual guardian of such child or children.

(8) If the son or unmarried daughter eligible for the grant of family pension has attained the age of eighteen years, the family pension may be paid to such son or unmarried daughter directly.

(9) (a) If a person who, in the event of death of an employee while in service, is eligible to receive family pension under these regulations, is charged with the offence of murdering the employee or for abetting in the commission of such an offence, the claim of such a person, including other eligible member or members of the family to receive the family pension, shall remain suspended till the conclusion of the criminal proceedings instituted against him;

(b) If on the conclusion of the criminal proceedings referred to in Clause (a), the person concerned –

(i) is convicted for the murder or abetting in the murder of the employee, such a person shall be debarred from receiving the family pension which shall be payable to the other eligible member of the family, from the date of death of the employee;

(ii) is acquitted of the charge of murder or abetting in the murder of the employee, the family pension shall be payable to such a person from the date of death of the bank employee;

(c) the provisions of Sub-clauses (a) and (b) shall also apply for the family pension becoming payable on the death of an employee after his retirement.

CHAPTER VIII

COMMUTATION

40. Commutation:

(1) An employee shall be entitled to commute for a lumpsum payment of a fraction not exceeding one-third of his pension:

(2) An employee shall indicate the fraction of pension which he desires to commute and may either indicate the maximum limit of one third pension or such lower limit as he may desire to commute.

(3) If fraction of pension to be commuted results in fraction of rupee, such fraction of a rupee shall be ignored for the purpose of commutation.

(4) The lumpsum payable to an applicant shall be calculated in accordance with the Table given below:-

TABLE

Commutation values for a pension of Re. One per annum

Age next birthday	Commutation value Expressed as number of year's purchase	Age next birthday	Commutation value expressed as number of year's purchase
(1)	(2)	(3)	(4)
17	19.28	51	12.95
18	19.20	52	12.66
19	19.11	53	12.35
20	19.01	54	12.05
21	18.91	55	11.73
22	18.81	56	11.42
23	18.70	57	11.10
24	18.59	58	10.78
25	18.47	59	10.46
26	18.34	60	10.13
27	18.21	61	9.81
28	18.07	62	9.48
29	17.93	63	9.15
30	17.78	64	8.82
31	17.62	65	8.50
32	17.46	66	8.17
33	17.29	67	7.85
34	17.11	68	7.53
35	16.92	69	7.22
36	16.72	70	6.91
37	16.52	71	6.60
38	16.31	72	6.30
39	16.09	73	6.01
40	15.87	74	5.72
41	15.64	75	5.44
42	15.40	76	5.17
43	15.15	77	4.90
44	14.90	78	4.65
45	14.64	79	4.40
46	14.37	80	4.17
47	14.10	81	3.94
48	13.82	82	3.72
49	13.54	83	3.52
50	13.25	84	3.32
		85	3.13

Note:

(1) The Table above indicates the commuted value of pension expressed as number of years' purchase with reference to the age of the pensioner as on his next birthday. The

commuted value in the case of an employee retiring at the age of fifty eight years is 10.46 years' purchase and, therefore, if he commutes rupees one hundred from his pension within one year of retirement, the lump sum amount payable to him works out to Rs.100 x 10.46 x 12 = Rs.12,552.

(2) An employee who had commuted the admissible portion of pension is entitled to have the commuted portion of the pension restored after the expiry of a period of fifteen years from the date of commutation.

(3) In case of an applicant in whose case, the commuted value of pension becomes payable on the day following the date of his retirement or from the date from which the commutation becomes absolute, the reduction in the amount of pension on account commutation shall become operative from its inception. Where, however, payment of commuted value of pension could not be made within the first month after the date of retirement or within the first month after the date when the commutation becomes absolute, as the case may be, the difference between the monthly pension and the commuted pension shall be paid for the period between the date following the date of retirement or the date when the commutation becomes absolute, as the case may be and the date preceding the date on which commuted value of pension is deemed to have been paid.

