

**COORDINATION COMMITTEE OF
CENTRAL GOVERNMENT PENSIONERS ASSOCIATIONS
CHANDIGARH**

(Regd. No. 2234 – Under Registration of Societies Act-1860) Website: www.cccgpa.in

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No: CCCGPA –CHD / Memo – CG Pension / 2-2011		Dated: 17-5-2011

Shri Pranab Mukherjee,
Hon'ble Minister of Finance,
Government of India,
North Block, New Delhi

Dear Sir,

Subject: Appeal for justice to Pre-2006 Pensioners

**Reference: i) MOF Notification of Revised Pay Rules, 2008 G. S. R. 622 (E) 29. 08. 08
ii) DOP O.M. F. No. 38/37/08-P&PW (A), dated 1.9.08
iii) DOP O.M. F. No. 38/37/08-P&PW (A) pt.1 dated 3. 10. 2008
iv) DOP OM no. 11/2/2008-JCA dated 12.1.2009**

We very humbly appeal to you for your kind intervention on some burning issues of serious concern to lakhs of Central Government pensioners, who are greatly perturbed due to a sense of depravity – especially after the Sixth Pay Commission.

One of the major issues of serious concern for the Pensioners is that the Revised pension of Pre-2006 Pensioners – who retired from the pre-revised scales from S-4 to S-29 (PB 1 to 4) - have been fixed at much lower level in contravention to accepted recommendations of the Sixth Pay commission (6th CPC). After acceptance of recommendations of 6th CPC and Government decisions thereon; the implementation orders issued by DOP and the clarifications cited above have created serious anomalies and disparities which have caused serious hardship and wide spread discontentment amongst the Pensioners.

CCCGPA as well other organisation of Pensioners have been representing to all concerned against the injustice done by the erroneous implementation orders of the Government thereon – in contravention to accepted recommendations by the Govt. But no relief has yet been provided.

We, therefore, very humbly seek your benign intervention for redressing the following issues in the interest of justice which are affecting the Pensioners at large:

1. Minimum Pension based on correct modified parity to Pre-2006 Pensioners.
2. Equal fitment benefit to pensioners as given to serving employees.
3. Disparity in Rise of Pension of Pre-2006 Pensioners in Scales of S-4 to S-23
4. Additional pension to pensioners in the age group of 65 to 80 Years.
5. Revision of Fixed Medical Allowance to Rs 1200 PM

We request you to please consider and redress the above issues - keeping in view the detailed justifications submitted herewith.

With kind regards and thanking you in anticipation for a favourable consideration,

Yours faithfully,

Encl: 1 Memorandum


Harchandan Singh,
Secretary General, CCCGPA

Rajpal Sharma,
Chairman, CC

COORDINATION COMMITTEE OF CENTRAL GOVERNMENT PENSIONERS ASSOCIATIONS

(Registered under Societies Registration Act, 1860, No. 2234/1993) Website: www.cccgpa.in

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MEMORANDUM FOR JUSTICE TO CENTRAL GOVERNMENT PENSIONERS

- Submitted to MoF on 17-5-2011 by CCCGPA

1. MINIMUM PENSION OF PRE-2006 PENSIONERS BASED ON MODIFIED PARITY

Minimum Pension of Pre-2006 Pensioners should not be less than 50% of the sum of the minimum of the pay in the Pay Band and the Grade Pay thereon corresponding to the pre-revised pay scale from which the pensioner had retired.

Reference:- i) DOP O.M. F. No. 38/37/08-P&PW (A), dated 1.9.2008

ii) DOP O.M. F.No. 38/37/08-P&PW (A) pt.1 dated 3. 10. 2008

1.1 Pensionary Benefits - Pre-2006 pensioners derive their pensionary benefits from the recommendations made in **Para 5.1.47** of 6th CPC Report. These recommendations have been **fully accepted** with some improvement (*multiplication factor being 1.86 instead of 1.74*) by the Union Cabinet and notified in the Gazette on 29-8-2008. Two recommendations made in this Para are:-

- a) Modified Parity as conceded by 5th CPC to be continued and no further changes in the extant orders (as were operative on 31.12.2005).
- b) Same fitment to pensioners as is being recommended for existing Govt. employees

Both the above recommendations have been totally disregarded in the implementation orders issued by the DOP ignoring/distorting a very important stipulation made in the recommendation which reads as:

“The revised pension in no case shall be lower than fifty percent of the sum of the minimum of the pay in the pay band and the grade pay thereon corresponding to the pre-revised pay scale from which the pensioner had retired”.

