

Swamy Saranam



## PROCEEDINGS OF THE TRAVANCORE DEVASWOM BOARD

### ABSTRACT

**Pension – Revision of Pension and other related benefits consequent on revision of Pay Scales to the Board Establishment Employees – orders issued**

**ROC.No. 516/2016/Est.I**

**Nanthancode, dated | -07-2016**

Read :- (1) Board order ROC No 2000/11/Est-1 dated 26-02-2016.  
(2) Report ROC No 3616/16/Est(A) dated 23-05-2016 submitted by Devaswom Commissioner.

### ORDER

The Board vide order (1) cited constituted a Committee to examine the Pension Revision of Employees and submit proposals with due consideration for the finances of the Board. The Committee after detailed examination has submitted its recommendations. After examining the report containing the recommendations, the Board are pleased to issue orders as contained in the subsequent paragraphs with effect from 01-07-2014.

#### **1. Basic Principles**

The minimum basic pension/Family pension of the Board Establishment staff and officials will be enhanced to Rs. 8,500/- per month. The maximum pension will be Rs. 58,800/-, (ie, 50% of the maximum of the highest scale of pay under the Board Rs. 1,17,600/-). The maximum Family pension (normal rate) will be Rs 35,280/- (ie, 30 % of Rs. 1,17,600/- maximum of the highest scale of pay under the Board).

#### **2. Revision of Pension / Family Pension in respect of those who retire/expire while in service on or after 01.07. 2014**

**2.1.** In respect of those who retire/expire while in service on or after 01.07.2014, the pensionary benefits will be calculated with reference to the revised pay introduced with effect from 01.07.2014, applying the normal formulae/ rules as existing now. They will be eligible for :-

- (a) Commutation of pension @ 40% of basic pension (for those retiring on or after 01.07.2014 ) in accordance with paragraph 5 below.
- (b) Increased ceiling of Death cum Retirement Gratuity (DCRG) of Rs. 14,00,000/- (for those retiring/expiring while in service on or after 01.07.2014 ) in accordance with paragraph 6 below.
- (c) Medical Allowance will be in accordance with paragraph 8 below.
- (d) Terminal Leave surrender based on revised salary

**2.2.** The present system of computation of pension at 50% of the ten months' average emolument, subject to the satisfaction of the condition of earning full pension or part thereof (depending on the length of qualifying service) will continue. The normal rate of family pension will continue as 30% of last pay.

**2.3.** In case of employees who retire from service on or after 01.07.2014 and whose average emoluments spread over pre and post revised periods and have the eligibility of full pension and if the pension calculated at the time of the retirement is less than 50% of the revised scale of pay on which they retired, 50% of the revised scale of pay (minimum assured pension) will be ensured. For those who are not eligible for full pension, the proportion of full pension based on the length of qualifying service shall be ensured.

**2.4.** In the case of employees who retain pre-revised scale and retire or expire while in service on or after 01.07.2014, Pension, DCRG and Family Pension, as the case may be, shall be calculated in terms of these orders. Emolument for the calculation of pensionary benefits in such cases will comprise of basic pay in the pre revised scale, plus admissible DA. Para 2.3 is not applicable in such cases.

### **3. Revision of Pension in respect of those who retired/expired prior to 01.07.2014**

**3.1.** Pension in respect of those who retired / expired prior to 01.07.2014 shall be revised , in accordance with the principles laid down herein.

**3.2.** Revised Basic Pension: To arrive at the revised Basic Pension, following, shall be determined first:-

1. Existing Basic Pension;
2. Fitment benefit at 18 % of existing basic pension (i.e. 18% of (i) above). If it involves fraction of a rupee, it shall be rounded to the next higher rupee.
3. 80% of existing Basic Pension (i.e.80% of (i) above) as rounded to the next higher rupee.

The amount so arrived will be regarded as the consolidated pension with effect from 01.07.2014.

**3.3.** The fixation of pension will be subject to the provision that in the case of pensioners having qualifying service of thirty years and above, the consolidated pension so arrived at shall not be lower than 50% of the minimum of the corresponding revised scale of the post from which the pensioner retired. The pension will be proportionately reduced, where the pensioner had less than the maximum required service, ie, thirty years.

**3.4** In cases where the pensioners having qualifying service of thirty years and above, if the consolidated pension arrived as per para 3.2 is less than 50% of the minimum of the corresponding revised scale of the post from which the pensioner retired, the pension shall be stepped up to 50% of the minimum of the revised scale of the post from which the pensioner retired. In the case of pensioners having qualifying service of less than thirty years, proportion of full pension based on length of qualifying service shall be ensured.

