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[No.1414-13-48- Pen- 30/2019 -HUD.]

**HOUSING & URBAN DEVELOPMENT DEPARTMENT**

RESOLUTION

The 16th January, 2020

**Sub: Revision of Pension/Family Pension/T.I. and Gratuity of the Retired Employees of the Urban Local Bodies and Odisha State Municipal Council Union as per revised scale of pay 2017 with effect from 1st January, 2016.**

The Pension / Family Pension / T.I. & Gratuity of Pension for the pensioners of the Urban Local Bodies were last revised in H. & U.D. Department Resolution No. 15330/HUD, dated 01.08.2014 & 15334/ HUD, dated 01.08.2014 and subsequently modified in Resolution No. 18301/HUD, dated 10.08.2017.

Consequent upon revision of scale of pay of the Urban Local Bodies vide Resolution No. 4916 /HUD., dated 02.03.2019 Odisha Municipal Employees Federation and the various retired employees Association of Urban Local Bodies demanded for revision of Pension / Family Pension / T.I. / & Gratuity of the retired employees of different Urban Local Bodies as per revised scales of Pay- 2017. The question of granting Revised Pension, Family Pension, T.I. & Gratuity to the employees of ULBs was under active consideration of Government in H & U.D Department. The Government after careful consideration of the matter have been pleased to revise the pension, family pension, T.I. & Gratuity of the retired employees of Urban Local Bodies of the State as per Revised Scale of Pay- 2017 with effect from 01.01.2016 as detailed below.

**2. Pension:**

**(a)** The employees of Urban Local Bodies who have rendered the minimum qualifying service of 25 (twenty five) years would now be entitled for pension at the rate of 50% of the last pay drawn by him/her on the date of his/her retirement.

In case the employee retiring before completion of 25 (twenty five) years of qualifying service, but after completion of ten years, the amount of pension shall be proportionate to the amount of pension admissible and in no case the amount of pension shall be less than the minimum pension admissible to be fixed at Rs.8,300/- per month.

**(b)** The employees of Urban Local Bodies retiring in accordance with provisions of Odisha Local Fund Service (Pension) Rules, 1980 and Odisha Municipal Employees (Pension) Rules, 1989 before completion of the minimum qualifying service of ten years shall not be entitled for pension, but he/she shall be entitled to get service gratuity. The amount of service gratuity shall be paid at a uniform rate of half months emoluments for every completed six monthly period of service.

**(c)** The minimum amount of pension admissible shall be Rs.8,300/- per month and maximum up to 50% of the last pay admissible to the employees of Urban Local Bodies of the State.

### **3. Family Pension:**

**(a)** 30% of the last pay drawn in all cases and shall be subject to a minimum of Rs.8,300/- per month.

**(b)** Where an employee dies in service after having rendered not less than seven years of service, the rate of family pension shall be equal to 50% of the pay last drawn shall be payable to the family for a period of ten years without any upper age limit w.e.f.01.12.2008.

**(c)** In the event of death of an employee of Urban Local Bodies after retirement, the family pension shall be payable for a period of seven years or a period up-to-date on which the retired/deceased ULB employee would have attended Sixty five years had he/she been survived, whichever is less at the rate of 50% of last pay drawn, but the amount of family pension should not exceed the pension amount admissible or sanctioned. Thereafter, the amount of family pension shall be 30% of last pay drawn subject to a minimum amount of Rs.8,300/- per month.

### **4. Temporary Increase (T.I):**

T.I shall be applicable to the retired employees of Urban Local Bodies at the time of increase of D.A. to the existing regular employees of Urban Local Bodies of the State from time to time.

**5. Retirement Gratuity:-**

(a)  $\frac{1}{4}$ <sup>th</sup> x Last monthly emolument x No. of Six monthly qualifying Service subject to a maximum of  $16 \frac{1}{2}$  x Last monthly emolument, provided that the amount of Retirement Gratuity payable shall in no case exceed Rs. 8.00Lakhs.

(b) Emoluments for the purpose of all kinds of Gratuity shall include dearness allowance admissible on the date of retirement /death of the employee. The relevant rules shall stand modified with effect from 01.01.2016.