1.2 Denial of Modified Parity as stipulated in 6th CPC Recommendations

- a) The concept of modified parity was introduced for the first time by the 5th CPC which has been recommended by 6th CPC to stay. Modified parity, as envisaged by 5th CPC, means that pension can, in no case, be less than 50% of the minimum of the corresponding 5th CPC revised pay scale of the post from which the pensioner had retired. **In other words: it was pay scale-based (linked to the post) as with every Pay Commission up to 5th CPC, old pay scale/ scales have been revised with a new pay scale. Thus, the dispensation of modified parity to past pensioners was obvious being 50% of the minimum pay of the revised scale of the post corresponding to old scale.**
- b) **With the new concept of Pay Bands (comprising many scales in one pay band) and Grade Pay (GP) introduced by 6th CPC, 50% of the minimum pay of the post corresponding to revised pay scale (which is the modified parity)**

has been elaborated very clearly without any ambiguity by the Commission in the concluding portion of Para 5.1.47 which reads as under :

“The fixation as per this table will be subject to the provision that the revised pension, in no case, shall be lower than fifty percent of the sum of the minimum of the pay in the pay band and the grade pay thereon corresponding to the pre-revised pay scale from which the pensioner had retired. To this extent, a change would need to be allowed from the fitment shown in the fitment table”.

c) The above recommendation (accepted by Cabinet), while outlining the method for arriving at the pay for the purposes of pension of pre-2006 pensioners with the use of the word ‘**SHALL**’ (emphasizing mandatory character of this recommendation) is very emphatic that **both minimum of the pay in pay band and grade pay thereon have to simultaneously correspond to the pre-revised scale from which the pensioner had retired.**

1.3 The first implementation orders for fixation of revised pension were issued by DOP on 1-9-2008 (3 days after the Gazette notification of 29-8-2008) with a distorted version of accepted recommendations in Para 4.2 of the OM dated 1-9-2008. The distortions appear intentional. The implementation of these orders as per distorted wording in Para 4.2 were subject to issuing of revised PPOs as per para 11 of the OM. Before any PPOs were issued, DOP issued clarification/modification to Para 4.2 vide OM dated 3-10-2008. Thus OM of 1-9-2008 has no existence as far as para 4.2 is concerned.

1.4 The clarification/modification issued vide second OM of DOP dated 3-10-2008, which is now the operative order has changed the intent of accepted recommendations inasmuch as that according to the accepted 6th CPC Recommendation, pension was to be 50% of the sum of the minimum of the pay in the Pay Band and the Grade Pay thereon corresponding to the pre-revised pay scale from which the pensioner had retired, whereas now it is arbitrarily changed to minimum of the pay in the Pay Band (irrespective of the pre-revised scale of pay) plus the Grade Pay corresponding to the pre-revised pay scale.

The operative orders of 3-10-2008 which are in contravention to the recommendations of 6th CPC as well as Govt. acceptance of the same are *ultra vires* in the following respects:-

- a) The implementation orders issued under DOP OM of 3-10-2008 override the accepted recommendations of 6th CPC by Cabinet and notified in the Gazette. The legality of this OM is questionable.
- b) Pension has been delinked from the “Post”/“Scale of pay” one had retired from.
- c) It is now the grade pay alone which corresponds to the pre-revised scale and the pay (which is a major component for determining pension) has been delinked from the post one has retired from.