**3.5** Proportionate pension means the maximum pension admissible for any particular stage, multiplied by the qualifying service factor (QS/30). The detailed table to determine proportionate pension is given in Schedule-I.

**3.6** If, in any case, the amount so arrived at is less than the minimum pension of ₹ 8500/-, it shall be enhanced to the level of the revised minimum pension.

**3.7.** Either the consolidated pension (para 3.2) or the minimum assured pension (para 3. 4) arrived whichever beneficial, will be the revised pension.

**3.8** If the post held by the pensioner at the time of retirement/ death while in service is no longer in existence in the department from which he retired or if the designation of the post has changed in such a way that it is no longer possible to ascertain as to which is the revised scale corresponding to the post from which the pensioner/employee retired/expired while in service, the revised basic pension shall be fixed based on the corresponding scale of pay, over successive pay revisions, as indicated in Schedule III to this order.

**3.9** The provisions contained in paragraphs 3.1 to 3.8 will not apply to Ex-gratia pensioners.

**3.10** As per G.O.(P) No.09/2016/Fin dated, 20.01.2016, Dearness Relief on pension has been granted to pro- rata pensioners on their final quittance from the absorbed service. Therefore, consolidation of pension as contemplated in paragraph 3.2 is applicable to them also, subject to a minimum basic pension of Rs.8500/-. However, revision of pension based on the minimum of the corresponding revised scale of pay of the post from which the pensioner retired (as indicated in paragraph 3.3 & 3.4 above and Schedule I ) is not applicable to them.

**3.11** In respect of those who are in receipt of compassionate allowance, consolidation contemplated in para 3.2 only is applicable.

#### **4. Revision of Family Pension in respect of those who retired/ expired while in service prior to 01.07.2014**

**4.1** Family pension in respect of those who retired/ expired while in service prior to 01.07.2014 shall be revised from 01.07.2014 in accordance with the principles laid down herein.

**4.2** To arrive at the revised family pension in respect of those who retired/ expired while in service prior to 01.07.2014, the following shall be determined first

- (i) Existing Basic Family Pension:
- (ii) Fitment benefit at 18% of the existing Basic Family Pension (i.e.18% of (i) above):
- (iii) DR at 80% of the existing Basic Family Pension (i.e.80% of (i) above).

The amount so arrived (rounded to next higher rupee) will be regarded as consolidated family pension w.e.f 01/07/2014.

**4.3** The revision as above may be applicable to both normal and higher rates of family pension.

**4.4** The ceiling on the amount of maximum family pension may be 30% of the highest pay in the Board i.e. Rs. 35,280/- (i.e 30% of Rs. 1,17,600/-) (See Schedule II to this order).

**4.5** In the case of normal family pension, if the total of items (i) to (iii) in para 4.2 above is less than the family pension corresponding to the minimum of the corresponding revised scale of the post from which the pensioner retired/expired while in service, as indicated in Schedule II, it shall be stepped up to that amount subject to a minimum of Rs. 8500/-. For determining the corresponding revised scale of the post from which the pensioner retired/ expired while in service, the provisions of paragraph 3.7 above will apply.

**4.6** In the case of those drawing family pension at the minimum rate and the required details are not available for revised calculation, it shall be fixed at the revised minimum family pension viz. Rs. 8,500/- per month.

#### **5. Commutation of Pension and Restoration of Commuted Portion of Pension.**

The existing rate of 40% of the basic pension for commutation of pension will continue. The entitlement to commute pension admissible on revised pay is applicable in the case of retirement on or after 01.07.2014. The existing commutation factor and the period of restoration will be continued. Pension calculated as per Para 3 is not commutable.

#### **6. Ceiling on Death - Cum- Retirement Gratuity.**

The ceiling on maximum amount of DCRG will be raised from Rs.7,00,000/- to Rs. 14,00,000/- with effect from 01-07-2014.

#### **7. Dearness Relief:**

The rate of dearness relief admissible for pensioners/family pensioners from 01.07.2014 onwards will be as shown below:

<u>Date</u>	<u>Rate of DR</u>	<u>Total</u>
01.07.2014	0	0
01.01.2015	3%	3%
01.07.2015	3%	6%

#### **8. Medical Allowance to Pensioners & Family Pensioners**

Pensioners/Family Pensioners Medical Allowance of Rs. 300/- per month will continue.

