राधे श्याम गर्ग
महाप्रबंधक (विधि)
Radhey Shyam Garg
General Manager (Law)

राष्ट्रीय
आवास बैंक
NATIONAL
HOUSING BANK

No. NHB/LD/3453/2003
July 31, 2003

Mr. M.Subrmani
Sr. Research Officer (CP)
Government of India, Ministry of Finance
Department of Economic Affairs
(Banking Division)
Jeevan Deep Building
New Delhi - 110001

Dear Sir,

IndiaCode

National Housing Bank (Employees') Pension Regulations, 2003

We forward herewith ten (10) copies of the National Housing Bank (Employees') Pension Regulations, 2003 for being laid in each of the Parliament as required under Section 55(5) of the National Housing Bank, 1987 (53 of 1987) and request you to do the needful at your earliest.

Thanking you,

Yours faithfully,

(R.S.Garg)

Encl. As Above.

Copy to Adm-Dy. Jt.

REGD. NO. D. L.-33004/99

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राष्ट्रीय आवास बैंक

अधिसूचना

नई दिल्ली, 7 मई, 2003

सं. एनएचबी/बी एच आर डी ए/111.—भारतीय आवास बैंक का निदेशक बोर्ड, राष्ट्रीय आवास बैंक अधिनियम, 1987 (1987 का 53) की धारा 55 की उपधारा (2) के खंड (i) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए भारतीय रिज़र्व बैंक के पूर्व अनुमोदन से तथा केन्द्रीय सरकार के परामर्श से निम्नलिखित विनियम बनाता है, अर्थात् :—

अध्याय 1

प्रारंभिक

1. संक्षिप्त नाम और प्रारंभ — (1) इन विनियमों का संक्षिप्त नाम राष्ट्रीय आवास बैंक (कर्मचारी) पेंशन विनियम, 2003 है ।

(2) इन विनियमों में जैसा अन्यथा स्पष्ट रूप से उपबंध किया गया है उसके सिवाय, ये राजपत्र में प्रकाशन की तारीख को प्रवृत्त होंगे ।

2. परिभाषाएं — इन विनियमों में, जब तक संदर्भ से अन्यथा अपेक्षित न हो, —

(क) "अधिनियम" से राष्ट्रीय आवास बैंक अधिनियम, 1987 (1987 का 53) अभिप्रेत है ;

(ख) "बीमांकक" का वही अर्थ होगा जो बीमा अधिनियम, 1938 (1938 का 4) की धारा 2 के खंड (1) में है ;

(ग) "परिशिष्ट" से इन विनियमों से उपाबद्ध परिशिष्ट अभिप्रेत है ;

(घ) "औसत उपलब्धियां" से किसी कर्मचारी द्वारा बैंक में उसकी सेवा के अंतिम दस मास के दौरान आहरित वेतन का औसत अभिप्रेत है ;

(ङ) "बैंक" से राष्ट्रीय आवास बैंक अभिप्रेत है ;

NATIONAL HOUSING BANK

NOTIFICATION

New Delhi, the 7th May, 2003

No. NHB/DHRD &A/111.—In exercise of the powers conferred by clause (i) of Sub-section (2) of Section 55 of the National Housing Bank Act, 1987 (53 of 1987), the Board of Directors of the National Housing Bank with the previous approval of Reserve Bank of India and in consultation with the Central Government, hereby make the following regulations, namely :—

CHAPTER I

PRELIMINARY

1. Short title and commencement. – (1) These regulations may be called the National Housing Bank (Employees') Pension Regulations, 2003.

IndiaCode

(2) Save as otherwise expressly provided in these regulations, they shall come into force on the date of their publication in the Official Gazette.

2. **Definitions.** – In these regulations, unless the context otherwise requires, -

(a) "Act" means the National Housing Bank Act, 1987 (53 of 1987);

(b) "actuary" shall have the meaning assigned to it in clause (1) of section 2 of the Insurance, Act, 1938 (4 of 1938);

(c) "Appendix" means, an Appendix annexed to these regulations;

(d) "average emoluments" means the average of the pay drawn by an employee during the last ten months of his service in the Bank;

(e) "Bank" means "the National Housing Bank";

(f) "child" means a child of the employee, who, if a son is under twenty-five years of age and if a daughter, is unmarried and is under twenty-five years of age and the expression "children" shall be construed accordingly;

(g) "competent authority" means Chairman and Managing Director of the Bank or any other authority that may be designated by the Board for the purpose of these regulations;

(h) "contribution" means any sum credited by the Bank on behalf of employee to the Provident Fund, but shall not include any sum credited as interest;

(i) "date of retirement" means the last date of the month in which an employee attains the age of superannuation or the date on which he is retired by the Bank or the date on which the employee voluntarily retires; or the date on which the officer is deemed to have retired;

(j) "deemed to have retired" means cessation from service of the Bank on appointment by Central Government as a whole-time Director or Managing Director or Chairman in the Bank or in any other bank specified in column 2 of the First Schedule to the Act or the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970 (5 of 1970) or the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1980 (40 of 1980) or in any public financial institution or the State Bank of India established under State Bank of India Act, 1955 (23 of 1955);

(k) "Discipline and Appeal Regulations" means the National Housing Bank Employees' (Discipline and Appeal) Regulations, 1994;

(l) "employee" means any person employed in the service of the Bank on full time work on permanent basis and who opts and is governed by these regulations, but does not include a person employed either on contract basis or daily wage basis;

(m) "family" in relation to an employee means, -

(a) wife in the case of a male employee or husband in the case of a female employee;

(b) a judicially separated wife or husband, such separation not being granted on the ground of adultery and the person surviving was not held guilty of committing adultery;

(c) son who has not attained the age of twenty-five years and unmarried daughter who has not attained the age of twenty-five years, including such son or daughter adopted legally;

(n) "financial year" means a year commencing on 1st day of July or such other date as may be determined by the Board;

(o) "Fund" means the National Housing Bank (Employees') Pension Fund constituted under regulation 5;

(p) "notified date" means the date on which these Regulations are published in the Official Gazette.

(q) "pay" includes,-

(i) the basic pay including stagnation increments, if any; and

(ii) all allowances counted for the purpose of making contribution to the provident fund and for the payment of dearness allowance; and

(iii) increment component of fixed personal allowance, if any; and

(iv) dearness allowance calculated upto Index Number 1148 in the All India Average Consumer Price Index for Industrial Workers in the series 1960=100;

(r) "pension" includes basic pension and additional pension referred to in *Chapter VI* of these regulations.

(s) "pensioner" means an employee ellgible for pension under these regulations;

(t) "provident fund" means Reserve Bank of India Provident Fund;

(u) "public financial institution" means a financial institution regarded as a public financial institution for the purpose of section 4A of the Companies Act, 1956 (1 of 1956);

(v) "qualifying service" means the service rendered while on duty or otherwise which shall be taken into account for the purpose of pension under these regulations;

(w) "retired" includes deemed to have retired under clause (j) of regulation 2;

(x) "retirement" means cessation from Bank's service,-

(a) on attaining the age of superannuation specified in National Housing Bank (Officers') Service Regulations, 1997;

(b) on voluntary retirement in accordance with provisions contained in regulation 28 of these regulations;

(c) on premature retirement by the Bank before attaining the age of superannuation specified in the National Housing Bank (Officers') Service Regulations, 1997;

(y) "Trust" means the trust of the National Housing Bank (Employees') Pension Fund constituted under sub-regulation (1) of regulation 5;

(z) "Trustee" means trustees of the National Housing Bank (Employees') Pension Fund constituted under sub-regulation (1) of regulation 5

(za) "Trustee of the provident fund' means the trustee of the provident fund of the Reserve Bank of India;

(zb) All other words and expressions used in these regulations but not defined, and defined in the Act or the National Housing Bank (Officers') Service Regulations, 1997 shall have the same meanings respectively assigned to them in the Act or the said regulations, as the case may be.