- d) A common minimum pay of each Pay Band has been adopted and made applicable to all the pensioners retiring from different scales grouped in that Pay Band.
- e) Taking the case of one Pay Band - PB 3, there are 9 scales from S-15 to S-23 with minimum pay in the pay band (15600-39100) varying from 15600 to 22320. For all the pensioners in this PB retiring from different scales/posts carrying different responsibilities, a common pay of 15600 applicable to S-15 has been considered.
- f) Pay in the pay band which is a distinct entity different for each pre-revised pay scale for every stage has been erroneously substituted by minimum pay of the pay band.
- g) If the intention of the 6th CPC was to fix the pension at fifty percent of (minimum of the pay band as being clarified now by the DOP, it would have been sufficient for the 6th CPC to use the expression, 'Fifty percent of the sum of minimum of the pay band and grade pay corresponding to the pre-revised pay scale from which the pensioner had retired.'
- h) **6th CPC, however, had a different intention and wanted to make both the pay and grade pay correspond to the pre-revised pay scale from which the pensioner had retired and, therefore, did not use this expression but recommended that: 'pension shall not be lower than fifty percent of the sum of minimum of the pay in the pay band and the grade pay thereon'.**

1.5 As a result of the change now effected vide item 4.2 of DOP letter dated 3.10.2008, two major anomalies and disparities have arisen (as illustrated in Annexure I below)

- a) Pre-2006 Pensioners get substantially less Pension than even the minimum of the Pension of Post-2006 Pensioners retiring from the same Post – as per details indicated below:

Pay Band/scales	Difference in pension p.m. of Pre & Post 2006 Pensioners - Retiring at the minimum of the same scale (See details in Annexure I)
PB 1 (S 4 – S 8)	Rs 165 to 500
PB 2 (S 9 – S 15)	Rs 465 to 1100
PB 3 (S 16 - S 23)	Rs 570 to 1400
PB 4 (S 24 – S 29)	Rs 1145 to 3650

- b) Pension of a pre-2006 pensioner and retiring from a higher post / pay scale would be lower than a post-2006 pensioner, retiring from lower pay scale / scales. (see Col. 7 of Annexure I).
- c) The difference in pension of two identical cases separated by a line of pre & post-2006 pensioners gives rise to a class within the class. This question was taken up by a Constitution Bench of Supreme Court of India in the case of *D. S. Nakara and others vs. Union of India (1983)* wherein it has been observed that the date of retirement of an employee cannot form a valid criterion for classification. Such classification based on a cutoff date has been held to be arbitrary and unprincipled which does not stand the test of Article 14 of Constitution of India.
- d) It is requested that, the minimum Pension should not be less than 50% of the sum of the minimum of pay in the Pay Band and the Grade Pay thereon corresponding to the pre-revised pay scale, as per accepted recommendations of 6th CPC Report.

2 EQUAL FITMENT BENEFIT TO PENSIONERS AS GIVEN TO SERVING EMPLOYEES.

2.1 6th CPC in Para 5.1.47 of its recommendations (accepted by Union Cabinet) aimed at identical amelioration in the pay of existing employees & pension of the past pensioners. Further, in Para 11.33 of the Summary of Main Recommendations, it is stated that **“Fitment formula recommended for serving employees to be extended in case of existing pensioners/family pensioners “**. With this end in view, the Commission recommended that ;

- However, in order to maintain the existing modified parity between present and future retirees, it will be necessary to allow the same fitment benefit as is being recommended for the existing Government employees. **The Commission, accordingly, recommends that all past pensioners should be allowed fitment benefit equal to 40% of the pension.** (Tables were accordingly issued vide para 4.1 of DOP OM of 1/9/2008)
- It was further laid down by the Sixth CPC that -

“The fixation as per this table will be subject to the provision that the revised pension, in no case, shall be lower than fifty percent of the sum of the minimum of the pay in the pay band and the grade pay thereon corresponding to the pre-revised pay scale from which the pensioner had retired. To this extent, a change would need to be allowed from the fitment shown in the fitment table”.

2.2 The objective of the above accepted recommendations has been frustrated in the implementation orders issued by DOP. The operative orders issued vide OM dated 3/10/2008 (minimum of the pay in the PB corresponding to the pre revised pay scale to be taken as min. of the pay in the PB irrespective of the pre revised scale of pay) has not only reduced the legitimate pension of pre 2006 pensioners by delinking it from the post/scale one has retired from but has also created **difference in the fitment benefit** which was intended to be the same for serving employees and the pensioners. This has been quantified in the Table below. (Annexure II)

