

GOVERNMENT OF WEST BENGAL
HIGHER EDUCATION DEPARTMENT
UNIVERSITY BRANCH
BIKASH BHAVAN, SALT LAKE, KOLKATA - 700 091

No. 464(30)-Edn(U)

Dated 13th August, 2010

MEMORANDUM

The question relating to the revision of West Bengal State Aided Universities (Death-Cum-Retirement Benefit) Scheme, 1999 with subsequent amendments made thereto for the employees (Teachers, Officers and Non-teaching Staff) of the State Aided Universities, namely (1) Calcutta University, (2) Jadavpur University, (3) Kalyani University (4) Burdwan University, (5) North Bengal University, (6) Rabindra Bharati University, (7) Vidyasagar University, (8) West Bengal State University, Barasat (9) University of Gour Banga (10) Bengal Engineering and Science University, (11) West Bengal University of Technology, (12) Netaji Subhas Open University and the employees of Hostel /Mess of the State Aided Universities is under consideration of the Government of West Bengal for some time past. The Pay Committee constituted for the non-teaching employees of the State Aided Universities and certain other bodies as per Finance Department Resolution No. 8349-F dated 10th November, 2008, read with subsequent orders issued thereon also made certain recommendations in regard to retirement benefits.

After careful consideration of the recommendations made by the Pay Committee constituted for the non-teaching employees of the State Aided Universities and certain other bodies in regard to retirement benefits, the Governor, in partial modification of G.O No. 83-Edn(U), 84-Edn(U), 85-Edn(U) all dated 30.01.2000 and subsequent orders issued in this regard, has been pleased to decide that the revised benefits as embodied in Annexures be allowed to the pensioners (teachers, officers and non-teaching employees)/family pensioners of State-Aided Universities.

The revised scheme shall be called "West Bengal State Aided Universities (Death-cum-retirement benefit) Scheme, 2010."

It shall be deemed to have come into force with effect from 1st January, 2006 or any subsequent date in respect of any particular paragraph of the scheme as will be indicated in the paragraph itself.

The scheme together with those provisions of the old scheme which have not been amended by the modified old scheme indicated in the subsequent paragraphs shall apply to teachers, officers and the non-teaching employees of the State -Aided Universities in West Bengal.

This order issues as per Finance Department Memo No 608-F(Pen) dated 29th June, 2010 & U.O No 567 dated 2.8.2010


Sd/- S.C. Tewary
Principal Secretary

No. 464(30)-Edn(U)

Dated 13th August, 2010

Copy forwarded for information & necessary action to the:-

1. Principal Accountant General(A&B), West Bengal, Treasury Building, Kolkata
2. Accountant General(Audit-I), West Bengal, 4 Brabourne Road, Kolkata
3. Accountant General(Audit-II), West Bengal, 18, Rabindra Sarani, Kolkata
4. Registrar, University
- ✓ 5. Finance Officer, *Jadavpur* University
6. Finance Department (Group-B) of this Government
7. Pension Branch, Finance Department of this Government
8. Accounts Officer, Higher Education Department of this Government
9. Budget Branch of the Department
10. Statistical Cell of the Department
11. P.S. to the Minister-in-Charge of this Department.
12. P.A. to the Principal Secretary of this Department.
13. Principal Secretary, Agriculture Department, Govt. of West Bengal
14. Principal Secretary, Health & Family Welfare Department, Govt. of West Bengal
15. Principal Secretary, Animal Resource Development Department, Govt. of West Bengal
16. West Bengal University Pensioners' Association
17. Guard File


Assistant Secretary

ANNEXURE- I

(to Memo No 464(30)-Edn (U) dated 13th August, 2010)

Revision of Pension / Family Pension of Pre-2006 Pensioners / Family Pensioners under CPF-cum-Gratuity-cum-Pension Scheme

1. The revision of Pension /Family Pension of Pre-2006 i.e. the persons who retired on or before 31.12.2005 and receiving pension /family pension as per G.O.No 83-Edn(U) dated 30.01.2000 and G.O. No.84-Edn(U) dated 30.01.2000 will be made in the following manner as indicated in succeeding paragraphs with effect from 1.04.2008.
2. In these orders :-
 - (a) "Existing pensioners" or "Existing family pensioners" means pensioners who were drawing /entitled to pension/family pension on 31.12.2005.
 - (b) "Existing pension" means the basic pension inclusive of commuted portion, if any, due on 31.12.2005.
 - (c) "Existing family pension" means the basic family pension due under West Bengal State-Aided Universities (Death-cum-Retirement benefit) Scheme, 1999 incorporated in G.O. No. 83-Edn(U) & 84-Edn(U) both dated 30.01.2000.
 - (d) "Dearness Pension" means dearness relief equal to 50% of the basic pension/family pension.
3. The Pension /family pension of existing pre-2005 pensioners / family pensioners (who retired up to 31.12.1985) will be consolidated with effect from 01.01.2006 adding together :-
 - (a) Existing Basic Pension/Family Pension (inclusive of Commuted portion & excluding the effect of merger of 50% of Dearness Pension)
 - (b) Dearness Pension, where applicable @ 50% of Basic pension/family pension
 - (c) Dearness Relief up to AICPI (IW) Average index 536 (Base year 1982=100) i.e. 24% of Basic Pension/Family Pension plus @50% of Basic pension / family pension where applicable, on notional basis.
 - (d) Fitment weightage @ 40% of the existing Basic Pension /family pension.
 - (e) Additional weightage @20% of the existing Basic Pension /family pension. (Who retired on or before 01.01.1986).
 - (f) Consolidated Pension (a+b+c+d+e)

Provided the total amount so arrived at is less than Rs.2160/-, the same shall be stepped up to Rs.2160/-.The amount so arrived at will be regarded as consolidated pension /family pension notionally with effect from 01.01.2006 with actual effect from 01.04.2008.