CHAPTER II

APPLICATION AND ELIGIBILITY

3. Application. – These regulations shall apply to those employees who,-

(1) (a) were in the service of the Bank on or after the 9th day of July, 1988 but had retired before the notified date; and

(b) exercise an option in writing, within one hundred and twenty days from the notified date to become the member of the Fund; and

(c) refund within sixty days after the expiry of the said period of one hundred and twenty days specified in sub-regulation (b), the entire amount of the Bank's contribution to the provident fund including interest accrued thereon together with a further simple interest at the rate of six per cent. per annum on the said amount from the date of settlement of the provident fund till the date of refund of the aforesaid amount to the Bank;

(2) (a) were in the service of the Bank before the notified date and continue to be in the service of the Bank on or after the notified date; and

(b) exercise an option in writing within one hundred twenty days from the notified date to become member of the Fund; and

(c) authorise the trust of the provident fund of the Bank to transfer the entire contribution of the Bank alongwith the interest accrued thereon to the credit of the Fund constituted for the purpose under regulation 5; or

(3) join the service of the Bank on or after the notified date; or

(4) were in the service of the Bank during any time on or after the 9th day of July, 1988, and died while in service or after retirement before the notified date in which case their families shall be entitled to pension or family pension, as the case may be, under these regulations, if the family of the deceased,-

(a) excercise an option in writing within one hundred and twenty days from the notified date to become member of the Fund; and

(b) refund within sixty days of the expiry of the said period of one hundred twenty days, specified in clause (a) above, the entire amount of the Bank's contribution to the provident fund and interest accrued thereon together with a further simple interest at the rate of six per cent. per annum from the date of settlement of the provident fund account till the date of refund of the aforesaid amount to the Bank.

(5) These regulations shall also apply to the family of the deceased employees who joined the service of the Bank on or after the 9th day of July, 1988 but died while in service of the Bank before the notified date, in respect of family pension under these regulations, if the family of such deceased employee –

(i) refunds within one hundred and twenty days from the notified date the entire amount of the Bank's contribution to the provident fund, if any, and interest accrued thereon together with further simple interest at the rate of six per cent. per annum from the date of settlement of the provident fund account till the date of refund of the aforesaid amount to the Bank;

(ii) applies in writing for grant of family pension.

4. Option to subscribe to the Provident Fund. – (1) Notwithstanding anything contained in sub-regulation (3) of regulation 3, an employee who joins the service of the Bank on or after the notified date at the age of thirty five years or more, may, within a period of ninety days from the date of his appointment, elect to forgo his right to pension, whereupon these regulations shall not apply to him.

(2) The option referred to in sub-regulation (1) of regulation 3 once exercised, shall be final.

CHAPTER III

THE FUND

5. Constitution of the Fund. – (1) The Bank shall constitute a Fund to be called the "National Housing Bank (Employees') Pension Fund" under an irrevocable trust within one hundred twenty days from the notified date.

(2) The Fund shall have for its sole purpose the provision of the payment of pension or family pension in accordance with these regulations to the employee or his family.

(3) The Bank shall be a contributor to the Fund and shall ensure that sufficient sums are placed in it to enable the trustees to make due payments to beneficiaries under these regulations.

6. **Liability to transfer provident fund balance to the Trust.** – The Bank shall, immediately after the constitution of the Fund, cause to transfer to the Fund, the accumulated balance of the contribution of the Bank to the Reserve Bank of India Employees' Provident Fund and interest accrued thereon up to the date of such transfer in respect of every employee governed by these regulations.

7. **Composition of the Fund.** – The Fund shall consist of the following namely -

(a) the contribution by the Bank at the rate of ten per cent. per month of the pay of the employee;

(b) the accumulated contributions of the Bank to the Reserve Bank of India Employees' Provident Fund and interest accrued thereon upto the date of such transfer in respect of the employees including the amount of provident fund and interest thereon (employer's contribution) received from the previous employer and interest thereon is deposited with the Trust by the employee, in case he has joined the bank's service from the Reserve Bank of India or any other public sector bank or institution;

(c) the amount consisting of the contributions of the Bank along with interest refunded by the employees who had retired before the notified date but who opt for pension in accordance with the provisions contained in these regulations;

(d) the investment in annuities or securities purchased out of the moneys of the Fund and interest thereon;

(e) amount of any capital gains arising from sale of the capital assets of the Fund;

(f) the additional annual contribution made by the Bank in accordance with the provisions contained in regulation 11 of these regulations;

(g) any income from investments of the amounts credited to the Fund;

(h) the amount consisting of contribution of the Bank along with interest refunded by the family of the deceased employee.

8. **Board of Trustees.** – (1) The Board of trustees shall consist of such number of persons not less than three and not more than nine, as may be determined by the Board, to be appointed by the Bank.

(2) The power to appoint the trustees shall be vested with the Bank and all such appointments shall be made in writing.

(3) The Bank shall nominate one of the trustees to be the Chairman of the Board of trustees. The Bank shall also nominate a trustee to be an alternate Chairman who shall act as Chairman in the absence of the Chairman.

9. **Trustees to carry out the directions of the Bank.** – The trustees shall comply with all such directions as may be given by the Bank for the proper functioning of the Fund.

10. Books of accounts of the Fund. – (1) The accounts of the Fund shall contain the particulars of all financial transactions relating to the Fund in such form as may be specified by the Bank.

(2) Within one hundred and eighty days from the closing of each financial year, the Trust shall prepare a financial statement of the Trust indicating therein the general account of assets and liabilities of the Trust and forward a copy of the same to the Bank.

(3) The accounts of the Fund shall be audited in accordance with the provisions of section 40 of the Act.

11. Actuarial investigation of the Fund. – The Bank shall cause an investigation to be made by an actuary into the financial condition of the Fund every financial year, on the 30th day of June, and make such additional annual contributions to the Fund as may be required to secure payment of the benefits under these regulations:

Provided that the Bank shall cause an investigation to be made by an actuary into the financial condition of the Fund, as on the 30th day of June or such other date as may be decided by the Board, immediately following the financial year in which the Fund is constituted.

12. Investment of the Fund. – All moneys contributed to the Fund or received or accruing after that date by way of interest or otherwise to the Fund, may be deposited in a Post Office Savings Bank Account in India or in a current account with any scheduled bank or utilised in accordance with the provisions of the Indian Trust Act, 1882 (2 of 1882).

13. Payment out of the Fund. – The payment of benefits by the Trust shall be administered for grant of pensionary benefits to the employees of the Bank or the family pension to the families of the deceased employees.

CHAPTER IV

QUALIFYING SERVICE

14. Qualifying Service. – Subject to the other conditions contained in these regulations, an employee who has rendered a minimum of ten years of service in the Bank on the date of his retirement or the date on which he is deemed to have retired shall qualify for pension.

15. Commencement of qualifying service. – Subject to the provisions contained in these regulations, qualifying service of an employee shall commence from the date he takes charge of the post to which he is first appointed on a permanent basis in the Bank.

