

NAVODAYA VIDYALAYA SAMITI

(ADMN. SECTION)

F.No.1-7/2018-NVS(Admn)

Date: 19/2/2020

ID NOTE

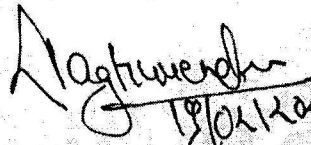
Sub: **Additional relief on death/disability of Govt. and death gratuity to the employees of autonomous bodies/organisations covered under NPS in terms of DOP&W's OM No. 3/41/06/P&PW(A) dated 5.5.2009 and OM No. 7/5/2012-P&PW(F) B dated 26.8.2016 – reg.**

Ministry of HRD vide email dated 17.2.2020 forwarded a copy of communication dated 12.2.2020 (copy enclosed) on the above subject with a direction to furnish the requisite comments/inputs in respect of Point No.4 (I, II and III) as detailed below:-

- I If gratuity in case of employees appointed before 1.1.2004, is governed by Payment of Gratuity Act, 1972.
- II How gratuity is regulated in case of those employees appointed before 1.1.2004, who borne on CPF or EPF etc. If Payment of Gratuity Act, 1972 is applicable in all/few of the Autonomous Bodies in case of employees appointed before 1.1.2004, whether the issue of gratuity could be considered in this case as per Payment of Gratuity Act, 1972.
- III Total financial implications and whether all or a portion of liability could be met internally by an Autonomous Body.

In order to submit inputs on the above points to MHRD, it is requested to provide information of Point No.4 (III) as mentioned above by 20.02.2020.

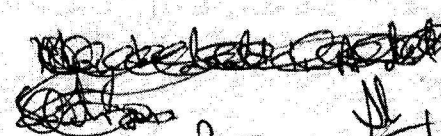
Encl. as above

  
(Raghuvendra Kumar)

Assistant Commissioner(Admn.)

AC (Audit)

  
(F)

  
P.T.O. 19/2/2020

19/2/2020

1.1.4 - NPS  
1.4.9 - NPS (NPS)  
advised

FJJ-694324

F. No. 19-1/2017-IFD  
Ministry of human Resource development  
Department of Higher Education  
(Integrated Finance Division)

13/2  
All DS of SST/  
DS(OT)/DS(Sch-3)  
New Delhi

Dated the 12<sup>th</sup> February, 2020

Subject: Additional Relief on death / disability of Government and Death gratuity to the Employees of Autonomous Bodies / Organizations covered under NPS in terms of DOP&W's O.M. No. 38/41/06/P&PW (A) dated 05.05.2009 and O.M. No. 7/5/2012 -P&PW (F) B dated 26.08.2016 - Regarding.

Reference is invited to this Department's O.M. of even number dated the 24<sup>th</sup> December, 2019 and subsequent reminder dated the 10<sup>th</sup> February, 2020 on the subject mentioned above.

2. The proposal to extend the benefits of Retirement Gratuity & Death Gratuity covered NPS to the employees of Autonomous Bodies / Organizations, under the administrative control of MHRD, has been under consideration in this Ministry for quite some time, In consultations with the Department of Pension and Pensioners Welfare and the Department of Expenditure.

2. In brief, the issue under consideration is the applicability of the instructions issued the Department of Pension and Pensioners Welfare vide their following two Office Memorandums applicable, to the employees of the Autonomous Bodies (ABs) under the administrative control of MHRD:

i. OM No. 38/41/06/P&PW(A) dated 5<sup>th</sup> May, 2009, which allows grant of additional relief on death / disability and Family Pension of Government servants covered under the new Defined Contribution Pension System (NPS).

ii. OM No. 7/5/2012-P&PW (F)/B dated 26<sup>th</sup> August, 2016 which allows extension of benefits of Retirement Gratuity and Death Gratuity to Government servants covered under the new Defined Contribution Pension System (NPS).

3. In view of the fact that employees of the ABs are not central government employees and the above instructions issued by the Department of Pension and Pensioners Welfare are not automatically extendable to the employees of ABs; the matter was taken up with the Department of Expenditure to clarify the position and extend the above benefits to the employees of ABs also.

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JS(SS-2)

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US(UT.2) 14.2.20

4. To take a final view in the matter, the Department of Expenditure have sought the following details / information in respect of all the ABs under the administrative control of MHRD, whose employees are covered under the NPS:

I. If gratuity in case of employees appointed before 01.01.2004, is governed by Payment of Gratuity Act, 1972.

II. How gratuity is regulated in case of those employees appointed before 01.01.2004, who are borne on CPF or EPF etc. If Payment of Gratuity Act, 1972 is applicable in all / few of the Autonomous Bodies in case of employees appointed before 01.01.2004, whether the issue of gratuity could be considered in this case as per Payment of Gratuity Act, 1972.

III. Total financial implications and whether all or a portion of liability could be met internally by an Autonomous Body."

5. Secretary (HE) has directed that All Bureau Heads in the Department of Higher Education and the Department of School Education and Literacy may kindly arrange to collect the above details / information, point-wise, as mentioned in para 4 above, in respect of each of the Autonomous Body under their administrative control and furnish a consolidated information, Bureau-wise, to IFD.

6. It is, therefore requested that the requisite consolidated information may please be furnished to IFD [ Ms. Sushma Sood, Section Officer (IFD), Mail ID: [sushmasood.edu@nic.in](mailto:sushmasood.edu@nic.in) ] at the earliest but not later than the 14<sup>th</sup> February, 2020.

7. This may kindly be accorded priority.

*Darshana M. Dabral*  
(Darshana M. Dabral)  
Financial Adviser

All Bureau Heads in the Department of Higher Education

All Bureau Heads in the Department of School Education and Literacy

8. It is, therefore requested that the requisite consolidated information may please be furnished to IFD [ Ms. Sushma Sood, Section Officer (IFD), Mail ID: [sushmasood.edu@nic.in](mailto:sushmasood.edu@nic.in) ] at the earliest but not later than the 14<sup>th</sup> February, 2020.

7. This may kindly be accorded priority.

*Darshana M. Dabral*  
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Financial Adviser