

No. 3/1/2021-3FPPC/ 281  
GOVERNMENT OF PUNJAB  
DEPARTMENT OF FINANCE  
(FINANCE PENSION POLICY AND COORDINATION BRANCH)

Dated Chandigarh, the 29.10.2021

To

The Special Chief Secretary/Additional Chief Secretaries/  
Principal Secretaries to Government of Punjab  
All Heads of Departments,  
Commissioners of Divisions,  
Registrar, Punjab and Haryana High Court,  
District and Session Judges and  
All Deputy Commissioners in the State.  
Secretary, Punjab Vidhan Sabha, Chandigarh.

**Subject:-** Implementation of the recommendations of the Sixth Punjab Pay Commission-  
Regarding pension and other retirement benefits to employees who have  
retired on or after 01.01.2016.

Sir/Madam,

I am directed to invite a reference to the subject cited above and to say that after careful consideration of the recommendations of the Sixth Punjab Pay Commission the Governor of Punjab is pleased to revise/modify/grant various benefits to the pensioners of the State as indicated in succeeding paragraphs:-

2. The revised provision as per these orders shall apply to Government employees who retired/die in harness on or after 1<sup>st</sup> January, 2016 (separate orders are being issued in respect of employees who retired/died before 1<sup>st</sup> January, 2016).

2.1 In cases where pension/family pension and gratuity has already been sanctioned in cases occurring on or after 1-1-2016, the same shall be revised in terms of these orders.

2.2 In cases where pension has been finally sanctioned and if it happens to be more beneficial than the pension becoming due under these orders, the pension already sanctioned shall not be revised to the disadvantage of the pensioner in view of proviso to rule 9.15 (1) of Punjab Civil Services Rules, Volume-II.

2.3 The date of retirement of the employee for the purpose of these instructions shall be the date as prescribed in Rule 3.26 (a) of Punjab CSR Vol-1, Part 1 i.e. the date of retirement will be considered on the date of superannuation of the government employee i.e. in the case of Group 'A', 'B' & 'C' employees fifty eight years and sixty years in the case of Group 'D' employees. The period of extension in service, if any granted as per FD's instructions, shall not be considered as service qualifying for pension.

*Jaminder Singh*



### 3. EMOLUMENTS AND AVERAGE EMOLUMENTS

- 3.1 The term emoluments for the purposes of calculating various pensionary benefits other than death-cum-retirement gratuity shall mean pay as defined in rule 6.19 C of Punjab Civil Services Rules Volume-II as amended from time to time and as applicable to pensioners/family pensioners under the rules.
- 3.2 Basic Pay in the revised pay structure means the pay drawn in the prescribed level in the Pay Matrix, including Non Practicing Allowance and Secretariat Pay (for the government employees working in Punjab Civil Secretariat).
- 3.3 In the case of all kinds of gratuity, dearness allowance admissible on the date of retirement/death shall continue to be treated as emoluments along with the emoluments as defined in paragraph 3.1 above.
- 3.4 The average emoluments of those employees who retire within ten months from the date of coming over to the revised pay structure shall be calculated as follows:-
- (i) for the period during which pay is drawn in pre-revised scales, the calculation shall be made by including Basic Pay, personal pay if any, NPA, Secretariat Pay and DA as admissible on 31.12.2015 in the un-revised scale.
- (ii) For the period during which pay is drawn in the revised pay structure, the calculation shall be made by adding basic pay in the revised pay structure according to the Punjab Civil Services Rules (Revised pay) Rules, 2021.

The pensioners shall be offered an option to have their pension computed on the basis of their pre revised reckonable emoluments in the manner as if they retired on 31.12.2015 (ignoring the revised emoluments drawn by them after 01.01.2016) and have such pension consolidated and updated to 01.01.2016 level. Such option shall be exercised within three months of the issue of these orders.

### 4. PENSION:

Pension shall continue to be 50% of basic pay. It shall also continue to be calculated on the basis of last pay drawn or 10 months average emoluments whichever is beneficial to the employees subject to a minimum of Rs.9000/- per month.