**(c) Death-cum-Retirement Gratuity(DCRG) :-**

	<b>Length of qualifying service.</b>	<b>Rate of Gratuity</b>
(i)	Less than one year	Two times of monthly emoluments
(ii)	One year or more but less than Five years service	Six times of monthly emoluments
(iii)	Five years or more but less than Eleven years service	Twelve times of monthly emoluments
(iv)	Eleven years or more but less than Twenty years	Twenty times of monthly emoluments
(iv)	Twenty years or more	Half month's emoluments for every completed six monthly period of qualifying service subject to a maximum of 33 times of emoluments. DCRG shall in no case exceed Rs.8.00lakhs.

**(d). Payment of Gratuity in respect of employees joining on or after 01.01.2005:-**

Employees who have already joined or join on or after 01.01.2005 and are governed under the defined Contribution pension scheme, popularly known as National Pension System (NPS) shall be extended the benefit of Retirement Gratuity and Death Gratuity.

## 6. Pre-2016 Pensioners:

The Pre-2016 Pensioners including family pensioners shall be allowed to avail pension by multiplying a fraction of 2.57 by their basic pension as on 31.12.2015. The amount so arrived may be regarded as the consolidated pension with effect from 01.01.2016. The minimum pension shall be Rs.8,300/- per month plus T.I. as admissible @ of D.A to the regular employees of Urban Local Bodies from time to time.

**(a) The pension as on 31.12.2015 of the pre-2006 pensioners as well as pensioners who have retired during the period from 01.01.2006 to 30.11.2008 and have rendered more than 25 years and above but less than 33 years of qualifying service is to be multiplied with 66 and to be divided by the number completed 6 monthly period of qualifying service he/she has rendered in order to arrive at full pension admissible to him. The figure so arrived shall be compared with and shall be stepped up if required to the amount indicated in col.8 of the **concordance table** corresponding to the pre-revised pay scale held by the pensioner at the time of his retirement attached as **Annexure-'A'**.**

**(b)** In the cases where the pensioner has rendered qualifying service of less than 25 years but more than 10 years, the amount so arrived at para- (a) above shall be multiplied with nos of completed half year of qualifying service and to be divided by 50 so to arrive at the pension which shall be taken into consideration for further revision on 01.01.2016.

**(c)** In the cases of pensioners who have retired prior to 01.01.2006 and have completed 33 years or more qualifying service, their pension as on 31.12.2015 shall be compared and if it is found less than the amount indicated in Col. 8 in that case this shall be stepped up to the amount in Col. 8 of the **concordance table** corresponding to the pre- revised pay scale attached to the post held by the pensioner at the time of his/her retirement appended as **Annexure-'A'**.

**(d)** The amount so arrived at as per above calculation shall be considered as existing pension / exiting family pension for the purpose of revision w.e.f. 01.01.2016.

**(e)** The existing pension and family pension of all pre-2016 pensioners as on 01.01.2016 shall be revised by multiplying a factor of 2.57. The amount of revised pension / family pension so arrived at shall be rounded off to next higher rupee.

(f) The revised full pension of all pre-2016 pensioners relatable to maximum period of qualifying service i.e. 25 years shall be in no case less than the 50% of the 1<sup>st</sup> cell of the replacement level in pay matrix shown in **Annexure-‘B’** w.e.f. 01.01.2016.

(g) The revised family pension of all pre-2016 family pensioners shall not be less than 30% of the 1<sup>st</sup> cell of the replacement level in pay matrix of the scale of pay of the post last held by the pensioner at the time of his/her retirement /death shown in **Annexure-‘B’**. w.e.f. 01.01.2016.

7. The cost of pension, family pension, T.I. and Gratuity including additional financial liabilities on this account in case of Local Fund Service employees & Non-LFS employees shall be fully borne by the respective Urban Local Bodies of the State.