16. Counting of service on probation. – Service on probation against a post in the Bank if followed by confirmation in the same or any other post shall qualify.

17. Counting of periods spent on leave. – All leave during service in the Bank for which leave salary is payable shall count as qualifying service:

Provided that extraordinary leave on loss of pay shall not count as qualifying service except when the sanctioning authority has directed that such leave not exceeding twelve months during the entire service, may count as service for all purposes including pension.

18. **Broken period of service of less than one year.** – If the period of service of an employee includes broken period of service less than one year, then if such broken period is more than six months, it shall be treated as one year and if such broken period is six months or less it shall be ignored:

Provided that provision of this regulation shall not be applied for determining the minimum service required to make an employee eligible for pension.

19. **Counting of period spent on training.** – The period spent by an employee on training in the Bank immediately before his appointment shall count as qualifying service.

20. **Period of service in Reserve Bank of India etc.** – In case of employees who have joined the service of the Bank from the Reserve Bank of India or any other public sector institution, the qualifying service shall commence from the date on which they joined the service of the Reserve Bank of India or such other institution on permanent basis, if the amount of provident fund (employers' contribution and interest thereon) received from the previous employer and interest thereon is deposited in the Fund. In all other cases the services rendered in the Bank only shall be considered qualifying service for the purpose of pensionary benefits.

21. **Period of suspension.** – The period of suspension of an employee pending enquiry shall count for qualifying service, where on conclusion of such enquiry, he has been fully exonerated or the suspension is held to be wholly unjustified, and in other cases, the period of suspension shall not count as qualifying service unless the competent authority passing the orders under the National Housing Bank Employees' (Conduct) Regulations, 1994 and the National Housing Bank Employees' (Discipline and Appeals) Regulations, 1994 expressly declares at the time that it shall count to such extent as such authority may declare.

22. **Forfeiture of service.** – (1) The resignation or dismissal or removal or termination of an employee from the service of the Bank shall entail forfeiture of his entire past service and consequently shall not qualify for pensionary benefits.

(2) An interruption in the service of an employee entails forfeiture of his past service, except in the following cases, namely:-

(a) authorised leave of absence;

(b) suspension, where it is immediately followed by reinstatement, whether in the same or a different post, or where the employee dies or is permitted to retire or is retired on attaining the age of compulsory retirement while under suspension;

(c) transfer to non-qualifying service in an establishment under the control of the Government or the Bank if such transfer has been ordered by a competent authority in the public interest;

(d) joining time while on transfer from one post to another.

(3) Notwithstanding anything contained in sub-regulation (2) the appointing authority may, by order, commute retrospectively the periods of absence without leave as extraordinary leave.

(4) (a) In the absence of a specific indication to the contrary in the service record, an interruption between two spells of service rendered by an employee shall be treated as automatically condoned and the pre-interruption service treated as qualifying service.

(b) Nothing in clause (a) shall apply to interruption caused by resignation, dismissal or removal from service.

23. Period of deputation to foreign service. – An employee deputed on foreign service to the United Nations or any other foreign body or organisation may at his option -

(a) pay pension contribution in respect of his foreign service and count such service as qualifying service under these regulations; or

(b) avail of the retirement benefits admissible under the rules of the foreign employer and not count such service as qualifying service under these regulations:

Provided that where an employee opts for clause (b), retirement benefits shall be payable to him in India in rupees from such date and in such manner as the Bank may, by order specify.

24. Military Service. – An employee who has rendered military service before appointment in the Bank shall continue to draw the military pension, if any, and military service rendered by the employee shall not count as qualifying service for pension.

25. Period of deputation to an organisation in India. – The period of deputation of an employee to another organisation in India will count as qualifying service:

Provided that the organisation to which he is deputed or the employee pays to the Bank the pensionary contributions at the rates specified in sub-regulation (a) of regulation 7 of these regulations or at the rates specified by the Bank at the time of deputation, whichever is higher.

26. Addition to qualifying service in special circumstances. – An employee shall be eligible to add to his service qualifying for superannuation pension (but not for any other class of pension) the actual period not exceeding one fourth of the length of his service or the actual period by which his age at the time of recruitment exceeded the upper age limit specified by the Bank for direct recruitment or a period of five years, whichever is less, if the service or post to which the employee is appointed is one -

(a) for which post-graduate research, or specialist qualification or experience in scientific, technological; or professional fields, is essential;

(b) to which candidates of age exceeding the upper age limit specified for direct recruitment are normally recruited;

(c) for which the candidate was given age relaxation over and above the maximum age limit fixed by the Bank on account of his possessing higher qualifications or experience:

Provided that this concession shall not be admissible to an employee unless his actual qualifying service at the time he quits the service in the Bank is not less than ten years:

Provided further that this concession shall be admissible if the recruitment rules in respect of the said service or post contain specific provision that the service or post is one which carries benefit of this regulation:

Provided also that the recruitment rules in respect of any service or post which carries the benefit of this regulation, shall be made with the approval of the Central Government.

CHAPTER V

CLASSES OF PENSION

27. Superannuation Pension. —. The superannuation pension shall be granted to an employee who has retired on his attaining the age of superannuation specified in the National Housing Bank (Officers') Service Regulations, 1997.

Provided that, pension shall also be granted to an employee who opts to retire before attaining the age of superannuation, but after having served for a minimum period of 15 years in terms of any scheme that may be framed by the Board with the concurrence of the Central Government.

28. Pension on Voluntary Retirement. – (1) An employee, at any time, after he has completed twenty years of qualifying service, after giving notice of not less than three months in writing to the competent authority, may retire from service:

Provided that this sub-regulation shall not apply to an employee who is on deputation or on study leave abroad unless after having been transferred or having returned to India he has resumed charge of the post in India and has served for a period of not less than one year:

Provided further that this sub-regulation shall not apply to an employee who seeks retirement from service for being absorbed permanently in an autonomous body or a public sector undertaking or company or institution or body, whether incorporated or not to which he is on deputation at the time of seeking voluntary retirement:

Provided also that this sub-regulation shall not apply to an employee who is deemed to have retired in accordance with clause (j) of regulation 2.

(2) The notice of voluntary retirement given under sub-regulation (1) shall require acceptance by the competent authority:

Provided that where the competent authority does not refuse to grant the permission for retirement before the expiry of the period specified in the said notice, the retirement shall become effective from the date of expiry of the said period.

(3) (a) An employee referred to in sub-regulation (1) may make a request in writing to the competent authority to accept notice of voluntary retirement of less than three months giving reasons therefor;

(b) On receipt of a request under clause(a), the competent authority may, subject to the provisions of sub-regulation (2), consider such request for the curtailment of the period of notice of three months on merits and if it is satisfied that the curtailment of the period of notice will not cause any administrative inconvenience, the competent authority may relax the requirement of notice of three months on the condition that the employee shall not apply for commutation of a part of his pension before the expiry of the notice of three months.

(4) An employee, who has elected to retire under this regulation and has given necessary notice to that effect to the competent authority, shall be precluded from withdrawing his notice except with the specific approval of such authority:

Provided that the request for such withdrawal shall be made before the intended date of his retirement.

(5) The qualifying service of an employee retiring voluntarily under this regulation shall be increased by a period not exceeding five years, subject to the condition that the total qualifying service rendered by such employee shall not in any case exceed thirty-three years and it does not take him beyond the date of superannuation.

(6) The pension of an employee retiring under this regulation shall be based on the average emoluments as defined under clause (d) of regulation 2 of these regulations and the increase, not exceeding five years in his qualifying service, shall not entitle him to any notional fixation of pay for the purpose of calculating his pension.

