

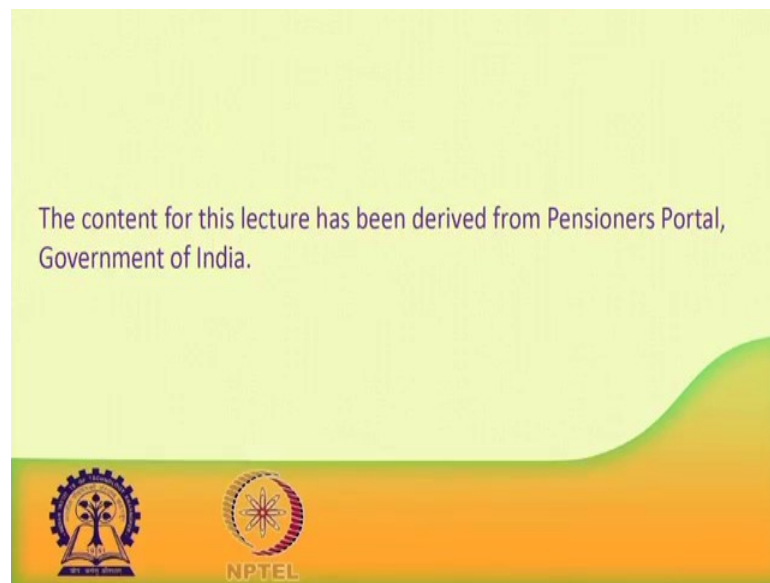
Performance And Reward Management
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Vinod Gupta School of Management
Indian Institute of Technology, Kharagpur

Lecture – 50

Understanding relevance of employee benefits and pension schemes, employee benefits, flexible benefits, pension scheme, 7th Pay Commission (Contd.)

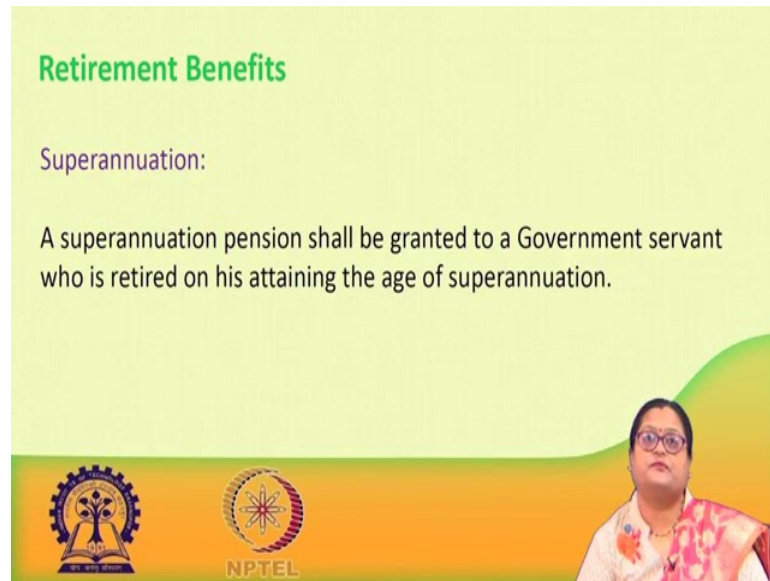
Welcome back. Today we will be discussing on the different classes of pension in India.

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The content of this lecture has been derived from Pensioners Portal, Government of India.

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Retirement Benefits

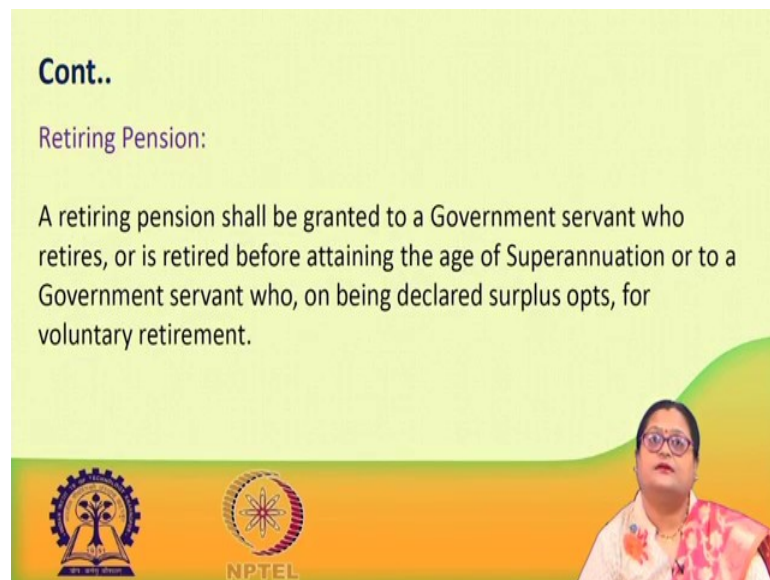
Superannuation:

A superannuation pension shall be granted to a Government servant who is retired on his attaining the age of superannuation.