#### **9. Arrears of pension**

**9.1** The revised pension/family pension will be granted in cash from 01.02.2016.

The Pensioners/Family Pensioners prior to 01.07.2014 are eligible to draw arrears on account of revision of pension/family pension in four instalments each at 25% of the arrears in cash on 01.04.2017, 01.10.2017, 01.04.2018, and

01.10.2018 respectively along with interest on the arrears not drawn as on the above dates at the rate of interest admissible to Travancore Devaswom Board employees on their Provident Fund. In case of those who retired on or after 01/07/2014, arrears of pension, DCRG, and terminal surrender along with interest accrued will be disbursed as stated above. A special consideration will be given to pensioners who attained 75 years of age as on 01/07/2014 to draw the arrears of pension in lump on or after 01/07/2016. Arrears of commutation will be disbursed in two equal installments in cash on 01/10/2017 and 01/10/2018 respectively. In the event of death, the entire arrears on account of revision of pension or family pension, DCRG, and terminal surrender along with interest accrued will be disbursed as stated above. Arrears on commutation will be disbursed in two equal instalments in cash on 01-10-2017 and 01-10-2018 respectively.

(For e.g. a pensioner/family pensioner entitled to Rs. 1 lakh as arrears of revision of pension/family pension, will be allowed to draw the first instalment Rs. 25,000/- on 01-04-2017 along with interest at the current rate on State Government Employee Provident Fund (say 8.7 %) for 14 months on Rs. 1 lakh, the second instalment of Rs. 25,000/- on 01-10-2017 along with interest at 8.7 % for 6 months on Rs. 75,000/-, the third instalment of Rs. 25,000/- on 01-04-2018 along with interest at 8.7 % for 6 months on Rs. 50,000/- and the fourth and last instalment of Rs. 25,000/- on 01-10-2018 along with interest at 8.7 % for 6 months on Rs. 25,000/-).

In the event of death, the entire arrears on account of revision of Pension/Family Pension, DCRG, Commutation and Terminal Surrender as the case may be, not drawn by the pensioner/family pensioner along with interest accrued except on commutation will be paid as on the date of death, to the legal heirs of the pensioner/family pensioner.

**9.2** Excess if any on account of revision of pensionary benefits shall be recovered from the balance of DCRG, arrears of pension, arrears of dearness relief and future dearness relief on pension.

## **10. Ex-gratia pension.**

**10.1** Ex-gratia family pension shall be paid to the spouse only up to the date of remarriage or death whichever is earlier w.e.f 01/07/2014.

**10.2** Ex-gratia pension is revised with effect from 01.07.2014 as follows:

Completed Year of Qualifying Service	Consolidated amount per month		Ex-gratia family pension.
	Existing	Revised	
9 years	4050/-	7650/-	2295/-
8 years	3600/-	6800/-	2040/-
7 years	3150/-	5950/-	1785/-
6 years	2700/-	5100/-	1530/-
5 years	2250/-	4250/-	1275/-
4 years	1800/-	3400/-	1020/-
3 years & below	1350/-	2500/-	765/-

**10.3** Those who are eligible for Ex-gratia family pension shall produce duly filled application in Form No.6 of Part-III KSR along with identification particulars and descriptive roll, two passport size photographs of the applicant,

legal heirship certificate, death certificate of Ex-gratia pensioner, self declaration as per Appendix-III, and attested copy of pension payment order for sanction to the Devaswom Commissioner.

### **11. Part -time contingent pensioners**

Orders regarding revision of pension to these categories shall be issued separately.

### **12. Authorisation of revised pensionary claims**

**12.1** The revised pensionary claims on account of fixation of pay in the revised scales of pay sanctioned from 01-07-2014 will be sanctioned by the Board/ Devaswom Commissioner/Chief Engineer General, on receipt of the application for revised pension, as the case may be and disbursed by the Devaswom Accounts Officer .

**12.2** All pensioners/family pensioners who retired prior to 01/07/2014 including those who received provisional pension will apply to the Devaswom Accounts Officer in the Form appended herewith in triplicate (Appendix I) for revising pension and the Devaswom Accounts Officer is authorised to disburse the same and then the details of such revision shall be recorded in Appendix –II.

**12.3** After revision of pension/family pension, the Pension Disbursing Authorities shall prepare a statement in the Form appended to this Order (Appendix -III) in triplicate and send one copy of the same to the pensioner and one copy to the Devaswom Commissioner for updating of Registers.