### 5. Additional pension/family pension

The quantum of Additional Pension/family pension to the old pensioners/ family pensioners shall be admissible as follows:-

Age of pensioner/family pensioner	Additional quantum of pension/family pension
From 65 years to less than 70 years	5 percent of revised basic pension/family pension
From 70 years to less than 75 years	10 percent of revised basic pension/family pension
From 75 years to less than 80 years	15 percent of revised basic pension/family pension
From 80 years to less than 85 years	25 percent of revised basic pension/family pension
From 85 years to less than 90 years	35 percent of revised basic pension/family pension
From 90 years to less than 95 years	45 percent of revised basic pension/family pension
From 95 years to less than 100 years	55 percent of revised basic pension/family pension
100 years or more	100 percent of revised basic pension/family pension

Note:-

- i. The Additional quantum of pension/family pension on attaining the age of 65 years and above would be admissible from the first day of the month in which his date of

*Jamwal*



birth falls. For example, if a pensioner/family pensioner completes the age of 80 years in the month of August, 2018 he will be entitled to additional pension/family pension with effect from 1st August, 2018. Those pensioner/family pensioners whose date of birth is 1st August will also be entitled to additional pension/family pension with effect from 1st August, 2018 on attaining the age of 80 years and above, Dearness relief shall also be admissible on the additional quantum of pension available to the old pensioners and family pensioners in accordance with the orders issued from time to time.

- ii. The Accountant General (A & E) Punjab shall ensure that the date of birth and the age of the pensioners/family pensioners is invariably indicated in the PEN-I and the e-Pension Payment Order to facilitate payment of additional pension/family pension by the Pension Disbursing Authority as soon as it becomes due. The amount of additional pension/family pension will be shown distinctly in the Pension Payment Order.
- iii. The existing provisions relating to grant of Dearness Relief on Old age allowance which has been termed as additional pension/family pension shall continue to be in force.

6. Rates of Retirement-cum-death gratuity/DCRG

The maximum limit of Retirement-cum-Death Gratuity is raised from the present Rupees 10.00 lakh to Rupees 20.00 lakh. The revised rate of DCRG shall be admissible with effect from 01.01.2016. The revised rate of DCRG shall also be applicable to the employees who covered under New Pension Scheme.

7. Rates of family pension:

- a) For the purpose of rule 6.17 of Punjab Civil Service Rules Vol.II the existing provision/instructions shall remain to be in force.
- b) For the Purpose of Punjab Civil Services Vol, II {Rule 6.17 (1) and 6.17 -A(1)}, the following limits shall be applicable:-

Rule 6.17 (1)

If the pay of deceased on the date of retirement does not exceed thirty thousand rupees.	@ 40% of the pay, subject to minimum of Nine thousand Rupees.
If the pay of deceased on the date of retirement exceeds thirty thousand rupees.	@ 30% of the pay, subject to minimum of Twelve thousand Rupees.

Rule 6.17 -A(1) (in case of Death in harness)

If the Pay does not exceed thirty thousand rupees.	@ 60% of the Pay.
If the Pay exceeds thirty thousand rupees.	@ 50 % of the Pay, subject to minimum of Twelve thousand Rupees.

- c) Divorced/widow daughter shall be eligible for family pension only if she is entirely dependent on the deceased employee.
- d) The dependent family members whose total income from all sources was Rs. 9000/- + DA per mensem or more at the time of death of the employee shall not be considered to be dependent. The verification report should be taken from the concerned Deputy Commissioner office.

*Jaminder*



8. Commutation of Pension

The rate of commutation of pension shall be 40% with no change in the period of restoration of the commuted amount. The revised rate of commutation i.e. 40% shall be admissible from prospective effect only, i.e. for the employees retiring on or after 01.07.2021.

9. CONSTANT ATTENDANT ALLOWANCE

A constant attendant allowance @ Rs. 6750/- per month shall be given to Punjab Government Pensioners on the following conditions:-

- a) Admissible only in cases of 100% disablement of pensioner.
- b) The pensioner needs the services of a constant attendant at least for a period of 3 months.
- c) The pensioner actually employ a paid attendant to look after him/her.