2.3 The table gives the %age rise in pay & pension taken at the minimum level of the pre-revised scales:

- For pensioners in PB 1, increase in pension is 21.5% whereas pay for employees increases by over 32%.
- For pensioners in PB 2, increase in pension is mostly 21.5% whereas an increase in pay for employees is 33 to 45%.
- For pensioners in PB 3, increase in pension is mostly 21.5% whereas an increase in pay for employees is 32 to 35%.
- For pensioners in PB 4, the %age difference of increase between pay & pension is nil or marginal (about 8%) **except in one isolated case of S-29** where increase in pension is only 38% compared to pay which is 60%.
- **Equal Fitment benefit** is evident for pensioners & serving employees in scales 30 to 34 where pre-revised scales do not fall in a PB and have been replaced by a

revised pay scale. Incidentally, %age increase in pay/pension is the **highest - 81.2%** in S-31. It would be seen that the recommended equality in fitment benefit by the Commission is jeopardized by and large in all scales except S-30 to 34.

2.4 The objective of equal fitment benefit to pensioners and serving employees can be achieved only if the pension is based on the minimum of the pay in the PB and not the minimum pay of the PB as per the operative orders of OM dated 3/10/08. (ANNEXURE II).

3. DISPARITY IN RISE OF PENSION OF PRE-2006 PENSIONERS IN SCALES S-4 TO S-23 CASE FOR 3 TIMES UNIFORM RISE OF PENSION AS IN SCALES S-24 TO S-34

a. Reference:-

- i. MOF Notification of Revised Pay Rules, 2008 G. S. R. 622 (E) 29. 08.2008**
- ii. DOP O.M. F. No. 38/37/08-P&PW (A), dated 1.9.2008**
- iii. DOP O.M. F.No. 38/37/08-P&PW (A) pt.1 dated 3.10.2008**

i) Sixth Central Pay Commission had disturbed the existing relativities between the Pension of Pre-2006 Pensioners who retired from various Pre-revised Scales from S-4 to S-23 on one hand and those who retired from pre-revised S-24 to S-34 on the other hand.

ii) The %age rise of minimum Pension is mostly 21.5 to 25.4% (and goes up to 45% only in one single case) of Pensioners who retired from Pre-revised Scales of S-4 to S-23 but it is as high as 51.8% to 81.2% (except 38.5% in one scale S-29) in case of those who retired from pre-revised Scales S-24 to S-34 (as apparent from Annexure III).

iii) a) Rise of Minimum Pension of Pre-2006 Pensioners who retired from Scales S-24 to S-34 is 2.8 to 3.4 times as against the average rise of just 2.26 to 2.6 times in case of Pensioners who retired from pre-revised Scales from S-4 to S-23 (as clear from Annexure III).

b) This is totally unjustified and against the principle of natural justice and has caused much frustration amongst the Pensioners who retired from pre-revised Scales from S-4 to S-23.

iv) The said disparities can only be removed by applying a Common Multiple Factor (CMF) of 3 times rise of minimum of Pension of all Pensioners who retired from Pre-revised Scales from S-4 to S-23 as applicable in case of pre-revised Scales S-24 to S-34.

v) It is, therefore, requested that the Minimum Pension in all cases of Pre-2006 Pensioners in the pre-revised scales S-4 to S-23 be fixed based on a uniform or Common Multiple Factor (CMF) of 3 times of minimum Pre-revised Pension at par with pre-revised pension of those in scales S-24 to S-34. (Enclosure - one Annexure).

4. Additional quantum of pension to older pensioners in the age group of 65 to 80 Years

Ref: Para 5.1.32 of the report of the Sixth Central Pay Commission

The Sixth Central Pay Commission in the penultimate lines of Para 5.1.32 of its report had observed that - ***“The Commission, however, is of the view that older pensioners require a better deal because their needs, especially those relating to health, increase with age.”***

Accordingly, the Pay Commission had recommended that the quantum of pension available to the older pensioners should be increased by 20% of basic pension to 100% of basic pension on attaining the

age of 80 years to 100 years in various stages. However, the Pay Commission failed to apply its own criteria of the needs of those in age group of 65 years to 80 years whose requirement, especially on account of health also increase with the advancement of age.

It is, therefore, requested that those in the age group of 65 years and above may also please be granted additional pension as indicated below:-

<u>On attaining age of</u>	<u>Additional quantum of pension proposed</u>
65 years	5% of basic pension
70 years	10% of basic pension
75 years	15% of basic pension

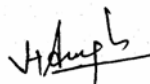
5. REVISION OF FIXED MEDICAL ALLOWANCE (FMA) OF RS 1200 P.M. TO THE CENTRAL GOVT PENSIONERS - IN VIEW OF HIGH COST OF MEDICINES (at par with EPFO under MoL).