(4) In the case of a pensioner eligible for superannuation pension or pension on voluntary retirement or premature retirement pension, no medical examination shall be necessary, if the application for commutation is made within one year from the date of retirement. However, if such a pensioner applies for commutation of pension after one year from the date of his retirement, the same will be permitted subject to medical examination.

“Provided that in case of an applicant who is in receipt of a provisional pension as in Regulation 45 and for whom pension in whole or in part on the finalization of the departmental or judicial proceedings has been authorised, the period of one year referred to in this sub-regulation shall reckon from the date of issue of the orders consequent upon the finalization of the departmental or judicial proceedings”.

Explanation: An applicant who –

(i) retires on invalid pension under Regulation 29 of these regulations; or
(ii) is in receipt of compassionate allowance under Regulation 30 of these regulations;

or

(iii) is compulsory retired by the Bank and is eligible for compulsory retirement pension under Regulation 32.

Shall be eligible to commute a fraction of his pension subject to the limit specified in Sub-regulation (1) after he has been declared fit by a medical officer approved by the Bank.

(5) The commutation of pension shall become absolute in the case of an employee –

- (a) retiring on superannuation or voluntary retirement who submits an application for commutation of pension before the date of retirement, on the date following the date of retirement.
- (b) retiring on superannuation or on voluntary retirement or on premature retirement, if he applies for commutation of pension after the date of retirement but before the completion of one year from the date of retirement, on the date the application for commutation is received by the Competent Authority;
- (c) retiring on superannuation or on voluntary retirement or on premature retirement, if he applies for commutation of pension after one year from the date of retirement, on the date of the medical certificate given by a medical officer approved by the Bank.
- (d) who died prior to the notified date, on the date immediately following the date of his retirement, where the application for commutation is made by the family of the deceased within the period specified by Clause (a) of Sub-regulation (1) of Regulation 3;
- (e) in respect of whom invalid pension under Regulation 29 or compassionate allowance under Regulation 30 or compulsory retirement under Regulation 32 is admissible, commutation shall become absolute on the date of the medical certificate given by a medical officer approved by the Bank.

CHAPTER IX

GENERAL CONDITIONS

41. Pension subject to future good conduct:

Future good conduct shall be an implied condition of every grant of pension and its continuance under these regulations.

42. Withholding or withdrawal of pension:

The Competent Authority may, by order in writing, withhold or withdraw a pension or a part thereof, whether permanently or for a specified period, if the pensioner is convicted of a serious crime or criminal breach of trust or forgery or acting fraudulently or is found guilty of grave misconduct; Provided that where a part of pension is withheld or withdrawn, the amount of such pension shall not be reduced below the minimum pension per mensem payable under these regulations.

43. Conviction by Court:

Where a pensioner is convicted of a serious crime by a Court of Law, action shall be taken in the light of the judgement of the court relating to such conviction.

44. Pensioner guilty of grave misconduct:

In a case not falling under Regulation 43 if the Competent Authority considers that the pensioner is prima facie guilty of grave misconduct, it shall, before passing an order, follow the procedure specified in Repco Bank Officer (Conduct) Regulations 2003 and Repco Bank Officers' (Discipline & Appeal) Regulations, 2003 and as amended from time to time.

45. **Provisional pension:**

(a) An employee who has retired on attaining the age of superannuation or otherwise and against whom any departmental or judicial proceedings are instituted or where departmental proceedings are continued, a provisional pension, equal to the maximum pension which would have been admissible to him, would be allowed subject to adjustment against final retirement benefits sanctioned to him, upon conclusion of the proceedings but no recovery shall be made where the pension finally sanctioned is less than the provisional pension or the pension is reduced or withheld etc., either permanently or for a specified period.

(b) In such cases the gratuity shall not be paid to such an employee until the conclusion of the proceedings against him. The gratuity shall be paid to him on conclusion of the proceedings subject to the decision of the proceedings. Any recoveries to be made from an employee shall be adjusted against the amount of gratuity payable.