29. Invalid Pension. – (1) Invalid pension may be granted to an employee who, -

(a) has rendered minimum ten years of service; and

(b) retires from the service, on or after the notified date, on account of any physical or mental infirmity which permanently incapacitates him for the service.

(2) An employee applying for an invalid pension shall submit a medical certificate of incapacity from a medical officer approved by the Bank.

(3) Where the medical officer approved by the Bank has declared the employee fit for further service of less laborious character than that which he had been doing, he may, provided he is willing to be so employed, be employed on lower post and if there be no means of employing him even on a lower post, he may be admitted to invalid pension.

(4) No medical certificate of incapacity for service may be granted unless the applicant produces a letter to show that the competent authority is aware of the intention of the applicant to appear before the medical officer approved by the Bank.

(5) The medical officer approved by the Bank shall also be supplied by the competent authority in which the applicant is employed with a statement of what appears from official records to be the age of the applicant.

30. Compassionate Allowance. – (1) An employee, who is dismissed or removed or terminated from service, shall forfeit his pension:

Provided that the authority higher than the authority competent to dismiss or remove or terminate him from service may, if -

(i) such dismissal, removal, or termination is on or after the notified date; and

(ii) the case is deserving of special consideration,

sanction a compassionate allowance not exceeding two-thirds of the pension which would have been admissible to him on the basis of the qualifying service rendered up to the date of his dismissal, removal, or termination.

(2) The compassionate allowance sanctioned under the proviso to sub-regulation (1) shall not be less than the amount of minimum pension payable under regulation 35 of these regulations.

31. Premature Retirement Pension. – Premature retirement pension may be granted to an employee who, –

(a) has rendered minimum ten years of service;

(b) retires from service on account of orders of the Bank to retire prematurely in the public interest or for any other reason specified in the National Housing Bank (Officers') Service Regulations, 1997, if otherwise he was entitled to such pension on superannuation on that date.

32. Compulsory retirement pension. – (1) An employee compulsorily retired from service as a penalty on or after notified date in terms of the National Housing Bank Employees' (Conduct) Regulations, 1994 and the National Housing Bank Employees' (Discipline and Appeals) Regulations, 1994 may be granted pension by the authority higher than the authority competent to impose such penalty, at a rate not less than two-thirds and not more than full pension admissible to him on the date of his compulsory retirement if otherwise he was entitled to such pension on superannuation on that date.

(2) Whenever in the case of an employee the competent authority passes an order (whether original, appellate or in exercise of power of review) awarding a pension less than the full compensation pension admissible under these regulations, the Board shall be consulted before such order is passed.

(3) A pension granted or awarded under sub-regulation (1) or, as the case may be, under sub-regulation (2), shall not be less than the amount of rupees seven hundred and twenty per mensem.

33. Payment of pension or family pension in respect of employees who retired or died between 9th July, 1988 and the notified date. – (1) The employees who have retired from the service of the Bank between 9th day of July 1988 and the notified date shall be eligible for pension with effect from the notified date only;

(2) The family of a deceased employee governed by the provisions contained in the sub-regulations (4) of regulation 3 shall be eligible for family pension with effect from the notified date.

CHAPTER VI

RATE OF PENSION

34. Amount of Pension. – (1) In respect of employees who retired between the 9th day of July, 1988 and the notified date, basic pension will be updated as per the formula given in Appendix-I.

(2) In the case of an employee retiring in accordance with the provisions of the service regulations after completing a qualifying service of not less than thirty three years the amount of basic pension shall be calculated at fifty per cent of the average emoluments.

(3) (a) additional pension shall be fifty per cent of the average amount of the allowances drawn by an employee during the last ten months of his service;

(b) no dearness relief shall be paid on the amount of additional pension.

Explanation. – For the purposes of this sub-regulation "allowances" means allowances which are admissible to the extent counted for making contributions to the provident fund.

(4) Pension as computed being aggregate of sub-regulations (2) and (3) shall be subject to the minimum pension as specified in these regulations.

(5) An employee who has commuted the admissible portion of his pension as per the provisions of regulation 40 shall receive only the balance of pension, monthly.

(6) (a) In the case of an employee retiring before completing a qualifying service of thirty three years, but after completing a qualifying service of ten years, the amount of pension shall be proportionate to the amount of pension admissible under sub-regulations (2) and (3) and in no case the amount of pension shall be less than the amount of minimum pension specified in these regulations.

(b) Notwithstanding any thing contained in these regulations the amount of invalid pension shall not be less than the ordinary rate of family pension which would have been payable to his family in the event of his death while in service.

(7) The amount of pension finally determined under this regulation shall be expressed in whole rupee and where the pension contains a fraction of a rupee, it shall be rounded off to the next higher rupee.

35. Minimum pension. – The amount of minimum pension shall be seven hundred and twenty rupees per month.

36. Dearness relief. – (1) Dearness relief shall be granted on basic pension or family pension or invalid pension or on compassionate allowance in accordance with the rate specified in Appendix II.

(2) Dearness relief shall be allowed on full basic pension even after commutation.

37. Determination of the period of ten months for average emoluments. – (1) The period of the preceding ten months for the purpose of average emoluments shall be reckoned from the date of retirement.

(2) In the case of voluntary retirement or premature retirement the period of the preceding ten months for the purpose of average emoluments shall be reckoned from the date on which the employee voluntarily retires or is prematurely retired by the Bank.

(3) In the case of dismissal or removal or compulsory retirement or termination of service the period of the preceding ten months for the purpose of average emoluments shall be reckoned from the date on which the employee is dismissed or removed or compulsorily retired or terminated by the Bank.

(4) If during the last ten months of the service an employee had been absent from duty on extraordinary leave on loss of pay or had been under suspension and the period where it does not count as service, the aforesaid period of extraordinary leave or suspension shall

not be taken into account in the calculation of the average emoluments and an equal period before the ten months shall be included.

CHAPTER VII

FAMILY PENSION

38. **Family Pension.** – (1) Without prejudice to the provisions contained in these regulations where an employee dies -

(a) after completion of one year of continuous service; or

(b) before completion of one year of continuous service if the deceased employee concerned immediately prior to his appointment to the service or post was examined by a medical officer approved by the Bank and declared fit for employment in the Bank; or

(c) after retirement from service and was on the date of death in receipt of a pension, or compassionate allowance,

the family of the deceased shall be entitled to family pension, the amount of which shall be determined in accordance with Appendix III.

(2) The amount of family pension shall be fixed at monthly rates and be expressed in whole rupees and where the family pension contains a fraction of a rupee, it shall be rounded off to the next higher rupee:

Provided that in no case a family pension in excess of the maximum prescribed under these regulations shall be allowed.

(3) (a) (i) Where an employee, who is not governed by the Workmen's Compensation Act, 1923 (8 of 1923), dies while in service after having rendered not less than seven years' continuous service, the rate of family pension payable to the family shall be equal to fifty per cent. of the pay last drawn or twice the family pension admissible under sub-regulation (1), whichever is less, and the amount so admissible shall be payable from the date following the date of death of the employee for a period of seven years or for a period up to the date on which the deceased employee would have attained the age of sixty five years had he survived, whichever is less.

(ii) In the event of death of an employee after retirement, the family pension as determined under clause (a) or clause (b) of this sub-regulation shall be payable for a period of seven years or for a period up to the date on which the retired deceased employee would have attained the age of sixty five years had he survived, whichever is less.