10. Ex-Gratia Grant

The revised rates of as Ex-gratia grant shall be paid as below:

Category	Rates (Rs.)
Employee who dies in service	2.00 lakh
Death occurring due to accidents in course of performance of duties	2.00 lakh
Death in performance of duty such as dealing with riots, terrorist's attack or enemy's action	20.00 lakh
Accidental or homicidal death of Government employee or who incurs complete permanent disability during performance of duty	10.00 lakh

The revised rate of Ex-Gratia grant shall be admissible from prospective effect only, i.e. for the employee dies on or after 01.07.2021. The revised rate shall also be applicable to the employees who are covered under New Pension Scheme.

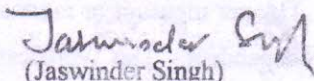
11. In respect of matters not provided in the above orders, the existing rules/ instructions on the subject shall continue to be in force. The Punjab Civil Service (Revised Pay) Rules, 2021 shall also apply, wherever required in the context of above orders. The relevant provisions of the Punjab Civil Services Rules Volume II shall be deemed to have been amended to the extent of the contents of this letter, and a notification for the same will be issued in due course.

12. Decision regarding the payment of arrears of pensions from 01-01-2016 to 30-06-2021 shall be taken in due course of time and with effect from 01-07-2021 enhanced pension in cash shall become payable.

13. Punjabi version of these orders will follow in due course of time.

This letter has issued with the kind approval of competent authority.

Yours faithfully,

  
(Jaswinder Singh)

Under Secretary, Finance



Endst.No. 3/1/2021-3FPPC/282

Dated, Chandigarh, the 29.10.2021

A copy is forwarded to the:-

1. Resident Financial Commissioner, Punjab, Punjab Bhawan, Copernicus Marg, New Delhi.
2. Director, Information and Technology (InfoTech), Udyog Bhawan, Sector 17, CHD.
3. The OSD/Chief Secretary to the Government of Punjab;

*Jaminder Singh*  
Under Secretary, Finance

Endst.No. 3/1/2021-3FPPC/283

Dated, Chandigarh, the 29.10.2021

A copy is forwarded to the:-

1. Secretary to Government of Himachal Pradesh, Department of Finance, Shimla;
2. Secretary to Government of Haryana, Department of Finance, Chandigarh;
3. Finance Secretary, Chandigarh Administration (U.T.), Chandigarh;

For information and necessary action.

*Jaminder Singh*  
Under Secretary, Finance

Endst.No. 3/1/2021-3FPPC/284

Dated, Chandigarh, the 29.10.2021

1. Accountant General (A & E) Punjab, Pension-III Branch, sector 17, Chandigarh.
2. Accountant General (Audit) Punjab, Chandigarh.
3. Accountant General, Haryana, Chandigarh;
4. Accountant General, Himachal Pradesh, Shimla;
5. Deputy Accountant General, Office of the accountant general Himachal Pradesh and Union Territory, Sector-17, Chandigarh.
6. All District Treasury Officers and Treasury officers in the state of Punjab,
7. Assistant Pay and Accounts Officer, Punjab Bhawan, New Delhi
8. Director, Pensions and Pensioner's Welfare, Punjab, Chandigarh;
9. Director, Public Relations, Punjab, Chandigarh;
10. Chief Accountant, Reserve Bank of India, Department of Government and Bank Accounts, Central Office C-7, Bandra Kurla Complex, Post Box No. 8143, Bandra, Mumbai;

*Jaminder Singh*  
Under Secretary, Finance

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Dated, Chandigarh, the 29.10.2021

A copy is forwarded to the:-

1. The General Manager, Operation, Parliament Street, State Bank of India, New Delhi;
2. Development Manager (P&S Banking State Bank of Patiala), H.O., The Mall, Patiala,
3. Regional Manager, Indian Overseas Bank, Showroom Nos. 11-13, Madhya Marg, Sector-7-C, Chandigarh;
4. Regional Manager, Central Bank of India, Regional Office, 427-A Ghumar Mandi Ludhiana;