4. The Pension /family pension of existing pre-2006 pensioners / family pensioners (i.e. who retired during the period 01.01.1986 to 31.12.2005) will be consolidated with effect from 01.01.2006 adding together:-
 - a) Existing Basic Pension/Family Pension (including Commuted portion & excluding the effect of merger of 50% of Dearness Pension)
 - (b) Dearness Pension, where applicable @ 50% of Basic pension/family pension
 - (c) Dearness Relief up to AICPI (IW) Average index 536 (Base year 1982=100) i.e. 24% of Basic Pension/Family Pension plus @ 50% of Basic pension/family pension where applicable, on notional basis.
 - (d) Fitment weightage @ 40% of the existing Basic Pension /family pension.
 - (e) Additional weightage @ 10% of the existing Basic Pension /family pension.
 - (f) Consolidated Pension (a+b+c+d+e).

Provided the total amount so arrived at is less than Rs.2160/-, the same shall be stepped up to Rs.2160/-.The amount so arrived at will be regarded as consolidated pension /family pension notionally with effect from 01.01.2006 with actual effect from 01.04.2008.

- 5 (a) The existing minimum amount of monthly pension /family pension of Rs. 650/- & Rs. 1000/- as laid down in G.O. 322-Edn(U) dated 30.03.2001 & G.O.No 494-Edn(U) dated 18.09.2006 respectively as mentioned has been raised to Rs.2160/-.
 - (b) The existing maximum monthly pension /family pension of Rs.5600/- and Rs.1680/- respectively as laid down in G.O.No.322-Edn(U) Dated 29th March,2001 has been increased to Rs.22,500/- and Rs.15,000/- respectively.
6. The fixation of pension will be subject to the provision that the revised pension, in no case, shall be lower than 30% of the minimum of the Pay in the Pay Band plus the Grade Pay in the revised Pay Structure corresponding to the pre-revised pay scale from which the Pensioner had retired. (Vide Annexure-VI A).
 7. The fixation of family pension will be subject to the provision that the revised family pension, in no case, shall be lower than 20% of the minimum of the Pay in the Pay Band plus the Grade Pay in the revised Pay Structure corresponding to the pre-revised pay scale from which the pensioner had retired.(vide Annexure –VI A)
 8. The pensioners / family pensioners who are re-employed / employed are not getting relief on pension in terms of the existing rules/ orders. In their cases, the notional

ANNEXURE- II
(to Memo No 464(30)-Edn(U) dated 13th August,2010)

Revision of Pension / Family Pension for those Retiring on or after 01.01.2006 under CPF-cum –Gratuity-cum-Pension

(The revision of Pension /Family Pension of the persons who retired on or after 2006 and who have not exercised option to come under G.O. No 85-Edn(U) dated 30.01.2000)

The pensionary benefits in respect of the West Bengal State-Aided Universities employees who retired after coming into force of the West Bengal State-Aided Universities (Revision of Pay and Allowances) Rules, 2009, for Non-teaching staff, vide G.O.No.502-Edn(U) dated 28th August,2009 for Teachers & vide G.O.No78 Edn(U) dated 23.02.2010 for Officers and whose pay has been fixed under the said rules actually or in whose favour such revised pay has been allowed notionally shall be as follows :-

a) **Pension**

- (i) An University employee retiring in accordance with the provisions of State-Aided Universities (Death-cum-Retirement Benefit) Scheme,1999 incorporated in G.O. No. 84-Edn(U) dated 30.01.2000 and before completion of minimum qualifying service of ten years shall not be entitled to pension, but he/ she shall continue to be entitled to gratuity.
- (ii) Eligibility of pension after 15 years qualifying service as incorporated in clause No. 8 of G.O.No. 1250-Edn(U) dated 27.12.1991 to be replaced by 10 years. Once an University employee has rendered a minimum qualifying service of 15 years, pension shall be paid at 30% of the last basic pay drawn. For University employees who at the time of retirement have rendered qualifying service for 10 (ten) years or more but less than 15(fifteen) years, proportionate reduction shall be made while calculating the amount of pension. This provision, however, shall be applicable to the University employees retiring on or after the date 01.04.2009 and shall not be applicable in respect of those employees, who have retired on or after 1st day of January, 2006 but before 1st April, 2009.
- (iii) The existing maximum monthly pension of Rs.5600/- per month as laid down in G.O.No.322-Edn(U) dated 29th March, 2001 shall be raised to Rs,22,500/-.
- (iv) The existing minimum amount of pension / family pension of Rs.650/- & Rs.1000/- as laid down in G.O. 322-Edn(U) dated 29.03.2001 & G.O. No. 494-Edn(U) dated 18.09.2006 respectively shall be raised to Rs.2160/- only per month.

b) **Family Pension :-**

Family Pension be calculated @ 20% of the last basic pay drawn actually or notionally under West Bengal State-Aided Universities (Revision of Pay and

ANNEXURE- II
(to Memo No 464(30)-Edn(U) dated 13th August,2010)

Revision of Pension / Family Pension for those Retiring on or after 01.01.2006 under CPF-cum –Gratuity-cum-Pension