(b) (i) Where an employee, who is governed by the Workmen's Compensation Act, 1923(8 of 1923), dies while in service after having rendered not less than seven years' continuous service, the rate of family pension payable to the family shall be equal to fifty per cent. of the pay last drawn or one and half times the family pension admissible under sub regulation (1), whichever is less;

(ii) the family pension so determined under sub-clause (i) shall be payable for the period mentioned in clause (a);

(e) after the expiry of the period referred to in clause (a), the family in receipt of family pension under that clause or clause (b) shall be entitled to family pension at the rate admissible under sub-regulation (1).

(4) Notwithstanding anything contained in these regulations where the family of a deceased employee opts for pension in accordance with sub-regulation (4) of regulation 3, such family of the deceased shall be eligible for family pension under these regulations.

39. Period of payment of family pension. – (1) The period for which family pension is payable shall be-

(a) in the case of a widow or a widower, up to the date of death or re-marriage, whichever is earlier;

(b) in the case of a son, until he attains the age of twenty-five years; and

(c) in the case of an unmarried daughter, until she attains the age of twenty-five years or until she gets married, whichever is earlier:

Provided that if the son or daughter of an employee is suffering from any disorder or disability of mind or is physically crippled or disabled so as to render him or her unable to earn a living even after attaining the age of twenty-five years, the family pension shall be payable to such son or daughter for life subject to the following conditions, namely:-

(i) If such son or daughter is one among two or more children of the employee, the family pension shall be initially payable to the minor children in the order set out in clause (e) of sub-regulation (1) until the last minor child attains the age of twenty-five years, and thereafter the family pension shall be resumed in favour of the son or daughter suffering from disorder or disability of mind or who is physically crippled or disabled and shall be payable to him or her for life.

(ii) If there are more than one such children suffering from disorder or disability of mind or who are physically crippled or disabled, the family pension shall be paid in the order of their birth and the younger of them will get the family pension only after the elder next above him or her ceases to be eligible:

Provided that where the family pension is payable to such twin children it shall be paid in the manner set out in clause (f) of sub-regulation (1).

(iii) The family pension shall be paid to such son or daughter through the guardian as if he or she were a minor except in the case of physically crippled son or daughter who has attained the age of majority.

(iv) Before allowing the family pension for life to any such son or daughter, the competent authority shall satisfy that the handicap is of such a nature as to prevent him or her from earning his or her livelihood and the same shall be evidenced by a certificate obtained from a medical officer approved by the Bank, setting out, as far as possible, the exact mental or physical condition of the child.

(v) The person receiving the family pension as guardian of such son or daughter or such son or daughter not receiving the family pension through a guardian shall produce every three years a certificate from a medical officer approved by the Bank to the effect that he or she continues to suffer from disorder or disability of mind or continues to be physically crippled or disabled.

Explanation. – The grant of family pension to disabled children beyond the age limit specified in this regulation is subject to the following conditions, namely:-

(i) a daughter shall become ineligible for family pension under this sub-regulation from the date she gets married;

(ii) the family pension payable to such son or daughter shall be stopped if he or she starts earning his or her livelihood. In such cases it shall be the duty of the guardian or such son or daughter to furnish a certificate to the Bank every month that -

(A) such son or daughter has not started earning his or her livelihood;

(B) in case of daughter that she has not yet married;

(d) if a deceased employee or pensioner leaves behind a widow or widower, the family pension shall become payable to the widow or widower, failing which to the eligible child.

(e) family pension to the children shall be payable in the order of their birth and the younger of these shall not be eligible for family pension unless the elder next above him or her has become ineligible for the grant of family pension:

Provided that where the family pension is payable to twin children, it shall be paid in the manner set out in clause (f) of the sub-regulation (1);

(f) where the family pension is payable to twin children it shall be paid to such children in equal shares:

Provided that where one such child ceases to be eligible, his or her share shall revert to the other child and where both of them cease to be eligible, the family pension shall be payable to the next eligible single child or twin children, as the case may be.

(2) Where a deceased employee or a pensioner leaves behind more children than one, the eldest eligible child shall be entitled to the family pension for the period mentioned in clauses (b) or (c) sub-regulation (1), as the case may be, and after the expiry of that period the next child shall become eligible for the grant of family pension.

(3) Where family pension is granted under this regulation to a minor, it shall be payable to the guardian on behalf of the minor.

(4) In case both wife and husband are employees of the Bank and are governed by the provisions of this regulation and one of them dies while in service or after retirement, the family pension in respect of the deceased shall be payable to the surviving husband or wife and in the event of death of the surviving husband or wife, the surviving child or children shall be granted the two family pensions in respect of the deceased parents subject to the limits specified below, namely:-

(a) if the surviving child or children is or are eligible to draw two family pensions at the rates mentioned in sub clause (i) of clause (a) and sub-clause (i) of clause (b) of sub-regulation (3) of regulation 38 the amount of both pensions shall be limited to four thousand eight hundred rupees per mensem;

(b) if one of the family pensions ceases to be payable at the rates mentioned in sub-clause (i) of clause (a) or sub-olause (i) of clause (b) of sub-regulation (3) of regulation 38 and in lieu thereof the family pension at the rate mentioned in sub-regulation (1) of

regulation 38 becomes payable, the amount of both the pensions shall also be limited to four thousand eight hundred rupees per mensem;

(c) if both the family pensions are payable at the rate mentioned in sub-regulation (1) of regulation 38, the amount of the two pensions shall be limited to two thousand four hundred rupees per mensem.

5. (a) where family pension is payable to more widows than one, the family pension shall be paid to the widows in equal shares;

(b) on the death of a widow, her share of the family pension shall become payable to her eligible child:

Provided that if the widow is not survived by any child, her share of the family pension shall not lapse but shall be payable to the other widows in equal shares, or if there is only one such other widow, in full, to her ;

(c) where the deceased employee or pensioner is survived by a widow but has left behind eligible child or children from another wife who is not alive, the eligible child or children shall be entitled to the share of family pension which the mother would have received if she had been alive at the time of death of the employee or pensioner:

Provided that on the share or shares of family pension payable to such a child or children or to a widow or widows ceasing to be payable, such share or shares shall not lapse, but shall be payable to the other widow or widows or to other child or children otherwise eligible, in equal shares, or if there is only one widow or child, in full, to such widow or child;

(d) where the family pension is payable to twin children, it shall be paid to such children in the manner specified in clause (f) of sub-regulation (1);

(e) except as provided in this sub-regulation the family pension shall not be payable to more than one member of the family at the same time.

(6) Where a female employee or male employee dies leaving behind a judicially separated husband or widow and no child or children, the family pension in respect of the deceased shall be payable to the person surviving:

Provided that where in a case the judicial separation is granted on the ground of adultery and the death of the employee takes place during the period of such judicial separation, the family pension shall not be payable to the person surviving if such person surviving was held guilty of committing adultery.

(7) (a) where a female employee or male employee dies leaving behind a judicially separated husband or widow with a child or children, the family pension payable in respect of the deceased shall be payable to the surviving person provided he or she is the guardian of such child or children;

(b) where the surviving person has ceased to be the guardian of such child or children, such family pension shall be payable to the person who is the actual guardian of such child or children.

(8) If the son or unmarried daughter eligible for the grant of family pension has attained the age of eighteen years, the family pension may be paid to such son or unmarried daughter directly.