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When you talk of retirement benefits and its superannuation; a superannuation pension shall be granted to a government servant who is retired on his attaining the age of superannuation.

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Retiring Pension:

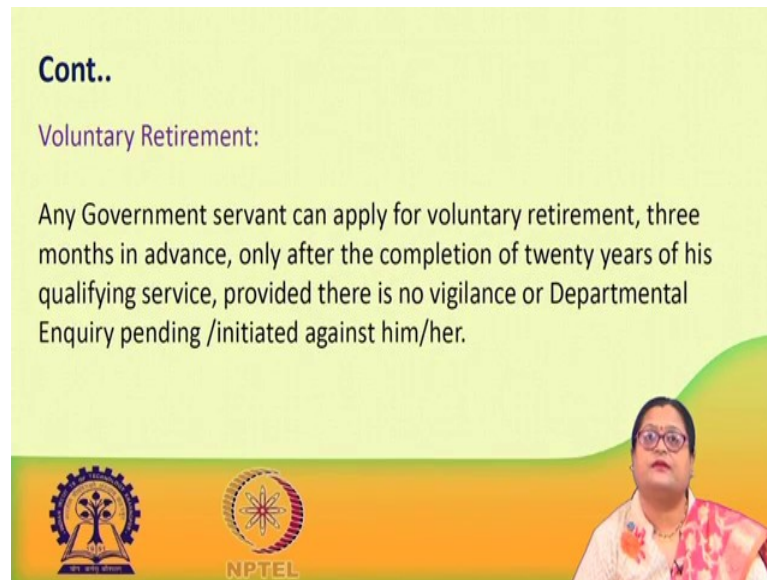
A retiring pension shall be granted to a Government servant who retires, or is retired before attaining the age of Superannuation or to a Government servant who, on being declared surplus opts, for voluntary retirement.

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Now, who is a retiring person? A retiring person shall be grant it to a government retiring pension should be granted to a government servant who retires, or he is retired before attaining the age of superannuation, or to a government servant who on being declared surplus opts, for voluntary retirement.

So, when we talk of retiring pension these are the categories of people who have retired. So, who have retired or is retired; who has normally retired on the age of superannuation, or who is retired before attaining the age of superannuation or to a government servant was declared surplus and opts for voluntary retirement.

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Voluntary Retirement:

Any Government servant can apply for voluntary retirement, three months in advance, only after the completion of twenty years of his qualifying service, provided there is no vigilance or Departmental Enquiry pending /initiated against him/her.

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Now, what is voluntary retirement? Any government servant can apply for voluntary retirement 3 months in advance only after the completion of 20 years of his qualifying service, provided there is no vigilance or departmental enquiry pending initiated against him or her.

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Invalid Pension:

Invalid Pension may be granted if a Government servant applies for retirement from the service on account of any bodily or mental infirmity which permanently incapacitates him/her for the service. The request for invalid pension has to be supported by medical report from the competent medical board.



Invalid pension: Invalid pension may be granted if a government servant applies for retirement from the service on account of any bodily or mental infirmity which permanently incapacitate him or her for the service. The request for invalid pension has to be supported by medical report from the competent medical board.


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Compensation Pension:

If a Government servant is selected for discharge owing to the abolition of a permanent post, he shall, unless he is appointed to another post the conditions of which are deemed by the authority competent to discharge him/her to be at least equal to those of his own, have the option.