### **13. Applicability**

In general, these orders shall apply to all those who are on Board Establishment Pension Scheme.

### **14. Miscellaneous**

A few illustrations of re-fixation of pension/family pension on the above basis are given in Schedule IV to this order.

## **I. Temple employees**

### **1. Retired before 01/07/2014**

The revised basic pension shall be determined as follows :-

- i) Existing basic pension
  - ii) Fitment benefit @ 9% of existing basic pension (ie of (i) above) if it involves fraction of rupee, it shall be rounded off to the next higher rupee.
  - iii) Dearness relief @80% of basic pension (ie 80% of (i) above) as rounded of the next higher rupee.
- The total amount so arrived will be regarded as the consolidated pension with effect from 01/07/2014.

## **2. Retired/expired on or after 01/07/2014**

In respect of those who retired / expired while in service on or after 01/07/2014, the pensionary benefits will be calculated with reference to the revised pay introduced with effect from 01/07/2014.

## **3. Minimum Pension**

Minimum Pension is enhanced to Rs. 3000/- with effect from 01/07/2014.

## **4. Minimum Family Pension**

Minimum Family Pension is enhanced to Rs. 3000/- and the maximum to Rs. 3500/-. No Dearness Relief is admissible.

## **5. Ceiling of Gratuity**

The Ceiling of maximum amount of gratuity will be raised from three lakhs to four lakhs. The benefit of enhancing gratuity based on the revised pay will be admissible to the employees who retire from service on or after 01-02-2016.

## **6. Ex-gratia**

The amount of ex-gratia in the respect of the employees who retired before 01/04/1985 is enhanced to Rs. 2000/- per month with effect from 01-02-2016. Medical Allowance @ Rs.200/- per month will also be sanctioned to them with effect from 01-02-2016. No Dearness Relief admissible for ex-gratia.

## **7. Ex-gratia in lieu of Pension**

The employees who retire from service on or after 01/02/2016 without acquiring minimum service for pension shall be granted ex-gratia pension @ Rs.2000/- per month. D.R not be allowed.

## **8. Terminal Surrender and Earned Leave**

The existing Scheme of 200 days is enhanced to 225 days w.e.f. 01-02-2016.

## **9. Dearness Relief**

The rates of Dearness Relief admissible for temple employee pensioners from 01/07/2014 are as shown below:-

Date	Rate of D.R	Total
<b>01/07/2014</b>	<b>0%</b>	<b>0%</b>
<b>01/01/2015</b>	<b>3%</b>	<b>3%</b>
<b>01/07/2015</b>	<b>3%</b>	<b>6%</b>

## **10. Medical Allowance**

Medical Allowance to Temple Employees Pensioners will be enhanced to Rs. 200/- per month with effect from 01/02/2016. Medical Allowance of Family Pensioners will be enhanced to Rs. 100/- per month with effect from 01/02/2016.

## **11. Authorization of revised pension Claims**

- a) The revised pensionary claims of temple employees on account of fixation of pay in the revised scale of pay sanctioned from 01-07-2014 will be sanctioned by the Devaswom Commissioner on receipt of the application for revised pension and disbursed by the Devaswom Accounts Officer.
- b) All Pensioners / Family Pensioners who retired prior to 01/07/2014 including those who received provisional pension will apply to the Devaswom Accounts Officer in the Form appended herewith in triplicate (Appendix-1) for revising pension and the Devaswom Accounts Officer is authorized to disburse the same and the details of such revision shall be recorded in Appendix - II.


## **12. Arrears of Pension**

The Revised Pension/Family Pension will be granted in cash from 1-2-2016.

The arrears of Pension/Family Pension in respect of those who retired prior to 01/07/2014 will be disbursed in four equal installments in cash on 01/04/2017, 01/10/2017, 01/04/2018 and 01/10/2018 respectively along with interest on the arrears not drawn as on the above dates at the rate of interest admissible to Temple Employees on their TEPF. A special consideration will be given to the pensioners who attained 75 years of age on 01/07/2014 by allowing them to draw the arrears of pension in lump on or after 01/07/2016. In the case of those who retired on or after 01/07/2014, the arrears of Pension, DCRG, Terminal Surrender will be disbursed as stated above.

13. Excess if any on account of revision of pension/family pension shall be recovered from the arrears of pension, arrears of Dearness Relief and future Dearness Relief on pension.

By order of Travancore Devaswom Board



**V.S. JAYAKUMAR**  
**SECRETARY**

Travancore Devaswom Board