(9) (a) If a person who, in the event of death of an employee while in service, is eligible to receive family pension under these regulations, is charged with the offence of murdering the employee or for abetting in the commission of such offence, the claim of such person, including other eligible member or members of the family to receive the family pension, shall remain suspended till the conclusion of the criminal proceedings instituted against him.

(b) If on the conclusion of the criminal proceedings referred to in clause (a), the person concerned -

(i) is convicted for the murder or abetting in the murder of the employee, such a person shall be debarred from receiving the family pension which shall be payable to the other eligible member of the family from the date of death of the employee;

(ii) is acquitted of the charge of murder or abetting in the murder of the employee, the family pension shall be payable to such a person from the date of death of the employee.

(c) The provisions of sub-clauses (a) and (b) shall also apply for the family pension becoming payable on the death of an employee after his retirement.

CHAPTER VIII

COMMUTATION

40. Commutation. – (1) An employee shall be entitled to commute for a lump sum payment of a fraction not exceeding one-third of his pension:

Provided that in respect of an employee who is governed by sub-regulation (4) of regulation 3 of these regulations, the family of such employee shall also be entitled to commute for a lumpsum payment a fraction not exceeding one-third of the pension admissible to the employee.

(2) An employee shall indicate the fraction of pension which he desires to commute and may either indicate the maximum limit of one third pension or such lower limit as he may desire to commute.

(3) If fraction of pension to be commuted results in fraction of rupee, such fraction of rupee shall be ignored for the purpose of commutation.

(4) The lump sum payable to an applicant shall be calculated in accordance with the Table given below:-

COMMUTATION TABLE

Commutation values for a pension of Re.1 per annum

Age next birth day	Commutation value expressed as number of year's purchase	Age next birth day	Commutation value expressed as number of year's purchase
17	19.28	52	12.66
18	19.20	53	12.35
19	19.11	54	12.05
20	19.01	55	11.73
21	18.91	56	11.42
22	18.81	57	11.10
23	18.70	58	10.78
24	18.59	59	10.46
25	18.47	60	10.13
26	18.34	61	09.81
27	18.21	62	09.48
28	18.07	63	09.15
29	17.93	64	08.82
30	17.78	65	08.50
31	17.62	66	08.17
32	17.46	67	07.85
33	17.29	68	07.53
34	17.11	69	07.22
35	16.92	70	06.91
36	16.72	71	06.60
37	16.52	72	06.30
38	16.31	73	06.01
39	16.09	74	05.72
40	15.87	75	05.44
41	15.64	76	05.17
42	15.40	77	04.90
43	15.15	78	04.65
44	14.90	79	04.40
45	14.64	80	04.17
46	14.37	81	03.94
47	14.10	82	03.72
48	13.82	83	03.52
49	13.54	84	03.32
50	13.25	85	03.13
51	12.95		

Notes:

(1) The table above indicates the commuted value of pension expressed as number of years' purchase with reference to the age of the pensioner as on his next birthday. The commuted value in the case of an employee retiring at the age of fifty eight years is 10.46 years' purchase and, therefore, if he commutes rupee one hundred from his pension within

one year of retirement, the lump sum amount payable to him works out to Rs.100 x 10.46 x 12= Rs. 12,552.

(2) An employee who had commuted the admissible portion of pension is entitled to have the commuted portion of the pension restored after the expiry of a period of fifteen years from the date of commutation.

(3) An applicant who is authorised a superannuation pension, voluntary retirement pension, premature retirement pension, compulsory retirement pension, invalid pension or compassionate allowance shall be eligible to commute a fraction of his pension under these regulations.

(4) In the case of a pensioner eligible for superannuation pension or pension on voluntary retirement or premature retirement pension, no medical examination shall be necessary, if the application for commutation is made within one year from the date of retirement. However, if such a pensioner applies for commutation of pension after one year from the date of his retirement, the same will be permitted subject to medical examination.

Explanation. – An applicant who –

(i) retires on invalid pension under regulation 29 of these Regulations; or

(ii) is in receipt of compassionate allowance under regulation 30 of these regulations; or

(iii) is compulsory retired by the Bank and is eligible for compulsory retirement pension under regulation 32,

shall be eligible to commute a fraction of his pension subject to the limit specified in sub-regulation (1) after he has been declared fit by a medical officer approved by the Bank.

(5) The commutation of pension shall become absolute in the case of an employee -

(a) retiring on superannuation or voluntary retirement who submits an application for commutation of pension before the date of retirement, on the date following the date of retirement:

Provided that the employee governed by sub-regulation (3) of regulation 28 shall not apply for commutation of a part of his pension before the expiry of the notice of three months and the commutation of pension shall become absolute only on the expiry of the period of notice referred to in sub-regulation (1) of regulation 28;

(b) retiring on superannuation or on voluntary retirement or on premature retirement, if he applies for commutation of pension after the date of retirement, but before the completion of one year from the date of retirement, on the date the application for commutation is received by the competent authority;

(c) retiring on superannuation or on voluntary retirement or on premature retirement, if he applies for commutation of pension after one year from the date of retirement, on the date of the medical certificate given by a medical officer approved by the Bank;

(d) who has retired prior to the notified date and who opts to be governed by these regulations, on the notified date and where the application for commutation is made within the period specified by clause (b) of the sub-regulation (1) of regulation 3, commutation shall become absolute on the date of medical certificate given by the medical officer approved by the Bank;

(e) in respect of whom invalid pension under regulation 29 or compassionate allowance under regulation 30 or compulsory retirement under regulation 32 is admissible, commutation shall become absolute on the date of the medical certificate given by a medical officer approved by the Bank.

CHAPTER IX

GENERAL CONDITIONS

41. Pension subject to future good conduct. – Future good conduct shall be an implied condition of every grant of pension and its continuance under these regulations.

42. Withholding or withdrawal of pension. – The competent authority may, by order in writing, withhold or withdraw a pension or a part thereof, whether permanently or for a specified period, if the pensioner is convicted of a serious crime or criminal breach of trust or forgery or acting fraudulently or is found guilty of grave misconduct;

Provided that where a part of pension is withheld or withdrawn, the amount of such pension shall not be reduced below the minimum pension per mensem payable under these regulations.

43. Conviction by Court. – Where a pensioner is convicted of a serious crime by a court, action shall be taken in the light of the judgement of the court relating to such conviction.

44. Pensioner guilty of grave misconduct. – In a case not falling under regulation 43 if the competent authority considers that the pensioner is prima facie guilty of grave misconduct, it shall, before passing an order, follow the procedure specified in regulation 9 of the National Housing Bank Employees' (Discipline and Appeals) Regulations, 1994.

45. Provisional Pension. – (1) An employee who has retired on attaining the age of superannuation or otherwise and against whom any departmental or judicial proceedings are instituted or where departmental proceedings are continued, a provisional pension, equal to the maximum pension which would have been admissible to him, would be allowed subject to adjustment against final retirement benefits sanctioned to him, upon conclusion of the proceedings but no recovery shall be made where the pension finally sanctioned is less than the provisional pension or the pension is reduced or withheld etc. either permanently or for a specified period.

(2) In such cases the gratuity shall not be paid to such an employee until the conclusion of the proceedings against him. The gratuity shall be paid to him on conclusion of the proceedings subject to the decision of the proceedings. Any recoveries to be made from an employee shall be adjusted against the amount of gratuity payable.