Explanation: In this chapter,

- (i) the expression 'serious crime' includes a crime involving an offence under the Official Secrets Act, 1923 (19 of 1923);
- (ii) the expression 'grave misconduct', includes the communication or disclosure of any secret official code or password or any sketch, plan, model, article, note, document or information, such as is mentioned in Section 5 of the Official Secrets Act 1923 (19 of 1923) which was obtained while holding office in the Bank so as to prejudicially affect the interests of the general public or the security of the State.
- (iii) the expression 'fraudulently' shall have the meaning assigned to it under Section 25 of the Indian Penal Code, 1860 (45 of 1860);
- (iv) the expression 'criminal breach of trust' shall have the meaning assigned to it under Section 405 of the Indian Penal Code, 1860 (45 of 1860);
- (v) the expression 'forgery' shall have the meaning assigned to it under Section 463 of the Indian Penal Code, 1860 (45 of 1860).

46. **Commutation of pension during departmental or judicial proceedings:**

An employee against whom departmental or judicial proceedings have been instituted before the date of his retirement or a person against whom such proceedings are instituted after the date of his retirement shall not be eligible to commute a fraction of his provisional pension, or pension, as the case may be, authorized under these regulations during the pendency of such proceedings.

47. **Recovery of Pecuniary loss caused to the Bank:**

(1) "The Competent Authority may withhold or withdraw a pension or a part thereof, whether permanently or for a specified period, and order recovery from pension of the whole or part of any pecuniary loss caused to the Bank if in any departmental or judicial proceedings the pensioner is found guilty of grave misconduct or negligence or criminal breach of trust or forgery or acts done fraudulently during the period of his service; Provided that the Board shall be consulted before any final orders are passed;

Provided further that departmental proceedings, if instituted while the employee was in service, shall after the retirement of the employee, be deemed to be proceedings under these regulations and shall be continued and concluded by the authority by which they were commenced in the same manner as if the employee had continued in service; Provided also that no departmental or judicial proceedings, if not initiated while the employee was in service, shall be instituted in respect of a cause of action which arose or in event which took place more than four years before such institution;

(2) Where the Competent Authority orders recovery of pecuniary loss from the pension, the recovery shall not ordinarily be made at a rate exceeding one – third of the pension admissible on the date of retirement of the employee: Provided that where a part of pension is withheld or withdrawn, the amount of pension drawn by a pensioner shall not be less than the minimum pension payable under these regulations.”

48. Recovery of Bank’s dues:

The Bank shall be entitled to recover the dues to the Bank on account of housing loans, other staff loans, advances, licence fees, other recoveries and recoveries due to staff co-operative credit society from the commutation value of the pension or the pension of the family pension.

49. Commercial employment after retirement:

- (1) If a pensioner who immediately before his retirement was holding the post of an officer and wishes to accept any commercial employment before the expiry of two years from the date of his retirement, he shall obtain the previous sanction of the Bank to such acceptance.
- (2) Subject to the provision of Sub-regulation (3), the Bank may, by order in writing, on the application by a pensioner, grant, subject to such conditions, if any, as it may deem necessary, permission, or refuse, for reasons to be recorded in the order, permission to such pensioner to take up the commercial employment specified in the application.
- (3) In granting or refusing permission under sub-regulation (2) to a pensioner for taking up any commercial employment, the Bank shall have regard to the following factors, namely:
 - a) the nature of the employment proposed to be taken up and the antecedents of the employer;
 - b) whether his duties in the employment which he proposes to take up might be such as to bring him into conflict with the Bank;
 - c) whether the pensioner while in service had any such dealing with the employer under whom he proposes to seek employment as it might afford a reasonable basis for the suspicion that such pensioner had shown favours to such employer;
 - d) whether the duties of the commercial employment proposed involve liaison or contact work with Bank;