In case of Non-LFS employees, the concerned ULBs of the state shall continue to contribute 15% of monthly pay and LFS employees at the rate as applicable in case of Govt. servants deputed on foreign service as embodied in Rule-222 of Orissa Service Code read with Appendix-09 thereof towards the cost of pension, family pension and the additional financial liabilities to be accrued for revision of pension, family pension & T.I. etc.

8. The ULBs capable of accommodating the additional liabilities may adopt the revised pension norm and Government will not have any liabilities on this account.

9. The ULBs may make payment of arrear pension depending on their financial capability, but arrear pension should be cleared within a stipulated period of two years from the date of issue of this Resolution.

10. Employees appointed on or after 01.01.2005 shall not be eligible to get this benefit.

11. This resolution shall be deemed to have come into force with effect from 01.01.2016.

12. Consolidated pension / family pension so arrived involving fraction of a rupee shall be rounded off to the next higher rupee.

### ORDER

Ordered that the Resolution be published in an Extraordinary issue of the *Odisha Gazette* and forwarded to all Departments of Government / Heads of Department / RDCs / Dist. Magistrates / BMC, Bhubaneswar / CMC, Cuttack / BeMC, Berhampur/ SMC, Sambalpur/ RMC, Rourkela.

**Annexure-A****CONCORDANCE TABLE**

Sl no	Pay scale w.e.f 01.05.1989	Pay scale w.e.f 01.01.1996	Corresponding pay Band and Grade Pay in 6 <sup>th</sup> Central Pay Commission w.e.f 01.01.2006			Sum of Minimum Pay in the Pay band and Grade Pay/ Minimum Pay in the Pay Scale as per Fitment table	Pension =50% of sum of minimum pay in the Pay Band and Grade Pay/Minimum Pay in the Pay scale as per fitment table w.e.f 01.01.2006	Family Pension =30% of sum of minimum pay in the Pay Band and Grade Pay/Minimum Pay in the Pay scale as per fitment table w.e.f 01.01.2006
			Name of Pay Band	Pay Scale	Grade Pay			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1	750-12-870-EB-14-940	2550-55-2660-60-3200	15	4440-7440	1300	6050	3500	3500
2	775-12-871-EB-14-1025	2610-60-3150-65-3540	15	4440-7440	1400	6260	3500	3500
3	800-15-1010-EB-20-1150	2650-65-3300-70-4000	15	4440-7440	1650	6580	3500	3500
4	825-15-900-EB-20-1200	2750-70-3800-75-4400	PB-1	5200-20200	1800	7330	3665	3500
5	950-20-1150-EB-25-1500	3050-75-3950-80-4590	PB-1	5200-20200	1900	7780	3890	3500
6	975-25-1150-EB-30-1660	3200-85-4900	PB-1	5200-20200	2000	8060	4030	3500
7	1080-30-1440-EB-30-1800	3600-100-5600	PB-1	5200-20200	2200	8900	4450	3500
8	1200-30-1560-EB-40-2040	4000-100-6000	PB-1	5200-20200	2400	9840	4920	3500

9	1350-30- 1440-40- 1800-EB- 20-2200	4500-125- 7000	PB-1	5200- 20200	2800	11170	5585	3500
10	1400-40- 1800-EB- 50-2300	4750-125- 7500	PB-2	9300- 34800	4200	13500	6750	4050
11	1400-40- 1600-50- 2300-EB- 60-2600	5000-150- 8000	PB-2	9300- 34800	4200	13500	6750	4050
12	1600-50- 2300-EB- 60-2660	5300-150- 8300	PB-2	9300- 34800	4200	14060	7030	4218
13	1640-60- 2600-EB- 75-2900	5500-175- 9000	PB-2	9300- 34800	4200	14430	7215	4329
14	1800-60- 2400-EB- 75-3000	5900-200- 9700	PB-2	9300- 34800	4200	15180	7590	4554
15	1700-60- 2300-EB- 75-3200	5700-200- 9900	PB-2	9300- 34800	4200	14810	7405	4443
16	2000-60- 2300-EB- 75-3200	6500-200- 9900	PB-2	9300- 34800	4200	16290	8145	4887
17	2000-60- 2300-EB- 75-3200- 100-3500	6500-200- 10500	PB-2	9300- 34800	4600	16690	8345	5007
18	2200-75- 2650-EB- 75-3100- 100-3500	7300-200- 10500	PB-2	9300- 34800	4600	18180	9090	5454
19	2200-75- 2650-EB- 75-3100- 100-3700	7300-200- 10900	PB-2	9300- 34800	4600	18180	9090	5454