Pensioners are suffering serious hardship on account of meager amount of Rs.300 p.m. - paid to them - *vide DOPP & PW Office Memorandum No. 4/252008-P&PW(D) Dated 26-5-2010* - as Fixed Medical Allowance (FMA). The amount is so less and in fact negligible that it does not meet with even a fraction of day-to-day Medical expenses for treatment of old-age problems – not requiring hospitalization. It, thus, defeats the very purpose for which the said Allowance is purported to be paid – as defined in the OM under reference.

Employees Provident Fund Organisation – under the Ministry of Labour & Employment, GoI, has enhanced the Fixed Medical Allowance (FMA) from Rs.600 p.m. (Rupees Six hundred only) to Rs. 1200 p.m. (Rupees one thousand two hundred only) for outdoor treatment, vide its *Circular No. HRM-V/12(1)2003/FMA/Vol-II dated: 11.1.2010 (Copy attached as Annexure IV).*

It is, therefore, requested that the Fixed Medical Allowance (FMA) to Pensioners and Family Pensioners may please be enhanced to Rs.1200 p.m. (*at par with EPFO*) to mitigate the hardship of the Pensioners and their dependents.

Encls: 4 Annexures



Harchandan Singh,
Secretary General, CCCGPA

Rajpal Sharma,
Chairman, CCCGPA

DISPARITIES IN PENSION ARISING WITH CLARIFICATIONS OF DOP & PW's						
O.M. Dated 3.10.2008						
5th CPC Pay Scale	Name of Pay Band	Corresponding 6th CPC Pay Band+Grade Pay	Pension of Pre-2006 pensioners-Higher of 50% of PB+GP (OM of 3-10-08) or consolidated pension(Para 4.1- OM 1-9-08)	Pension of Post-2006 pensioners= 50 % of min. of Pay in PB+ GP (Para 4.2 OM 1-9-08)	Difference in pension of post and pre 2006 pensioners	Post 2006 pensioner in lower scales with higher pension
1	2	3	4	5	6	7
S-1(2550 - 3200)	1S	4440-7440+1300	3500	3500	0	
S-2(2610 -3540)	1S	4440-7440+1400	3500	3500	0	
S-2A(2610-4000)	1S	4440-7440+1600	3500	3500	0	
S-3(2650-4000)	1S	4440-7440	3500	3500	0	
S-4(2750-4400)	PB-1	5200-20200+1800	3500	3665	165	
S-5(3050-4590)	PB-1	5200-20200+1900	3550	3890	340	S 4
S-6(3200-4900)	PB-1	5200-20200+2000	3616	4030	414	S- 5,4
S-7(4000-6000)	PB-1	5200-20200+2400	4520	4920	400	
S-8(4500-7000)	PB-1	5200-20200+2800	5085	5585	500	
S-9 (5000-8000)	PB-2	9300-34800+4200	6750	6750	0	
S-10 (5500-9000)	PB-2	9300-34800+4200	6750	7215	465	
S-11(6500-6900)	PB-2	9300-34800+4200	7345	8145	800	
S12((6500-10500)	PB-2	9300-34800+4200	7345	8145	800	S-11
S-13 (7450-11500)	PB-2	9300-34800+4600	8419	9230	811	
S-14 (7500-12000)	PB-2	9300-34800+4800	8475	9375	900	S 13
S-15 (8000-13500)	PB-2	9300-34800+5400	9040	10140	1100	S14 & S13
New scal- (Group A entry) (8000-13500)	PB-3	15600-39100+5400	10500	10500	0	
S-16,(9000)	PB-3	15600-39100+5400	10500	11070	570	
S-17(9000-9550)	PB-3	15600-39100+5400	10500	11070	570	S 16
S-18(10325-10975)	PB-3	15600-39100+6600	11666	12905	1239	
S-19 (10000-15200)SS	PB-3	15600-39100+6600	11300	12600	1300	S 18
S-20 10650-15850)	PB-3	15600-39100+6600	12035	13205	1170	S 18,19
S-21(12000-16500)	PB-3	15600-39100+7600	13560	14960	1400	
S-22 (12750-16500)	PB-3	15600-39100+7600	14408	15660	1252	S- 21
S-23(12000-18000)	PB-3	15600-39100+7600	13560	14960	1400	S-22 &21
S-24 (14300-18300)	PB-4	37400-67000+8700	23050	23050	0	
S-25 (15100-18300)	PB-4	37400-67000+8700	23050	24195	1145	
S-26 (16400-20000)	PB-4	37400-67000+8900	23150	24295	1145	S 25
S-27(16400-20900)	PB-4	37400-67000+8900	23150	24295	1145	S 25,26
S-28 (14300-22400)	PB-4	37400-67000+10000	23700	23700	0	S25,26,27
S-29 (18400-22400) (SAG)	PB-4	37400-67000+10000	23700	27350	3650	S25,26,27
S-30 (22400-24500) (PHOD)	HAG	67000-79000	33500	33500	0	
S-31 (22400-26000)	HAG+	775500-80000	37750	37750	0	
S-32 (24050-26000)	HAG+	775500-80000	37750	37750	0	
S-33 (26000)(Fixed)	Apex	80000 (Fixed)	40000	40000	0	
S-34 (30000) (Fixed)	Cab.	90000 (Fixed)	45000	45000	0	