Explanation. – In this Chapter, -

(a) the expression "serious crime" includes a crime involving an offence under the Official Secrets Act, 1923 (19 of 1923);

(b) the expression "grave misconduct" includes the communication or disclosure of any secret official code or password or any sketch, plan, model, article, note, document or information such as is mentioned in section 5 of the Official Secrets Act, 1923 (19 of 1923), which was obtained while holding office in the Bank so as to prejudicially affect the interests of the general public or the security of the State.

(c) the expression "fraudulently" shall have the meaning assigned to it under section 25 of the Indian Penal Code, 1860 (45 of 1860);

(d) the expression "criminal breach of trust" shall have the meaning assigned to it under section 405 of the Indian Penal Code, 1860 (45 of 1860);

(e) the expression "forgery" shall have the meaning assigned to it under section 463 of the Indian Penal Code, 1860 (45 of 1860).

46. Commutation of pension during departmental or judicial proceedings. — An employee against whom departmental or judicial proceedings have been instituted before the date of his retirement or a person against whom such proceedings are instituted after the date of his retirement, shall not be eligible to commute a fraction of his provisional pension, or pension, as the case may be, authorised under these regulations during the pendency of such proceedings.

47. Recovery of Pecuniary loss caused to the Bank. — (1) The competent authority may withhold or withdraw the pension or a part thereof, whether permanently or for a specified period, and order recovery from pension of the whole or part of any pecuniary loss caused to the Bank if in any departmental or judicial proceedings the pensioner is found guilty of grave misconduct or negligence or criminal breach of trust or forgery or acts done fraudulently during the period of his service:

Provided that the Board shall be consulted before any final orders are passed:

Provided further that departmental proceedings, if instituted while the employee was in service, shall, after the retirement of the employee, be deemed to be proceedings under these regulations and shall be continued and concluded by the authority by which they were commenced in the same manner as if the employee had continued in service:

Provided also that no departmental or judicial proceedings, if not initiated while the employee was in service, shall be instituted in respect of a cause of action which arose or in respect of an event which took place more than four years before such institution.

(2) Where the competent authority orders recovery of pecuniary loss from the pension, the recovery shall not ordinarily be made at a rate exceeding one-third of the pension admissible on the date of retirement of the employee:

Provided that where a part of pension is withheld or withdrawn, the amount of pension drawn by a pensioner shall not be less than the minimum pension payable under these regulations.

48. Recovery of Bank's dues. — The Bank shall be entitled to recover the dues to the Bank on account of housing loans, advances, license fees, other recoveries and recoveries due to

staff cooperative credit society from the commutation value of the pension or the pension or the family pension.

49. Commercial employment after retirement. — (1) If a pensioner who immediately before his retirement was holding the post of an officer and wishes to accept any commercial employment before the expiry of two years from the date of his retirement, he shall obtain the previous sanction of the Bank to such acceptance.

(2) Subject to the provision of sub-regulation (3), the Bank may, by order in writing, on the application by a pensioner, grant, subject to such conditions, if any, as it may deem necessary, permission, or refuse, for reasons to be recorded in the order, permission to such pensioner to take up the commercial employment specified in the application.

(3) In granting or refusing permission under sub-regulation (2) to a pensioner for taking up any commercial employment, the Bank shall have regard to the following factors, namely:—

(a) the nature of employment proposed to be taken up and the antecedents of the employer;

(b) whether his duties in the employment which he proposes to take up might be such as to bring him into conflict with the Bank;

(c) whether the pensioner while in service had any such dealing with the employer under whom he proposes to seek employment as it might afford a reasonable basis for the suspicion that such pensioner had shown favours to such employer;

(d) whether the duties of the commercial employment proposed involve liaison or contact work with Bank;

(e) whether his commercial duties will be such that his previous official position or knowledge or experience under Bank could be used to give the proposed employer an unfair advantage;

(f) the emoluments offered by the proposed employer; and

(g) any other relevant factor.

(4) Where within a period of sixty days of the date of receipt of an application under sub-regulation (3) the Bank does not refuse to grant the permission applied for or does not communicate the refusal to the applicant, the Bank shall be deemed to have granted the permission applied for:

Provided that in any case where defective or insufficient information is furnished by the applicant and it becomes necessary for the Bank to seek further clarifications or information from him, the period of sixty days shall be counted from the date on which the defects have been removed or complete information has been furnished by the applicant.

(5) Where the Bank grants the permission applied for subject to any conditions or refuses such permission, the applicant may, within thirty days of the receipt of the order of the Bank to that effect, make a representation against any such condition or refusal and the Bank may make such orders thereon as it deems fit.

Provided that no order other than an order cancelling such condition or granting such permission without any conditions shall be made under this sub-regulation without giving

the pensioner making the representation an opportunity to show cause against the order proposed to be made.

(6) If any pensioner takes up any commercial employment at any time before the expiry of two years from the date of his retirement without the prior permission of the Bank or commits a breach of any condition subject to such permission to take up any commercial employment has been granted to him under this regulation, it shall be competent for the Bank to declare by order in writing and for reasons to be recorded therein that he shall not be entitled to the whole or such part of the pension and for such periods as may be specified in the order:

Provided that no such order shall be made without giving the pensioner concerned an opportunity of show cause against such declaration:

Provided further that in making any order under this sub-regulation the Bank shall have regard to the following factors, namely:-

(i) the financial circumstances of the pensioner concerned;

(ii) the nature of, and the emoluments from, the commercial employment taken up by the pensioner concerned; and

(iii) any other relevant factor.

(7) Every order passed by the Bank under this regulation shall be communicated to the pensioner concerned.

(8) In this Regulation, the expression "commercial employment" means.-

(i) an employment in any capacity including that of an agent, under a company (including banking company), co-operative society, firm or individual engaged in trading, commercial, industrial, financial or professional business and includes also a directorship of such company (including a banking company) and partnership of such firm, but does not include employment under a body corporate, wholly or substantially owned or controlled by the Central Government or a State Government;

(ii) setting up practice, either independently or as a partner of a firm, as adviser or consultant in matters in respect of which the pensioner -

(A) has no professional qualifications and the matters in respect of which the practice is to be set up or is carried on are relatable to his official knowledge or experience; or

(B) has professional qualifications but the matters in respect of which such practice is to be set up are such as are likely to give his clients an unfair advantage by reason of his previous official position; or

(c) has to undertake work involving liaison or contact with the offices or officers of the Bank.

Explanation:- For the purpose of this clause, the expression "employment under a cooperative society" includes the holding of any office whether elective or otherwise, such as that of President, Chairman, Manager, Secretary, Treasurer and the like, by whatever name called in such society.

50. Nomination. – (1) The trust shall allow every employee governed by these regulations to make a nomination conferring on one or more persons the right to receive the amount of pensionary benefits under these regulations in the event of his death before that amount becomes payable or, having become payable, has not been paid. Such nomination shall be made in such form as may be specified by the Bank from time to time.

(2) If any employee nominates more than one person under sub-regulation (1), he shall, in his nomination, specify the amount or share payable to each of the nominees in such a manner as to cover the whole of the amount of the pensionary benefits that may be payable in the event of his death.

(3) A nomination made by an employee may, at any time, be modified or revoked by him after giving a written notice to the trust of his intention of doing so in such form as the Bank may from time to time specify.

(4) A nomination or its revocation or its modification shall take effect to the extent it is valid on the date on which it is received by the Trust.

51. Date from which pension becomes payable. – (1) Except in the case of an employee to whom the provisions of regulation 42 and regulation 45 apply, a pension other than family pension shall become payable from the date following the date on which an employee retires or the notified date, whichever is later.