(The revision of Pension /Family Pension of the persons who retired on or after 2006 and who have not exercised option to come under G.O. No 85-Edn(U) dated 30.01.2000)

The pensionary benefits in respect of the West Bengal State-Aided Universities employees who retired after coming into force of the West Bengal State-Aided Universities (Revision of Pay and Allowances) Rules, 2009, for Non-teaching staff, vide G.O.No.502-Edn(U) dated 28th August,2009 for Teachers & vide G.O.No78 Edn(U) dated 23.02.2010 for Officers and whose pay has been fixed under the said rules actually or in whose favour such revised pay has been allowed notionally shall be as follows :-

a) **Pension**

- (i) An University employee retiring in accordance with the provisions of State-Aided Universities (Death-cum-Retirement Benefit) Scheme,1999 incorporated in G.O. No. 84-Edn(U) dated 30.01.2000 and before completion of minimum qualifying service of ten years shall not be entitled to pension, but he/ she shall continue to be entitled to gratuity.
- (ii) Eligibility of pension after 15 years qualifying service as incorporated in clause No. 8 of G.O.No. 1250-Edn(U) dated 27.12.1991 to be replaced by 10 years. Once an University employee has rendered a minimum qualifying service of 15 years, pension shall be paid at 30% of the last basic pay drawn. For University employees who at the time of retirement have rendered qualifying service for 10 (ten) years or more but less than 15(fifteen) years, proportionate reduction shall be made while calculating the amount of pension. This provision, however, shall be applicable to the University employees retiring on or after the date 01.04.2009 and shall not be applicable in respect of those employees, who have retired on or after 1st day of January, 2006 but before 1st April, 2009.
- (iii) The existing maximum monthly pension of Rs.5600/- per month as laid down in G.O.No.322-Edn(U) dated 29th March, 2001 shall be raised to Rs,22,500/-.
- (iv) The existing minimum amount of pension / family pension of Rs.650/- & Rs.1000/- as laid down in G.O. 322-Edn(U) dated 29.03.2001 & G.O. No. 494-Edn(U) dated 18.09.2006 respectively shall be raised to Rs.2160/- only per month.

b) **Family Pension :-**

Family Pension be calculated @ 20% of the last basic pay drawn actually or notionally under West Bengal State-Aided Universities (Revision of Pay and

Allowances) Rules, 2009 for Non-teaching staff, G.O.No.502-Edn(U) dated 28th August,2009 for Teachers & G.O.No.78-Edn(U) dated 23.02.2010 for Officers. The maximum ceiling of family pension of Rs1680/- only per month as laid down in G.O.No.322-Edn(U) dated 29th March, 2001 shall be raised to Rs.15,000/- per month at normal rate. However, the existing provision for calculation of family pension at enhanced rate for a specific period will continue.

c) **Gratuity:-**

The maximum of Death / Retiring Gratuity of Rs.1,00,000/- (Rupees one lakh) only as laid down in clause No.3(iv) of G.O.No.322-Edn(U) dated 29th March, 2001 shall be raised to Rs.2.40 lakh (Rupees two lakh forty thousand) only.

d) **Regulation of the cases of pensioners / family pensioners during the period from 01.01.2006 to 31.03.2008**

i) University employees who retired during the period from 01.01.2006 to 31.03.2008 are also entitled to have their pensionary benefits revised notionally in terms of West Bengal State-Aided Universities (Revision of Pay and Allowances) Rules, 2009 for Non-teaching staff; G.O.No.502-Edn(U) dated 28th August,2009 for Teachers & G.O.No. 78-Edn(U) dated 23.02.2010 for Officers for the period prior to 01.04.2008. They shall not get any arrears representing the difference between revised pension and existing pension for the period upto 31.03.2008. They shall continue to draw the existing pension which was fixed without taking into account the benefit of notional fixation of pay upto 31.03.2008. They shall get actual payment of revised pensionary benefits, i.e., pension, death / retiring gratuity and family pension arrived at on the basis of emolument allowed notionally as a special case. In their cases pensionary benefits shall be calculated on the basis of notional pay fixed under West Bengal State-Aided Universities (Revision of Pay and Allowances) Rules, 2009 for Non-teaching staff, G.O.No.502-Edn(U) dated 28th August,2009 for Teachers & G.O.No.78-Edn(U) dated 23.02.2010 for Officers on the date of retirement / death , as a special case and in relaxation of normal rules.

ii) The amount of gratuity, if any, paid earlier in respect of employees of this category according to the rules prevailing at the material time will be adjusted against the revised gratuity calculated on the basis of notional emoluments on the basis of this order.

iii) In the cases of pensioners who are otherwise eligible to have their pay fixed notionally under West Bengal State-Aided Universities (Revision of Pay and Allowances) Rules, 2009 for Non-teaching staff; G.O.No.502-Edn(U) dated 28th August,2009 for Teachers & G.O.No.78 Edn(U) dated 23.02.2010 for Officers and who died on any date before or after being eligible to actual payment of revised pension and gratuity determined on the basis of notional emoluments, pension / family pension and gratuity in respect of them shall also be determined as stated above and life-time arrear of such benefits with effect from 01.04.2008 shall be paid to the nominee(s)/legal heir(s) / family

members as usual after adjustment of the amount already paid on this account.