VARIATION IN %AGE RISE OF PENSION OF PRE-2006 PENSIONERS & PAY OF SERVING EMPLOYEES (AT MINIMUM OF PAY SCALE) DUE TO MISINTERPRETED ORDERS OF DOP DATED 3-10-2008

A	B	C	D	E	F	G	H	I	J
Existing Pay Scales as per 5th PC	Revised Pay Band & Revised Pay Structure	Pension as on 1-1-06	Consolidated pension (DOP OM dt. 1/9/08)	Pension of Pre-2006 retirees (50% of PB & GP)	%age inc-rease in Pension on 1-1-06 (better of cols. D & E with C)	Exist-ing Pay on 1-1-06	Pay on 1-1-06 as per Fixa-tion Table	%age incr-ease in Pay (col. G & H)	Pension of Post-2006 retiree (based on col. H)
S-4(2750-4400)	PB-1 5200-20200+1800	2558	3500	3500	36.8	5115	7330	43.30	3665
S-5(3050-4590)	PB-1 5200-20200+1900	2837	3500	3550	25.1	5673	7780	37.14	3890
S-6(3200-4900)	PB-1 5200-20200+2000	2976	3616	3600	21.5	5952	8060	35.42	4030
S-7(4000-6000)	PB-1 5200-20200+2400	3720	4520	3800	21.5	7440	9840	32.26	4920
S-8(4500-7000)	PB-1 5200-20200+2800	4185	5085	4000	21.5	8370	11170	33.45	5585
S-9 (5000-8000)	PB-2 9300-34800+4200	4650	5650	6750	45.2	9300	13500	45.16	6750
S-10 (5500-9000)	PB-2 9300-34800+4200	5115	6215	6750	32.0	10230	14430	41.06	7215
S-11(6500-6900)	PB-2 9300-34800+4200	6045	7345	6750	21.5	12090	16290	34.74	8145
S12((6500-10500)	PB-2 9300-34800+4200	6045	7345	6750	21.5	12090	16290	34.74	8145
S-13 (7450-11500)	PB-2 9300-34800+4600	6928	8419	6950	21.5	13857	18460	33.22	9230
S-14 (7500-12000)	PB-2 9300-34800+4800	6975	8475	7050	21.5	13950	18750	34.41	9375
S-15 (8000-13500)	PB-2 9300-34800+5400	7440	9040	7350	21.5	14880	20280	36.29	10140
New scale Group A entry) (8000-13500)	PB-3 15600-39100+5400	7440	9040	10500	41.1	14880	21000	41.13	10500
S-16,(9000)	PB-3 15600-39100+5400	8370	10170	10500	25.4	16740	22140	32.26	11070
S-17(9000-9550)	PB-3 15600-39100+5400	8370	10170	10500	25.4	16740	22140	32.26	11070
S-18(10325-10975)	PB-3 15600-39100+6600	9601	11666	11100	21.5	19205	25810	34.39	12905
S-19 (10000-15200)SS	PB-3 15600-39100+6600	9300	11300	11100	21.5	18600	25200	35.48	12600
S-20 10650-15850)	PB-3 15600-39100+6600	9905.12	12035	11100	21.5	19809	26410	33.32	13205
S-21(12000-16500) (JAG)	PB-3 15600-39100+7600	11160	13560	11600	21.5	22320	29920	34.05	14960
S-22 (12750-16500)	PB-3 15600-39100+7600	11858	14408	11600	21.5	23715	31320	32.07	15660
S-23(12000-18000)	PB-3 15600-39100+7600	11160	13560	11600	21.5	22320	29920	34.05	14960
S-24 (14300-18300)	PB-4 37400-67000+8700	13299	NA	23050	73.3	26598	46100	73.3	23050
S-25 (15100-18300)	PB-4 37400-67000+8700	14043	NA	23050	64.1	28086	48390	72.3	24195
S-26 (16400-20000)	PB-4 37400-67000+8900	15252	NA	23150	51.8	30504	48590	59.3	24295
S-27(16400-20900)	PB-4 37400-67000+8900	15252	NA	23150	51.8	30504	48590	59.3	24295
S-28 (14300-22400)	PB-4 37400-67000+10000	13299	NA	23700	78.2	26598	47400	78.2	23700