- e) whether his commercial duties will be such that his previous official position or knowledge or experience under Bank could be used to give the proposed employer an unfair advantage;
 - f) the emoluments offered by the proposed employer; and
 - g) any other relevant factor.
- (4) Where within a period of sixty days of the date of receipt of an application under Sub-regulation (3), the Bank does not refuse to grant the permission applied for or does not communicate the refusal to the applicant, the Bank shall be deemed to have granted the permission applied for;
Provided that in any case where defective or insufficient information is furnished by the applicant and it becomes necessary for the Bank to seek further clarifications or information from him, the period of sixty days shall be counted from the date on which the defects have been removed or complete information has been furnished by the applicant.
- (5) Where the Bank grants the permission applied for subject to any conditions or refuses such permission, the applicant may within thirty days of the receipt of the order of the Bank to that effect, make a representation against any such condition or refusal and the Bank may make such orders thereon as it deems fit;
Provided that no order other than an order cancelling such condition or granting such permission without any conditions shall be made under this sub-regulation without giving the pensioner making the representation an opportunity to show cause against the order proposed to be made.
- (6) If any pensioner takes up any commercial employment at any time before the expiry of two years from the date of his retirement without the prior permission of the Bank or commits a breach of any condition subject to such permission to take up any commercial employment has been granted to him under this regulation, it shall be competent for the Bank to declare by order in writing and for reasons to be recorded therein that he shall not be entitled to the whole or such part of the pension and for such periods as may be specified in the order; Provided that no such order shall be made without giving the pensioner concerned an opportunity of show cause against such declaration; Provided further that in making any order under this sub-regulation, the Bank shall have regard to the following factors, namely:
- (i) the financial circumstances of the pensioner concerned;
 - (ii) the nature of, and the emoluments from, the commercial employment taken up by the pensioner concerned; and
 - (iii) any other relevant factor.
- (7) Every order passed by the Bank under this regulation shall be communicated to the pensioner concerned;
- (8) In this regulation, the expression ‘commercial employment’ means –
- (i) an employment in any capacity including that of an agent, under a company (including a banking company), co-operative society, firm or individual engaged in trading, commercial, industrial, financial or professional business

and includes also a directorship of such company (including a banking company) and partnership of such firm, but does not include employment under a body corporate, wholly or substantially owned or controlled by the Central Government or a State Government;

- (ii) setting up practice, either independently or as a partner of a firm, as adviser or consultant in matters in respect of which the pensioner –
- (A) has no professional qualifications and the matters in respect of which the practice is to be set up or is carried on are relatable to his official knowledge or experience, or
- (B) has professional qualifications but the matters in respect of which such practice is to be set up are such as are likely to give his clients an unfair advantage by reason of his previous official position, or,
- (C) has to undertake work involving liaison or contact with the offices or officers of the Bank.

50. Nomination:

- (1) The trust shall allow every employee governed by these regulations to make a nomination conferring on one or more persons the right to receive the amount of pensionary benefits under these regulations in the event of his death before that amount becomes payable or, having become payable, has not been paid. Such nomination shall be made in such form as may be specified by the Bank from time to time.
- (2) If any employee nominates more than one person under Sub-regulation (1), he shall, in his nomination, specify the amount or share payable to each of the nominees in such a manner as to cover the whole of the amount of pensionary benefits that may be payable in the event of his death.
- (3) A nomination made by an employee may, at any time, be modified or revoked by him after giving a written notice to the trust of his intention of doing so in such form as the Bank may from time to time specify.
- (4) A nomination or its revocation or its modification shall take effect to the extent it is valid on the date on which it is received by the trust.

51. Date from which pension becomes payable:

- (1) Except in the case of an employee to whom the provisions of Regulation 42 and Regulation 45 apply a pension other than family pension shall become payable from the date following the date on which an employee retires.
- (2) Family pension shall become payable from the date following the date of death of the employee or the pensioner.
- (3) Pension including family pension shall be payable for the day on which its recipient dies.

52. Currency in which pension is payable:

All pensions admissible under these regulations shall be payable in rupees in India only.

53. **Manner of payment of pension:**

A pension fixed at a monthly rate shall be payable monthly on or after the first day of the following month.

54. **Power to issue Instructions:**

The Managing Director may from time to time issue instructions as may be considered necessary or expedient for the implementation of these regulations.