e) **Commutation of pension**

- i) An University employee shall continue to be entitled to commute for a lump sum payment upto 33 $\frac{1}{3}$ % of his/her pension.
- ii) The existing table of commutation value for pension annexed to G.O.No.1250-Edn(U) dated 27.12.1991 shall be substituted by a new Table at Annexure -V.
- iii) The revised table of commutation value of pension will be used for all commutations of pensions and shall be effective with effect from 01.04.2009.
- iv) In case of those pensioners, in whose case commutation of pension become absolute on or after the 1st January, 2006, but before the issue of this memorandum, the pre-revised table of commutation value for pension will be used for payment of commutation based on pre-revised pay / pension. Such pensioners shall have an option to commute the amount of pension that has become additionally commutable on account of retrospective revision of pay / pension on implementation of the recommendations of the Pay Committee, other bodies. On exercising such option by the pensioner, the revised table of commutation value of pension will be used for the commutation of additional amount of pension that has become commutable on account of retrospective revision of pay / pension.
- v) In all cases where the date of retirement / commutation is on or after the date of issue of this memorandum, the revised table of commutation for pension will be used for commutation of pension.

f) **Additional Pension**

The quantum of additional pension / family pension available to the old pensioners / family pensioners shall be increased as indicated in the following table with effect from 01.04.2008 :-

Age of Pensioners / Family Pensioners	Additional quantum of pension
From 80 years to less than 85 years	20% of revised basic pension /family pension
From 85 years to less than 90 years	30% of revised basic pension /family pension
From 90 years to less than 95 years	40% of revised basic pension /family pension
From 95 years to less than 100 years	50% of revised basic pension /family pension
100 years or more	100% of revised basic pension /family pension

ANNEXURE- III

(to Memo No 464(30)-Edn(U) dated 13th August,2010)

**Revision of Pension / Family Pension of Pre-2006 Pensioners /
Family Pensioners under GPF-cum-Gratuity-cum-Pension**

(i.e., who exercised option to come under G.O.No. 85-Edn(U) dated 30.01.2000 & 550-Edn(U) dated 15.09.2005 and retired during the period 01.01.1996 to 31.12.2005)

- 1) The revision of Pension /Family Pension of Pre-2006 i.e. the persons who retired on or before 31.12.2005 and receiving pension /family pension as per G.O.No 85-Edn(U) dated 30.01.2000 and G.O.No.550-Edn(U) dated 15.09.2005 will be made in the following manner as indicated in succeeding paragraphs with effect from 1.04.2008.
- 2) In these orders :-
 - a) "Existing pensioners" or "Existing family pensioners" means pensioners who were drawing /entitled to pension/family pension on 31.12.2005.
 - b) "Existing pension" means the basic pension inclusive of commuted portion, if any; due on 31.12.2005. It covers all classes pension under West Bengal State-Aided Universities (Death-cum-Retirement benefit) Scheme,1999 incorporated in G.O. No. 85-Edn(U) dated 30.01.2000.
 - c) "Existing family pension" means the basic family pension due under West Bengal State-Aided Universities (Death-cum-Retirement benefit) Scheme,1999 incorporated in G.O. No. 85-Edn(U) dated 30.01.2000.
 - d) "Dearness Pension" means dearness relief equal to 50% of the basic pension/family pension.
- 3) The Pension /family pension of existing pre-2005 pensioners / family pensioners (who retired upto 31.12.2005) will be consolidated w.e.f. 01.01.2006 adding together :-
 - a) Existing Basic Pension/Family Pension(inclusive Commuted portion & excluding the effect of merger of 50% of Dearness Pension)
 - b) Dearness Pension, where applicable @ 50% of Basic pension/family pension.
 - c) Dearness Relief upto AICPI (IW).Average index 536 (Base year 1982=100) i.e. 24% of Basic Pension/Family Pension plus @50% of Basic pension/family pension where applicable, on notional basis.
 - d) Fitment weightage @40% of the existing Basic Pension /family pension.
 - e) Consolidated Pension (a+b+c+d)
Provided the total amount so arrived at is less than Rs.3600/-, the same shall be stepped up to Rs.3600/-.The amount so arrived at will be regarded as consolidated

pension /family pension notionally with effect from 01.01.2006 with actual effect from 01.04.2008.

- 4)
- a) The existing minimum amount of monthly pension /family pension of Rs.1300/- as laid down in G.O. No. 85-Edn(U) dated 30.01.2000 has been raised to Rs.3600/-.
 - b) The existing maximum monthly pension /family pension as laid down in G.O. No. as mentioned above has been raised to Rs.37,500/- and Rs.22,500/- respectively.
- 5) The fixation of pension will be subject to the provision that the revised pension in no case, shall be lower than 50% of the minimum of the Pay in the Pay Band plus the Grade Pay in the revised Pay Structure corresponding to the pre-revised pay scale from which the pensioner had retired.(Vide Annexure-VI B).
- 6) The fixation of family pension will be subject to the provision that the revised family pension in no case, shall be lower than 30% of the minimum of the Pay in the Pay Band plus the Grade Pay in the revised Pay Structure corresponding to the pre-revised pay scale from which the pensioner had retired.(vide Annexure – VI B).
- 7) The pensioners / family pensioners who are reemployed / employed are not getting relief on pension in terms of the existing rules/ orders. In their cases, the notional relief which would have been admissible to them but for their re-employment / employment will be taken into account for consolidation of their pension in terms paragraph 3 & 4 above, as if they were drawing the relief. Their pay on re-employment will be refixed with effect from 01.04.2008 with reference to consolidated pension becoming admissible to them. Relief beyond 01.04.2008 will, however, not be admissible to them during the period of re-employment / employment.
- 8) **Additional Pension :-**