Continued

S-29 (18400-22400)	PB-4 37400-67000+10000	17112	NA	23700	38.5	34224	54700	59.8	27350
S-30 (22400-24500)	HAG 67000-79000	20832	NA	33500	60.8	41664	67000	60.8	33500
S-31 (22400-26000)	HAG+ Scale 75500-80000	20832	NA	37750	81.2	41664	75500	81.2	37750
S-32 (24050-26000)	HAG+ Scale 75500-80000	22367	NA	37750	68.8	44733	77765	73.8	37750
S-33 (26000)(fixed)	Apex 80000 (Fixed)	24180	NA	40000	65.4	48360	80000	65.4	40000
S-34 (30000)	Cab. Sec. 90000 (Fixed)	27900	NA	45000	61.3	55800	90000	61.3	45000

**Comparative %age Rise of Pension after Sixth CPC Report &
Proposed Revised Pension with uniform multiple factor of 3 – as applicable to S-24 to S-34**

A	B	C	D	E	F	G	H	I
Pre-Revised Pay Scales (Minimum & Maximum) – (as per 5th CPC)	Pay Band (No.) (After SCPC)	Pay Band (After SCPC)	Grade Pay (After SCPC)	Minimum Pre-revised Total Pension prior to SCPC (1.86 times basic pension)	Revised Pension-Better of Fitment Table or as per OM of 3/10/08	%age increase in Minimum Pension	Ratio of revised & pre-Revised Pension	Proposed Revised Pension with 3 as uniform multiple factor
S-4 (2750-4400)	PB-1	5200-20200	1800	2558	3500	36.8	2.5	4125
S-5 (3050-4590)	PB-1	5200-20200	1900	2837	3500	25.1	2.3	4575
S-6 (3200-4900)	PB-1	5200-20200	2000	2976	3616	21.5	2.3	4800
S-7 (4000-6000)	PB-1	5200-20200	2400	3720	4520	21.5	2.26	6000
S-8 (4500-7000)	PB-1	5200-20200	2800	4185	5085	21.5	2.26	6750
S-9 (5000-8000)	PB-2	9300-34800	4200	4650	6750	45.2	2.7	7500
S-10 (5500-9000)	PB-2	9300-34800	4200	5115	6750	32.0	2.5	8250
S-11 (6500-6900)	PB-2	9300-34800	4200	6045	7345	21.5	2.26	9750
S12 ((6500-10500)	PB-2	9300-34800	4200	6045	7345	21.5	2.26	9750
S-13 (7450-11500)	PB-2	9300-34800	4600	6928	8419	21.5	2.26	11175
S-14 (7500-12000)	PB-2	9300-34800	4800	6975	8475	21.5	2.26	11250
S-15 (8000-13500)	PB-2	9300-34800	5400	7440	9040	21.5	2.26	12000
S-16 (9000)	PB-3	15600-39100	5400	8370	10500	25.4	2.3	13500
S-17 (9000-9550)	PB-3	15600-39100	5400	8370	10500	25.4	2.3	13500
S-18 (10325-10975)	PB-3	15600-39100	6600	9601.32	11666	21.5	2.26	15488
S-19 (10000-15200)	PB-3	15600-39100	6600	9300	11300	21.5	2.26	15000
S-20 (10650-15850)	PB-3	15600-39100	6600	9905.12	12035	21.5	2.26	15975
S-21 (12000-16500)	PB-3	15600-39100	7600	11160	13560	21.5	2.26	18000
S-22 (12750-16500)	PB-3	15600-39100	7600	11858.1	14408	21.5	2.26	19125
S-23 (12000-18000)	PB-3	15600-39100	7600	11160	13560	21.5	2.26	18000
S-24 (14300-18300)	PB-4	37400-67000	8700	13299	23050	73.3	3.2	No change proposed
S-25 (15100-18300)	PB-4	37400-67000	8700	14043	23050	64.1	3.1	
S-26 (16400-20000)	PB-4	37400-67000	8900	15252	23150	51.8	2.8	24600
S-27 (16400-20900)	PB-4	37400-67000	8900	15252	23150	51.8	2.8	24600
S-28 (14300-22400)	PB-4	37400-67000	10000	13299	23700	78.2	3.3	No change proposed
S-29 (18400-22400)	PB-4	37400-67000	10000	17112	23700	38.5	2.6	27600
S-30 (22400-24500)	HAG	67000-79000		20832	33500	60.8	3.0	No change proposed
S-31 (22400-26000)	HAG+	75500-80000		20832	37750	81.2	3.4	
S-32 (24050-26000)	HAG+	75500-80000		22367	37750	68.8	3.1	
S-33 (26000)(fixed)	Apex	80000 (Fixed)		24180	40000	65.4	3.1	
S-34 (30000) (Cabinet Secretary)	Cab. Sec.	90000		27900	45000	61.3	3.0	