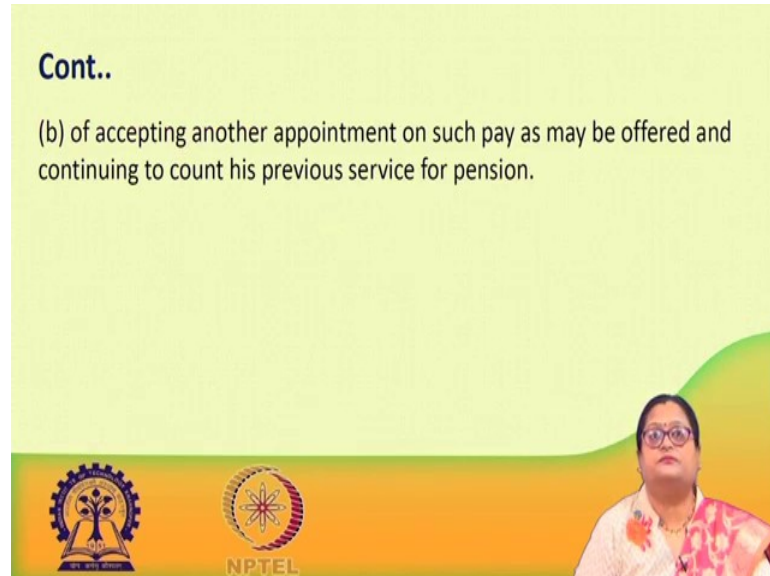
(a) of taking compensation pension to which he may be entitled for the service he had rendered, or



Compensation pension: If a government servant is selected for discharge owing to the abolition of a permanent post he shall unless he is appointed to another post. The conditions of which are deemed by the authority competent to discharge him or her to be

at least equal to those of his own have the option of taking compensation pension to which he may be entitled for the service he had rendered.

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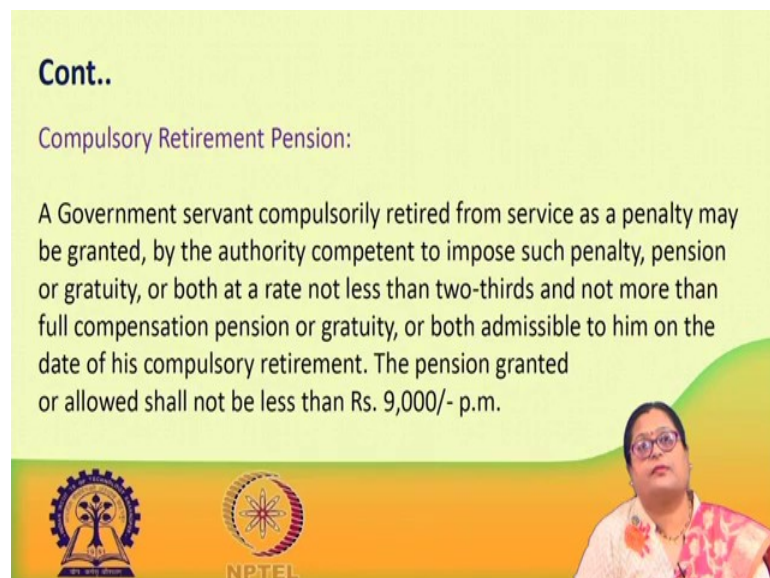
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(b) of accepting another appointment on such pay as may be offered and continuing to count his previous service for pension.

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Or b; of accepting another appointment on such pay as may be offered and continuing to count his previous service for pension.

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Compulsory Retirement Pension:

A Government servant compulsorily retired from service as a penalty may be granted, by the authority competent to impose such penalty, pension or gratuity, or both at a rate not less than two-thirds and not more than full compensation pension or gratuity, or both admissible to him on the date of his compulsory retirement. The pension granted or allowed shall not be less than Rs. 9,000/- p.m.

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Compulsory retirement pension: A government servant compulsorily retired from service as a penalty may be granted by the authority competent to impose such penalty pension, or gratuity, or both at rate not less than two-thirds and not more than full compensation




pension, or gratuity or both admissible to him on the date of his compulsory retirement. The pension granted or allowed shall not be less than rupees 9,000 per month.

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Compassionate Allowance:

(i) A Government servant who is dismissed or removed from service shall forfeit his pension and gratuity:
Provided that the authority competent to dismiss or remove him from service may, if the case is deserving of special consideration, sanction a compassionate allowance not exceeding two-thirds of pension or gratuity or both which would have been admissible to him if he had retired on compensation pension.




Compassionate allowance: A government servant who is dismissed or removed from service shall forfeit his pension and gratuity. Provided that the authority competent to dismiss or remove him from service may, if the case is deserving of special consideration, sanction a compassionate allowance not exceeding two-thirds of pension or gratuity or both which would have been admissible to him if he had retired on compensation pension.