The quantum of pension / family pension available to the old pensioners / family pensioners shall be increased as indicated in the following table with effect from 01.04.2008 :-

Age of Pensioners / Family Pensioners	Additional quantum of pension
From 80 years to less than 85 years	20% of revised basic pension /family pension
From 85 years to less than 90 years	30% of revised basic pension /family pension
From 90 years to less than 95 years	40% of revised basic pension /family pension
From 95 years to less than 100 years	50% of revised basic pension /family pension
100 years or more	100% of revised basic pension /family pension

Revision of Pension / Family Pension for those Retiring on or after 01.01.2006 under GPF-cum –Gratuity-cum-Pension

(The revision of Pension /Family Pension of the persons who retired on or after 2006 and who have exercised option to come under G.O.No 85-Edn(U) dated 30.01.2000)

- 1) That the pensionary benefits in respect of the West Bengal State-Aided Universities employees who retired after coming into force West Bengal State-Aided Universities (Revision of Pay and Allowances) Rules, 2009, for Non-teaching staff, G.O.No.502-Edn(U) dated 28th August, 2009 for Teachers & G.O.No.78 Edn(U) dated 23.02.2010 for Officers and whose pay has been fixed under the said rules actually or in whose favour such revised pay has been allowed notionally shall be as follows :-

a) Pension:-

- i) An University employee retiring in accordance with the provisions of State-Aided Universities(Death-cum-Retirement benefit)Scheme, 1999 incorporated in G.O. No. 85-Edn(U) dated 30.01.2000 and before completion of minimum qualifying service of ten years shall not be entitled to pension, but he/ she shall continue to be entitled to gratuity.
- ii) Linkage of full pension with 33 years of qualifying service as per G.O.No.85-Edn(U) dated 30.01.2000 shall be dispensed with. Once a University employee has rendered a minimum qualifying service of 20 years, pension shall be paid at @50% of the last basic pay drawn. For University employees who at the time of retirement have rendered qualifying service for 10(ten) years or more but less than 20(twenty) years, proportionate reduction shall be made while calculating the amount of pension. This provision, however, shall be applicable to the University employees retiring on or after the date 01.04.2009 and shall not be applicable in respect of those employees, who have retired on or after 1st day of January, 2006 but before 1st April, 2009.
- iii) The existing maximum amount of monthly pension of Rs.11,200/-/- per month as laid down in G.O.No.85-Edn(U)dated 30.01.2000 shall be raised to Rs.37,500/-.
- iv) The existing minimum amount of pension / family pension of Rs.1300/- as laid down in G.O.No. 85-Edn(U) dated 30.01.2000 shall be raised to Rs.3600/- only per month.

b) Family Pension :-

Family Pension be calculated @30%of the basic pay drawn last actually or notionally under West Bengal State-Aided Universities (Revision of Pay and Allowances) Rules, 2009 for Non-teaching staff, G.O.No.502-Edn(U) dated 28th August, 2009 for Teachers & G.O.No. 78 Edn(U) dated 23.02.2010 for Officers. The maximum ceiling of family pension of Rs. 6720/- only per month as laid down in G.O.No.85-Edn(U)dated 30.01.2000 shall be raised to Rs.22500/- per month at normal rate.

However, the existing provision for calculation of family pension at enhanced rate for a specific period will continue.

c) **Gratuity :-**

The maximum of Death / Retiring Gratuity of Rs.2,50,000/- (Rupees two lakh fifty thousand) only as laid down in clause no.11 of G.O.No. 85-Edn(U) dated 30.01.2000 shall be raised to Rs.6 lakh (Rupees six lakh) only.

d) **Regulation of the cases of pensioners / family pensioners during the period from 01.01.2006 to 31.03.2008.**

- i) University employees who retired during the period from 01.01.2006 to 31.03.2008 are also entitled to have their pensionary benefits revised notionally in terms of West Bengal State-Aided Universities (Revision of Pay and Allowances) Rules, 2009 for Non-teaching staff, G.O.No.502-Edn(U) dated 28th August,2009 for Teachers & G.O. No. 78-Edn(U) dated 23.02.2010 for Officers for the period prior to 01.04.2008. They shall not get any arrears representing the difference between revised pension and existing pension for the period upto 31.03.2008.They shall continue to draw the existing pension which was fixed without taking into account the benefit of notional fixation of pay upto 31.03.2008. They shall get actual payment of revised pensionary benefits, i.e., pension, death / retiring gratuity and family pension arrived at on the basis of emolument allowed notionally as a special case. In their cases pensionary benefits shall be calculated on the basis of notional pay fixed under West Bengal State-Aided Universities (Revision of Pay and Allowances) Rules, 2009 for Non-teaching staff, G.O.No.502-Edn(U) dated 28th August,2009 for Teachers & G.O. No. 78 Edn (U) dated 23.02.2010 for Officers on the date of retirement / death , as a special case and in relaxation of normal rules.
- ii) The amount of gratuity, if any, paid earlier in respect of employees of this category according to the rules prevailing at the material time will be adjusted against the revised gratuity calculated on the basis of notional emoluments on the basis of this order.
- iii) In the cases of pensioners who are otherwise eligible to have their pay fixed notionally under West Bengal State-Aided Universities (Revision of Pay and Allowances) Rules,2009 for Non-teaching staff, G.O.No.502-Edn(U) dated 28th August,2009 for Teachers & G.O.No. 78-Edn(U) dated 23.02.2010 for Officers and who died on any date before or after being eligible to actual payment of revised pension and gratuity determined on the basis of notional emoluments, pension / family pension and gratuity in respect of them shall also be determined as stated above and life-time arrear of such benefits with effect from 01.04.2008 shall be paid to the nominee(s)/legal heir(s) / family members as usual after adjustment of the amount already paid on this account.