(2) Family pension shall become payable from the date following the date of death of the employee or the pensioner or the notified date, whichever is later.

(3) Pension including family pension shall be payable for the day on which its recipient dies.

52. Currency in which pension is payable. – All pensions admissible under these regulations shall be payable in rupees in India only.

53. Manner of payment of pension. – A pension fixed at a monthly rate shall be payable monthly on or after the first day of the following month.

54. Power to issue instructions. – The Chairman and Managing Director of the Bank may from time to time issue instructions as may be considered necessary or expedient for the implementation of these regulations.

55. Residuary provisions. – In case of doubt, in the matter of application of these regulations, regard may be had to the corresponding provisions of Central Civil Services Rules, 1972 or Central Civil Services (Commutation of Pension) Rules, 1981, applicable to the Central Government employees with such exceptions and modifications as the Bank, with the previous sanction of the Central Government, may from time to time, determine.

APPENDIX I
(See regulation 34)

(a) The formula of updating basic pension in respect of employees who retired during the period 09.07.1988 to 30.6.1993 shall be as under -

Pay (with reference to merger of dearness allowance up to 600 points) plus dearness over 600 points.

(b) The formula for updating the basic pension in respect of officers who have retired on or after 1st day of July, 1993 but before 1st day of May, 1994 shall be as under:-

(1) Total of pay drawn as per the old scale for the month/s during the last 10 months of qualifying service. Rs. _____

(2) Total of dearness allowance actually drawn or dearness allowance at 1148 points, whichever is less, for each month of pay calculated at (1) above. Rs. _____

(3) Total of pay drawn as per (1) above plus total of dearness allowance drawn as per (2) above. Rs. _____

(4) Total of pay drawn as per the revised scale of pay for the month/s during the last 10 months of qualifying service including the month in which the employee retired. Rs. _____

(5) Total of col. (3) and (4) above. Rs. _____

(6) Average emoluments for the purpose of pension

i.e. $\frac{\text{Total as per (5) above}}{10}$ Rs. _____

(7) Updated basic pension

i.e. $\frac{\text{50\% of (6) above X no. of years of qualifying service}}{33}$ Rs. _____

(8) Basic pension (rounded off to next higher rupee) Rs. _____

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APPENDIX II
(See Regulation 36)

Dearness relief on basic pension shall be as under:

(1) In the case of employees who retired on or after the 9th day of July, 1988, but before the 1st day of November, 1993, dearness relief shall be payable for every rise or be recoverable for every fall, as the case may be, of every 4 points over 600

points in the quarterly average of the All India Average Consumer Price Index for Industrial Workers in the series 1960 = 100. Such increase or decrease in dearness relief for every said four points shall be calculated in the manner given below:

Scale of basic pension per month (1)	The rate of dearness relief as a percentage of basic pension (2)
(i) upto Rs.1250	0.67 per cent.
(ii) Rs.1251 to Rs.2000	0.67 per cent. of Rs.1250 plus 0.55 per cent. of basic pension in excess of Rs.1250.
(iii) Rs.2001 to Rs.2130	0.67 per cent of Rs.1250 plus 0.55 per cent. of the difference between Rs.2000 and Rs.1250 plus 0.33 per cent. of basic pension in excess of Rs.2000.
(iv) above Rs.2130	0.67 per cent of Rs.1250 plus 0.55 per cent. of the difference between Rs.2000 and Rs.1250 plus 0.33 per cent. of the difference between Rs.2130 and Rs.2000 plus 0.17 per cent. of basic pension in excess of Rs.2130.

(2) In the case of employees who retire on or after the 1st day of November, 1993, dearness relief shall be payable for every rise or be recoverable for every fall, as the case may be, of every 4 points over 1148 points in the quarterly average of the All India Average Consumer Price Index for Industrial Workers in the series 1960 = 100. Such increase or decrease in dearness relief for every said four points shall be calculated in the manner given below:

Scale of basic pension per month (1)	The rate of dearness relief as a percentage of basic pension (2)
(i) Upto Rs. 2400	0.35 per cent.
(ii) Rs.2401 to Rs.3850	0.35 per cent. of Rs.2400 plus 0.29 per cent. of basic pension in excess of Rs.2400
(iii) Rs.3851 to Rs.4100	0.35 per cent. of Rs.2400 plus 0.29 per cent. of the difference between Rs.3850 and Rs.2400 plus 0.17 per cent. of basic pension in excess of Rs.3850.
(iv) Above Rs.4100	0.35 per cent. of Rs.2400 plus 0.29 per cent. of the difference between Rs.3850 and Rs.2400 plus 0.17 per cent. of the difference between Rs.4100 and Rs.3850 plus 0.09 per cent. of basic pension in excess of Rs.4100.

(3) Dearness relief shall be payable for the half year commencing from the 1st day of February and ending with 31st day of July on the quarterly average of the index figures published for the months of October, November and December of the

previous year and for the half year commencing from the 1st day of August and ending with the 31st day of January on the quarterly average of the index figures published for the months of April, May and June of the same year.

(4) In the case of family pension, invalid pension and compassionate allowance dearness relief shall be payable in accordance with the rates mentioned above.

(5) Dearness relief will be allowed on full basic pension even after commutation.

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APPENDIX III

(See Regulation 38)

The ordinary rates of family pension shall be as under :

(a) In respect of employees retired before 1.07.1993 :

Scale of pay per month (1)	Amount of monthly Family Pension (2)
Upto Rs.1500	30 per cent. of the 'Pay' shall be the basic family pension plus 30 per cent. of allowances which are counted for making contributions to Provident Fund but not for dearness allowance shall be the additional family pension. The aggregate of basic and additional family pension shall not be less than Rs.375 per month.
Rs.1501 to Rs.3000	20 per cent. of the 'Pay' shall be the basic family pension plus 20 per cent. of allowances which are counted for making contributions to Provident Fund but not for dearness allowance shall be the additional family pension. The aggregate of basic and additional family pension shall not be less than Rs.450 per month.
Above Rs.3000	15 per cent of the 'Pay' shall be the basic family pension plus 15 per cent of allowances which are counted for making contributions to Provident Fund but not for dearness allowance shall be the additional family pension. The aggregate of basic and additional family pension shall not be less than Rs.600 per month and more than Rs.1250 per month.

(b) In respect of employees retired or retiring on or after 1.07.93

Scale of pay per month (1)	Amount of monthly Family Pension (2)
Upto Rs. 2870	30 per cent of the 'Pay' shall be the basic family pension plus 30 per cent of the allowances which are counted for making contributions to Provident Fund but not for dearness allowance shall be the additional family pension. The aggregate of basic and additional family pension shall be subject to a minimum of Rs. 720 per month.
Rs. 2871 to Rs. 5740	20 per cent of the 'Pay' shall be the basic family pension plus 20 per cent of the allowances which are counted for making contributions to Provident Fund but not for dearness allowance shall be the additional family pension. The aggregate of basic and additional family pension shall be subject to a minimum of Rs. 860 per month.
Above Rs. 5740	15 per cent of the 'Pay' shall be the basic family pension plus 15 per cent of the allowances which are counted for making contributions to Provident Fund but not for dearness allowance shall be the additional family pension. The aggregate of basic and additional family pension shall be subject to a minimum of Rs. 1150 per month and a maximum of Rs. 2400 per month.

By Order of the Board,
V. SRIDAR, Chairman and Managing Director
[No. ADVT-3/4/Extraordinary/157/03].

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