**EMPLOYEES' PROVIDENT FUND ORGANISATION
MINISTRY OF LABOUR AND EMPLOYMENT, GOVERNMENT OF INDIA
HEAD QUARTERS**

Bhavishya Nidhi Bhawan, 14, Bhikaiji Cama Place, New Delhi 110066

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Dated : 11 JAN 2010

To

All Addl. Central-Provident Fund Commissioner (Zones)

Director NATRSS

All Regional Provident Fund Commissioners in-charge of the Regions

All Officers in-charge (Sub Regional Office)

All Officers in-Charge (ZTIs)

RPFC (ASD) Head Office

Subject:- Enhancement in the rate of Fixed Medical Allowance, payable to the serving as well as retired employees of the EPFO for outdoor medical treatment - regarding.

Sir,

I am directed to convey the approval of the 67 th Executive Committee, held on 4.12.2009; CBT EPF for enhancement of the Fixed Medical Allowance – (FMA) from Rs.600/- p.m. (Rupees Six hundred only) to Rs. 1200/- p.m. (Rupees one thousand two hundred only). This enhancement will be effective from 1st January, 2009 and subject to the following conditions.

- (i) The enhancement of fixed medical allowance will be available to serving employees and pensioners (including family pensioners) of the Employees Provident Fund Organization. The serving employees of the Organization who are in the Head Office at New Delhi and Regional / Sub Regional Office at Delhi and at stations which are covered by the Central Government Health Scheme will not be eligible for Fixed Medical Allowance. As soon as any employee is covered by Central Government Health Scheme, the fixed medical allowance admissible to him/ her shall be stopped.**
- (ii) If two or more members of family-are working in the EPF Organisation, only one of them will be eligible for the facility of fixed medical Allowance.**
- (iii) In the case of an employee whose wife / husband spouse is an employee of a Government or any other organization (including private Firm /Office) he/she will be required to give an undertaking that his /her spouse is not availing of medical facilities in cash, if any granted by their respective employees.**
- (iv) The Fixed Medical Allowance will be in lieu of the medical facility available for outdoor treatment under The Central Services (Medical Attendance) Rules, 1944 as adopted by the EPF Organisation for its own employees and pensioners**

Your faithfully

Sd/-

(V.P. Ramaiah)

Additional Central Provident Fund Commissioner (HR)

11-1-10