

DDA employees are governed by CCS (Pension) Rules 1972. Pensionary Benefits are regulated as per the provisions of CCS (Pension) Rules in force at the time of retirement of employee.

CCS (Pension) Rules 1972

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Brief of retirement benefits

At the time of retirement following retirement benefits are payable to the retirees:

1. (a) Retirement Gratuity which is based on the total length of service and is payable as under:-
(Basic Pay + G.Pay+DA as admissible) X Half of Qualifying Service (Half Years).
Applicable for employees who rendered 10years service. This is subject to maximum of Rs. 10.00 Lacs
- (b) Service Gratuity (For employees who rendered more than 5 years service but less than 10 years): (B.P.+G.P.+DA)*1/4*Q.S. (Half years) Subject to Maximum of Rs. 10.00 Lacs.
2. Commutation of Pension based on the part of pension opted for by the retiree (Max. to 40% of Basic Pension) Pension opted for commutation X Commutation factor X 12
3. Basic Pension Payable @ 50% of Basic Salary + Grade Pay (if the minimum service rendered is for 10 years)
4. Leave Encashment based on the balance Earned Leave at the credit of the retiree at the time of retirement (Maximum to 300 days) (Basic Pay + G.Pay+DA as admissible) X No. of days of E.L. /30 at credit
5. G.P.F. payable which is at the credit of the retiree + interest thereon.
6. Death Gratuity is payable in the case of death of the employee while in service @ (Basic Pay + G.Pay+DA as admissible) X Q.S (Half Years)

(A)	Q.S. less than one year	2 Times of Emoluments.
(B)	Q.S. more than 1 year but less than 5 Years	6 Times of Emoluments.
(C)	Q.S. more than 5 year but less than 20 Years	12 Times of Emoluments.
(D)	Q.S. more than 20 year	½ of emoluments for every 6 months. Maximum of Rs. 10.00 lacs.

FAMILY PENSION

Family pension is payable in the case of death of the serving as well as the retirees as under:-

Family pension is payable @ 30% of the basic salary at the time of death of the employee. However the same is payable at Enhanced Rate (50% of basic salary) for 10 years in the case of death of the employee while in service and upto 7 years or attaining 67 years of age whichever is earlier in the case of death after retirement.

1. Normal rate of family pension- The monthly family pension is based on the "pay" drawn on the date or on the date of retirement , as the case may be, and is admissible at a uniform rate of 30% of pay last drawn, subject to a minimum of Rs.3500 p.m.

2. Higher rate of family pension- A higher rate of family pension is admissible , if the deceased had rendered not less than seven years continuous service. It is payable from the date following the date of death . The higher rate of Family Pension is not admissible to dependent parents and they are eligible only for the normal rate.

The rates are-

(a) In case of death in service:

(Payable to the family of a Government servant for a period of ten years from the date of death of a Government servant , without any upper age limit.)

One and a half-times the normal rate of family pension, if compensation under WC Act is also paid; and Fifty per cent of the 'pay' last drawn in other cases.

(a) In case of death after retirement:

(Payable for a period of seven years or up to the date on which he would have attained 67 years had be survived , whichever is less)

Fifty per cent of 'pay' drawn at the time of retirement ;

or

The amount of pension authorized on retirement, whichever is less.