e) **Commutation of pension**

- i) An University employee shall continue to be entitled to commute for a lump sum payment upto 40% of his/her pension.
- ii) The existing table of commutation value for pension annexed to G.O.No.85-Edn(U) dated 30.01.2000 shall be substituted by a new Table at Annexure – V.
- iii) The revised table of commutation value of pension will be used for all commutations of pensions and shall be effective with effect from 01.04.2009.
- iv) In case of those pensioners, in whose case commutation of pension become absolute on or after the 1st January, 2006, but before the issue of this memorandum, the pre-revised table of commutation value for pension will be used for payment of commutation based on pre-revised pay / pension. Such pensioners shall have an option to commute the amount of pension that has become additionally commutable on account of retrospective revision of pay / pension on implementation of the recommendations of the Pay Committee and other bodies. On exercising such option by the pensioner, the revised table of commutation value of pension will be used for the commutation of additional amount of pension that has become commutable on account of retrospective revision of pay / pension.
- v) In all cases where the date of retirement / commutation is on or after the date of issue of this memorandum, the revised table of commutation for pension will be used for commutation of pension.

f) **Additional Pension**

The quantum of additional pension / family pension available to the old pensioners / family pensioners shall be increased as indicated in the following table with effect from 01.04.2008 :-

Age of Pensioners / Family Pensioners	Additional quantum of pension
From 80 years to less than 85 years	20% of revised basic pension /family pension
From 85 years to less than 90 years	30% of revised basic pension /family pension
From 90 years to less than 95 years	40% of revised basic pension /family pension
From 95 years to less than 100 years	50% of revised basic pension /family pension
100 years or more	100% of revised basic pension /family pension

Annexure-V

REVISED COMMUTATION VALUE FOR A PENSION OF Re.1 PER ANNUM

(In terms of Memo No. Edn(U) dated)

Age on next birth day	Commutation Value Expressed as number of year's purchase	Age on next birth day	Commutation Value Expressed as number of year's purchase	Age on next birth day	Commutation Value Expressed as number of year's purchase
20	9.188	42	9.059	64	7.862
21	9.187	43	9.040	65	7.731
22	9.186	44	9.019	66	7.591
23	9.185	45	8.996	67	7.431
24	9.184	46	8.971	68	7.262
25	9.183	47	8.943	69	7.083
26	9.182	48	8.913	70	6.897
27	9.180	49	8.881	71	6.703
28	9.178	50	8.846	72	6.502
29	9.176	51	8.808	73	6.296
30	9.173	52	8.768	74	6.085
31	9.169	53	8.724	75	5.872
32	9.164	54	8.678	76	5.657
33	9.159	55	8.627	77	5.443
34	9.152	56	8.527	78	5.229
35	9.145	57	8.512	79	5.018
36	9.136	58	8.446	80	4.812
37	9.126	59	8.371	81	4.611
38	9.116	60	8.287		
39	9.103	61	8.194		
40	9.090	62	8.093		
41	9.075	63	7.982		

ANNEXURE-VI

A. FIXATION TABLE FOR CPF SCHEME

SL. No	Pay Scale w.e.f. 1.1.1986	Pay Scale w.e.f. 1.1.1996	Name of Pay Band	Pay Band w.e.f. 1.1.2006	Corresponding Grade Pay	Pension =30%of sum of PB+GP	Family Pension =20%of sum of PB+GP
1	850-1375	2850-4400	PB-1	5400-18600	1800	2160	2160
2	950-1575	3000-5230	PB-1	5400-18600	2100	2250	2160
3	1030-1840	3325-6325	PB-1	5400-18600	2600	2400	2160
4	1110-2150	3525-7050	PB-1	5400-18600	2900	2490	2160
5	1210-2460	3850-8075	PB-2	7200-25400	3300	3150	2160
6	1300-2835	4125-9700	PB-2	7200-25400	3900	3330	2220
7	1400-3130	4525-10175	PB-2	7200-25400	4100	3390	2260
8	1500-3320	4800-10925	PB-3	9000-28300	4400	4020	2680
9	1550-3530	5000-11325	PB-3	9000-28300	4600	4080	2720
10	2200-4000	8000-13850	PB-3	15600-39100	6000	6480	4320
11		10000-15200	PB-3	15600-39100	7000	6780	4520
13	3700-5700	12000-18300	PB-3	15600-39100	8000	7080	4720
14		12000-18300	PB-4	37000-67000	9000	13800	9200
15	4500-7300	16400-22400	PB-4	37000-67000	10000	14100	9400