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(ii) A compassionate allowance sanctioned under the provision to sub-rule (i) shall not be less than Rs. 9,000/- p.m.

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A compassionate allowance sanctioned under the provision to sub rule 1; shall not be less than 9,000 per month.

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Extraordinary Pension:

Extraordinary Pension in the form of Disability pension/extraordinary family pension may be paid to the Government servant/his family if disablement/death (or the aggravation of disablement/death)of the Government servant, during his service, are attributed to the Government service.

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And extraordinary pension: extraordinary pension in the form of disability pension or extraordinary family pension may be paid to the government servant or his family if the disablement or death or the aggravation of disablement/ death of the government servant, during his service are attributed to the government service.

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For the award of extraordinary pension, there should thus be a casual connection between disablement and Government service; and death and Government service, for attributability or aggravation to be conceded. The quantum of the pension, however, depends upon the category of the disablement/death.

Government servants appointed on or after 1.1.2004 are not covered by the CCS (Extraordinary Pension) Rules.







For the award of extraordinary pension, there should thus be a casual connection between disablement and government service. And death and government service for attributability or aggravation to be conceded. The quantum of the pension however, depends upon the category of the disablement or death. Government servants appointed on or after 1st January 2004 are not covered by the CCS or the Extraordinary Pension Rules.

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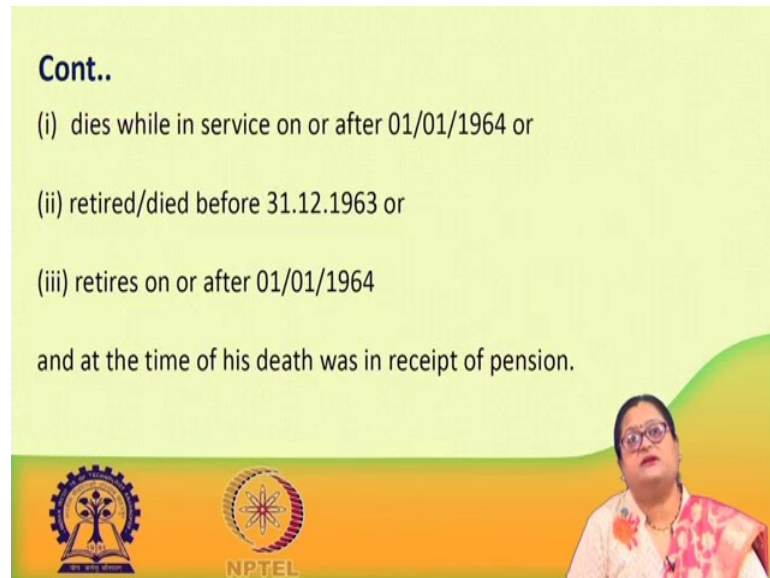
Family Pension:

Family pension is granted to the widow / widower and where there is no widow / widower to the children of a Government servant who entered in service in a pensionable establishment on or after 01/01/1964 but on or before 31.12.2003 or having entered service prior to that date came to be governed by the provisions of the Family Pension Scheme for Central Government Employees, 1964 if such a Government servant-



Family pension: Family pension is granted to the widow or widower and where there is no widow widower to the children of a government servant who entered in the service in a pensionable establishment on or after 1st January 1964, but on or before 31 December 2003. Or having entered service prior to that date came to be governed by the provisions of the family pension scheme for central government employees 1964.

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- (i) dies while in service on or after 01/01/1964 or
- (ii) retired/died before 31.12.1963 or
- (iii) retires on or after 01/01/1964

and at the time of his death was in receipt of pension.