20	2200-75- 2800-EB- 100-4000	8000-275- 13500	PB-2	9300- 34800	5400	20280	10140	6084
21	2200-75- 2800-EB- 100-4000	8000-275- 13500	PB-3	9300- 39100	5400	21000	10500	6300
22	2350-75- 2800-EB- 100-3700- 125-4200	8000-275- 13500	PB-3	15600- 39100	5400	21000	10500	6300
23	2800-100- 3600-EB- 125-4350	9350-325- 14550	PB-3	15600- 39100	6600	23900	11950	7170
24	3000-100- 3600-EB- 125-4500	10000- 325-15200	PB-3	15600- 39100	6600	25200	12600	7560
25	3200-100- 3700-125- 4700	10650- 325-15850	PB-3	15600- 39100	6600	26410	13205	7923
26	3700-125- 4700-150- 5000	12000- 375-16500	PB-3	15600- 39100	7600	29920	14960	8976
27	4500-150- 5700	14300- 400-18300	PB-4	37400- 67000	8700	46100	23050	13830
28	4800-150- 5700-200- 6300	15100- 400-19500	PB-4	37400- 67000	8800	48490	24245	14547
29	5100-150- 5700-200- 6500	16400- 450-20450	PB-4	37400- 67000	9000	48690	24345	14607



**Annexure-B**  
**Pay Matrix**  
**First Schedule**

<b>Pay Band</b>	<b>Grade Pay</b>	<b>Level</b>	<b>1<sup>st</sup> Cell</b>	<b>Minimum Pension</b>	<b>Minimum Family Pension</b>
4750-14680	1300,1400,1650,1700	1	16600	8300	4980
4930-14680	1775	2	17200	8600	5160
5200-20200	1800	3	18000	9000	5400
	1900	4	19900	9950	5970
	2000	5	21700	10850	6510
	2200	6	23600	11800	7080
	2400	7	25500	12750	7650
	2800	8	29200	14600	8760
9300-34800	4200	9	35400	17700	10620
	4600	10	44900	22450	13470
	4800	11	47600	23800	14280
	5400	12	56100	28050	16830
15600-39100	5400	12	56100	28050	16830
	6600	13	67700	33850	20310
	7600	14	78800	39400	23640
37400-67000	8700	15	123100	61550	36930
	8800	16	127100	63550	38130
	9000	17	135100	67550	40530

Para-6(a)

**ILLUSTRATION-1**(Qualifying service more than 25 years but less than 33 years)

An employee retired on 31.08.2005 rendering 32 years of qualifying service in the scale of pay Rs.7,300-200-10,500 placed at column 3 in concordance table of Annexure-A. His last pay at the time of superannuation is Rs.8,500/- resulting a pension amounting Rs.4,121/- on prorata basis as on 31.12.2005 where qualifying service was 33 years for full pension.

- a) His revised pension on 01.01.2006 is as follows :-  

$$\text{Rs.4,121/-} \times 1.86 + 40\% \text{ of the Basic Pension -}$$

$$\text{i.e. Rs.7,665/-} + \text{Rs.1,648} = \text{Rs.9,313/-}$$
 is the Basic Pension as on 01.01.2006.
- b) As per new arrangement his pension shall be  

$$(\text{Rs.9,313} * 66) / 64 = \text{Rs.9,604/-}$$

The above calculation comes under serial no.18 of the concordance table since he has been retired in the scale of pay which starts with Rs.7,300/- and ends with Rs.10,500/- and comes under PB-2 with Grade Pay Rs.4,600/-.

Now the above said calculation for pension shall be compared with the amount shown in column 8 corresponding to Sl.no.18. The figure shows the amount Rs.9,090/-.