B. FIXATION TABLE FOR GPF SCHEME

SL. No	Pay Scale w.e.f. 1.1.1986	Pay Scale w.e.f. 1.1.1996	Name of Pay Band	Pay Band w.e.f. 1.1.2006	Corresponding Grade Pay	Pension = 50% of sum of PB+GP	Family Pension = 30% of sum of PB+GP
1	850-1375	2850-4400	PB-1	5400-18600	1800	3600	3600
2	950-1575	3000-5230	PB-1	5400-18600	2100	3750	3600
3	1030-1840	3325-6325	PB-1	5400-18600	2600	4000	3600
4	1110-2150	3525-7050	PB-1	5400-18600	2900	4150	3600
5	1210-2460	3850-8075	PB-2	7200-25400	3300	5250	3600
6	1300-2835	4125-9700	PB-2	7200-25400	3900	5550	3600
7	1400-3130	4525-10175	PB-2	7200-25400	4100	5650	3600
8	1500-3320	4800-10925	PB-3	9000-28300	4400	5800	4020
9	1550-3530	5000-11325	PB-3	9000-28300	4600	5900	4080
10	2200-4000	8000-13850	PB-3	15600-39100	6000	10800	6480
11		10000-15200	PB-3	15600-39100	7000	11300	6780
13	3700-5700	12000-18300	PB-3	15600-39100	8000	11500	7080
14		12000-18300	PB-4	37000-67000	9000	23000	13800
15	4500-7300	16400-22400	PB-4	37000-67000	10000	23500	14100

ANNEXURE-VII

A. Illustrations for CPF -Scheme

[The fixation of pension will be subject to the provision that the revised pension in no case shall be lower than 30% of the minimum of the pay in the Pay Band plus Grade Pay in the revised pay structure corresponding to the pre-revised pay scale from which the pensioner had retired provided he has rendered 15 years of qualifying service]

Example -1 (Retired prior 1986)

1. Date of Retirement :1.1.1984
2. Scale of pay at the time of retirement : Rs.1500-2500/-
3. Pay Band and Grade Pay corresponding to Pre-revised pay scales :37,400-67,000/- plus Academic Grade Pay of Rs.10,000/-
- 4 Qualifying service at the time of retirement :23 years 5 months
5. Pension (without DP) :-4618/-
6. Consolidated pension : 10,360/-
 - (a) Basic Pension :4618/-
 - (b) Dearness Pension 2309/-
 - (c) Dearness Relief @24% of (a) & (b) taken together -1662/-
 - (d) 40% weightage on basic pension : 1847/-
 - (e) 20% additional weightage on basic pension: 924/-
 - (f) Total (of a+b+c+d+e) = Rs. 10,360/-
7. 30% of the minimum of (Pay Band+Grade Pay):14,100/-
8. Pension payable (Sl.No.6 or 7 whichever is higher): 14,100/-

Example -2

1. Date of Retirement: 1.12.1981
2. Scale of pay at the time of retirement: Rs.1200/-1900/-
3. Pay Band and Grade Pay corresponding to Pre-revised pay scales: 37,000 – 67,000 plus Academic Grade Pay of Rs.9000/-
- 4 Qualifying service at the time of retirement: 33 years
5. Pension (without DP):3490/-
6. Consolidated pension: 8589/-
 - (a) Basic Pension: 3490/-
 - (b) Dearness Pension: 1745/-
 - (c) Dearness Relief @24% of (a) & (b) taken together: 1256/-
 - (d) 40% weightage on basic pension: 1396/-
 - (e) 20% additional weightage on basic pension: 698/-
 - (f) Total (a)+(b)+(c)+(d)+(e) : 8589/-
7. 30% of the minimum of (Pay Band + Grade Pay):-
8. Pension payable (Sl.No.6 or 7 whichever is higher): 13,800/-

Example-3

1. Date of Retirement: 1.7.1985
2. Scale of pay at the time of retirement: Rs./-
3. Pay Band and Grade Pay corresponding to Pre-revised pay scales: Rs.3000-5230 plus Grade Pay of Rs.2100/-
- 4 Qualifying service at the time of retirement: 30 years
5. Pension (without DP) :1481/-
6. Consolidated pension: /-
 - (a) Basic Pension: 1481/-
 - (b) Dearness Pension: 741/-
 - (c) Dearness Relief @24% of (a) & (b) taken together: 533/-
 - (d) 40% weightage on basic pension: 592/-
 - (e) 20% additional weightage on basic pension: 296/-
 - (f) Total $\text{\textcircled{+}}(a)+(b)+(c)+(d)+(e)$: 3643 /-
7. 30% of the minimum of (Pay Band + Grade Pay):2250/-
8. Pension payable (Sl.No.6 or 7 whichever is higher):3643/-

Example-4

1. Date of Retirement: 1.6.1985
2. Scale of pay at the time of retirement: Rs.4525- 10175/-
3. Pay Band and Grade Pay corresponding to Pre-revised pay scales : Rs.7200-24500 plus Grade Pay of Rs.3300/-
- 4 Qualifying service at the time of retirement :25 years
5. Pension (without DP):3196/-
6. Consolidated pension: 8629 /-
 - (a) Basic Pension: 3196/-
 - (b) Dearness Pension: 1598/-
 - (c) Dearness Relief @24% of (a) & (b) taken together : 1918/-
 - (d) 40% weightage on basic pension: 1278/-
 - (e) 20% additional weightage on basic pension: 639/-
 - (f) Total $(a)+(b)+(c)+(d)+(e)$: 8629 /-
7. 30% of the minimum of (Pay Band + Grade Pay):3390/-
8. Pension payable (Sl.No.6 or 7 whichever is higher):8629/

Example-5 (Retired on or after 01.01.1986 and prior 2006)