55. **Residuary Provisions:**

In case of doubt, in the matter of application of these regulations, regard may be had to the corresponding provisions of Central Civil Services Rules, 1972 or Central Civil Services (Commutation of Pension) Rules, 1981 applicable for Central Government employees with such exceptions and modifications as the Bank, may from time to time, determine.

56. **Amendment/ Changes in the scheme:**

The Competent Authority is authorized to make necessary amendments in the operations and regulations of the Scheme in line with changes in the Government Policy and also changes in Pension Policy of Public Sector Banks and / or Pension Policy approved by IBA.

In case of any ambiguity in interpretation of the regulations listed above, the views of Competent Authority in interpretation of the regulations shall be final and binding.

Appendix – I

(See Regulation 34)

1. Total Pay for the last 10 months
(BP + Special Pay + Special Allowance reckonable for pension) of qualifying service. : Rs.
2. Average emoluments for the purpose of pension
Total as per (1) above
10 : Rs.
3. Updated basic pension
50% of (2) above x $\frac{\text{No. of years of qualifying service (maximum 33 years)}}{33}$: Rs.
4. Basic Pension rounded off to next higher rupee : Rs.

Appendix – II

(See Regulation 36)

Dearness relief on basic pension shall be as under:

Dearness relief shall be payable for every raise or be recoverable for every fall, as the case may be, of very 4 points over 2,288 points in the quarterly average of the All India Average Consumer Price Index for Industrial Workers in the series 1960 = 100.

1. Dearness relief shall be payable for the half year commencing from the 1st day of February and ending with 31st day of July on the quarterly average of the index figures published for the months of October, November and December of the previous year for the half year commencing from the 1st day of August and ending with the 31st day of January on the quarterly average of the index figure published for the months of April, May and June of the same year.
2. In the case of family pension, invalid pension, and compassionate allowance, dearness relief shall be payable in accordance with the rates mentioned above.
3. Dearness relief will be allowed on full basic pension even after commutation.
4. Dearness relief is not payable on additional pension.

Appendix – III

(See Regulation 38)

In respect of employees (both officers and workmen) other than part-time employees.

Scale of pay per month

Amount of Monthly family pension

Upto Rs.4,040/-

30 percent of the “Pay” shall be the basic family pension plus 30 percent of allowances which are reckoned for making contributions to provident fund but not for dearness allowance shall be the additional family pension. The Aggregate of basic and additional family pension shall not be less than Rs.1,015 per month

Rs.4,040/- to Rs.8,080/-

20 percent of the “Pay” shall be the basic family pension plus 20 percent of allowances which are counted for making contributions to Provident fund but not dearness allowance shall be the additional family pension. The aggregate of basic and additional family pension shall not be less than Rs.1,212 per month

Above Rs.8,080/-

15 percent of the “Pay” shall be the basic family pension plus 15 percent of allowances which are counted for making contributions to Provident fund but not for dearness allowance shall be the additional family pension. The aggregate of basic and additional family pension shall not be less than Rs.1, 616 per month and more than Rs.3, 378 per month.

Notes:

1. Dearness relief is not payable on additional family pension.
2. Scale of Pay for the purpose of calculation of family pension as above shall be the aggregate of “Pay” as defined in sub-clause(s) of regulation 2 and “allowances” as defined in the explanation to Sub- Regulation(3) of Regulation 34.
3. In the case of a part-time employee, the minimum amount of family pension and maximum amount of family pension shall be in proportion to the rate of scale wages drawn by the employee.
4. In case the aggregate of basic family pension and additional family pension falls short of minimum pension the pensioner may be given family pension and dearness relief may be paid on such minimum family pension. However, no additional family pension shall be payable over and above the minimum family pension.

Appendix – IV

(Regulation 26)

Actual service on Scale wages rendered on permanent part-time basis in one week	Length of corresponding qualifying service for each year of service rendered on permanent part-time basis for calculating the amount of pension.
---	--

(1)

(2)

Six Hours or more but upto 13 hours;
more than 13 hours upto 19 hours;
more than 19 hours but upto 29 hours;
more than 29 hours

One third of a year
One half of a year
Three fourth of a year
One year