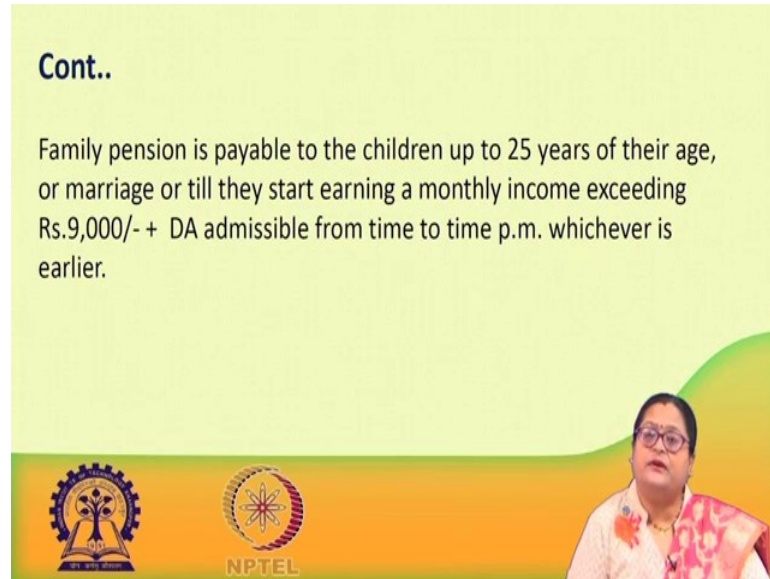
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If such a government servant dies while in service on or after 1st January 1964 or retired or died before 31st December 1963 or retires on or after 1st January 1964 and at that time of his death was in receipt of pension.

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Family pension is payable to the children up to 25 years of their age, or marriage or till they start earning a monthly income exceeding Rs.9,000/- + DA admissible from time to time p.m. whichever is earlier.

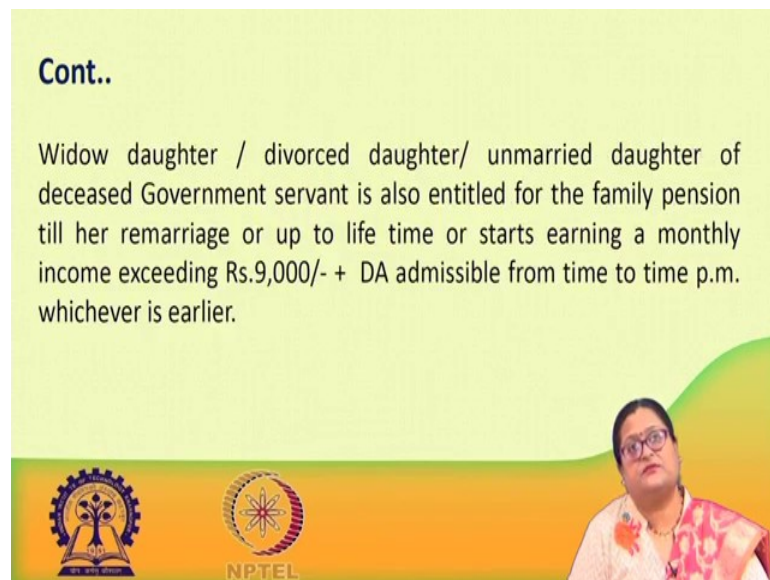


Family pension is payable to the children up to 25 years of their age or marriage or till they start earning a monthly income exceeding rupees 9,000 plus Dearness Allowance admissible from time to time per month whichever is earlier.

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Widow daughter / divorced daughter/ unmarried daughter of deceased Government servant is also entitled for the family pension till her remarriage or up to life time or starts earning a monthly income exceeding Rs.9,000/- + DA admissible from time to time p.m. whichever is earlier.




Widow daughter, divorced daughter, unmarried daughter of the deceased government servant is also entitled for the family pension till her marriage or up to a lifetime or starts earning a monthly income exceeding Rs 9,000 per Dearness Allowance admissible from time to time per month whichever is earlier.

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Family pension is payable to wholly dependent parents of the deceased Government servants w.e.f. 01/01/98, when he/she is not survived by a widow or eligible child. The family pension will be payable to mother first , failing which to the father.


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Family pension is also payable to wholly independent parents of the deceased government servants with effect from 1st January 98, when he or she is not survived by a widow or eligible child. The family pension will be payable to mother first failing which to father.

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If the son or daughter, of a Government servant is suffering from any disorder or disability of mind or is physically crippled or disabled so as to render him or her unable to earn a living even after attaining the age of 25 years, the family pension can continue to be paid for life time subject to conditions.

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References :

<https://pensionersportal.gov.in/ClassOfPen.asp>

The content for this lecture has been derived from Government of India, Pensioners Portal.

The slide features a green and yellow background. At the bottom, there are logos for IIT Bombay (left) and NPTEL (center). A small video inset of a woman with glasses and a pink floral top is visible in the bottom right corner.

These are the references from which this discussion is based, these are the excerpts from this reference please visit it for further details.

Thank you.