1. Date of Retirement: 1.4.1990
2. Scale of pay at the time of retirement: Rs.4500- 7300/-
3. Pay Band and Grade Pay corresponding to Pre-revised pay scales: Rs.37000-67000 plus Grade Pay of Rs.10,000/-
- 4 Qualifying service at the time of retirement: 29 years
5. Pension (without DP):4026/-
6. Consolidated pension: 9514 /-
 - (a) Basic Pension: 4026/-
 - (b) Dearness Pension: 2013/-
 - (c) Dearness Relief @24% of (a) & (b) taken together: 1425/-

- (d) 40% weightage on basic pension: 1610/-
- (e) 10% additional weightage on basic pension: 403/-
- (f) Total (a) + (b) + (c) + (d) + (e) : 9514 /-
- 7. 30% of the minimum of (Pay Band + Grade Pay):14100/-
- 8. Pension payable (Sl.No.6 or 7 whichever is higher):14100/

Example-6

- 1. Date of Retirement: 1.7.1995
- 2. Scale of pay at the time of retirement: Rs.1500-3320/-
- 3. Pay Band and Grade Pay corresponding to Pre-revised pay scales: Rs.9000-28300 plus Grade Pay of Rs.4400/-
- 4 Qualifying service at the time of retirement: 27 years
- 5. Pension (without DP):2566/-
- 6. Consolidated pension: 6056 /-
 - (a) Basic Pension: 2566/-
 - (b)Dearness Pension: 1283/-
 - (c) Dearness Relief @24% of (a) & (b) taken together : 924/-
 - (d) 40% weightage on basic pension: 1026/-
 - (e) 10% additional weightage on basic pension: 257/-
 - (f) Total (a)+(b)+(c)+(d)+(e) : 6056 /-
- 7.30% of the minimum of (Pay Band + Grade Pay):4020/-
- 8. Pension payable (Sl.No.6 or 7 whichever is higher):6056/

B. Illustration for GPF –Scheme

[The fixation of pension will be subject to the provision that the revised pension in no case shall be lower than 50% of the minimum of the pay in the Pay Band plus Grade Pay in the revised pay structure corresponding to the pre-revised pay scale from which the pensioner had retired provided he has rendered 33 years of qualifying service]

Example-1

- 1. Date of Retirement: 1.2.1997
- 2. Scale of pay at the time of retirement: Rs.8000-13500/-
- 3. Pay Band and Grade Pay corresponding to Pre-revised pay scales: Rs.15600-39100 plus Grade Pay of Rs.4400/-
- 4 Qualifying service at the time of retirement: 36 years
- 5. Pension (without DP):5925/-
- 6. Consolidated pension: 13391/-
 - (Total of(a) Basic Pension+(b)Dearness Pension+(c) Dearness Relief @24% of (a) & (b) taken together+(d)40% weightage on basic pension)
- 7. 50% of the minimum of (Pay Band+Grade Pay):10800/-
- 8. Pension payable (Sl.No.6 or 7 whichever is higher):Rs. 13391/

Example-2

- 1. Date of Retirement: 1.11.1999
- 2. Scale of pay at the time of retirement: Rs.16400-22400/-

- (d) 40% weightage on basic pension: 1610/-
- (e) 10% additional weightage on basic pension: 403/-
- (f) Total (a) + (b) + (c) + (d) + (e) : 9514 /-
- 7. 30% of the minimum of (Pay Band + Grade Pay):14100/-
- 8. Pension payable (Sl.No.6 or 7 whichever is higher):14100/

Example-6

- 1. Date of Retirement: 1.7.1995
- 2. Scale of pay at the time of retirement: Rs.1500-3320/-
- 3. Pay Band and Grade Pay corresponding to Pre-revised pay scales: Rs.9000-28300 plus Grade Pay of Rs.4400/-
- 4 Qualifying service at the time of retirement: 27 years
- 5. Pension (without DP):2566/-
- 6. Consolidated pension: 6056 /-
 - (a) Basic Pension: 2566/-
 - (b)Dearness Pension: 1283/-
 - (c) Dearness Relief @24% of (a) & (b) taken together : 924/-
 - (d) 40% weightage on basic pension: 1026/-
 - (e) 10% additional weightage on basic pension: 257/-
 - (f) Total (a)+(b)+(c)+(d)+(e) : 6056 /-
- 7.30% of the minimum of (Pay Band + Grade Pay):4020/-
- 8. Pension payable (Sl.No.6 or 7 whichever is higher):6056/

B. Illustration for GPF –Scheme

[The fixation of pension will be subject to the provision that the revised pension in no case shall be lower than 50% of the minimum of the pay in the Pay Band plus Grade Pay in the revised pay structure corresponding to the pre-revised pay scale from which the pensioner had retired provided he has rendered 33 years of qualifying service]

Example-1

- 1. Date of Retirement: 1.2.1997
- 2. Scale of pay at the time of retirement: Rs.8000-13500/-
- 3. Pay Band and Grade Pay corresponding to Pre-revised pay scales: Rs.15600-39100 plus Grade Pay of Rs.4400/-
- 4 Qualifying service at the time of retirement: 36 years
- 5. Pension (without DP):5925/-
- 6. Consolidated pension: 13391/-
 - (Total of(a) Basic Pension+(b)Dearness Pension+(c) Dearness Relief @24% of (a) & (b) taken together+(d)40% weightage on basic pension)
- 7. 50% of the minimum of (Pay Band+Grade Pay):10800/-
- 8. Pension payable (Sl.No.6 or 7 whichever is higher):Rs. 13391/

Example-2

- 1. Date of Retirement: 1.11.1999
- 2. Scale of pay at the time of retirement: Rs.16400-22400/-