The pension computed is Rs.9,604/- which is greater than the figure shown in column 8 i.e Rs.9,090/-.

Hence the amount Rs.9,604/- shall be multiplied by the factor of 2.57 to arrive at the revised pension= $\text{Rs.9,604} * 2.57 = \text{Rs.24,682/-}$  as on 01.01.2016.

**ILLUSTRATION-2**

An employee retired on 30.06.1993 rendering 27 years of qualifying service was getting Rs.2,986 on prorata basis on 01.01.1998 in corresponding scales shown in column 3 relating to Sl. No.18 in concordance table at Annexure-A. His revised pension as on 01.01.2006 shall be as follows:-

- a)  $\text{Rs.2,986} * 1.86 + 40\%$  of the basic pension-  

$$\text{i.e. Rs.5,554} + \text{Rs.1,194} = \text{Rs.6,748/-}$$
 as on 01.01.2006.
- b) As per new arrangement his pension shall be recalculated by taking 25 years as qualifying service for full pension  $\text{Rs.6,748} * (66/54) = \text{Rs.8,247.55/-}$  or say Rs.8,248/-.
- c) Now the amount computed above shall be compared to the figure shown in column 8 relating to Sl.No.18 of the concordance table at Annexure-A. The amount in column 8 of the concordance table is greater than the amount so arrived above calculation i.e. the amount Rs.9,090/- should be taken as pension on 01.01.2006 which shall further be revised by multiplying a factor of 2.57 i.e.  $\text{Rs.9,090} * 2.57 = \text{Rs.23,361.30/-}$  or say Rs.23,361/- revised pension as on 01.01.2016.

Para-6(b)**ILLUSTRATION-3**(Qualifying service less than 25 years but more than 10 years)

An employee retired on 31.12.1995 rendering 23 years of qualifying service was getting Rs.1,115/- availing revision of pension on 01.01.1996 inherited from column 3. relates to Sl. No.6 of concordance table at Annexure-A.

At first instance his pension should be determined as on 01.01.2006 which is as follows:-

- a) Basic pension \*1.86 + 40% of the Basic pension Rs.1,115/-  
=Rs.2,074+Rs.446=Rs.2,520/-

Now the amount shall be recalculated in the process at Para-6(a)

i.e. Rs.2,520\*(66/46)=Rs.3,615/-

Further, it should be compared with the amount shown in column-8 relating to Sl. No.6 which is upgraded to Rs.4,030/- since it is more than the above calculated amount of Rs.3,615/-

Further, it would be reduced as per the qualifying service provision in para-6(b).

i.e.Rs.4,030\*(46/50)=Rs.3,707.60 or say Rs.3,708/-.

Now the amount so arrived shall be taken as Basic pension as on 01.01.2006 for further revision as on 01.01.2016 by multiplying a factor of 2.57 i.e.  
Rs.3,708\*2.57=Rs.9,529.26 or say Rs.9,530/-.

Para-6(c)**ILLUSTRATION-4**(Qualifying service 33 years or more)

An employee retired on 31.08.1999 rendering 33 years of qualifying service was getting pension @Rs.6,000/- PM inherited from scale of pay of Rs.12,000-375-16500 as shown in column 3. relating to Sl. No.26 of concordance table at Annexure-A.

His pension was revised on 01.01.2006 as follows:-

Basic pension Rs.6,000\*1.86 +40% of basic pension  
=Rs.11,160 +Rs.2,400=Rs.13,560/-.

Now it should be compared with the amount shown in column 8 relating to sl.no.26 of concordance table at Annexure-A. The amount (Rs.14,960) is found greater than the amount arrived on above calculation.

The amount shown in column.8 relatable to sl. No.26 is Rs.14,960/-.

Hence, the amount Rs.14,960/- should be taken as basic pension as on 01.01.2006 which may be further revised by multiplying a factor of 2.57.

i.e.  $Rs.14,960 \times 2.57 = Rs.38,447.20/-$  or say Rs.38,447/-.

The revised pension on 01.01.2016 is Rs. 38,447/-.

By Order of the Governor

SANGRAMJIT NAYAK

Director Municipal Administration.