

Appendix-163
Resolution No. 53 (6)



सत्यमेव जयते

F.No.25-4/2007 (CU)

The Registrar,
All Central Universities
As per list attached.

विश्वविद्यालय अनुदानआयोग
University Grants Commission
शिक्षामंत्रालय, भारतसरकार
(Ministry of Education, Govt. of India)
बहादुरशाहजफरमार्गनईदिल्ली- 110 002
BahadurshahZafarMarg, New Delhi-110002
Phone : 011-23604322,

Through e-mail



ज्ञान-विज्ञान विमुक्तये

October, 2022

20 OCT 2022

Subject: (i) To extend the benefits of additional relief on death/disability and Family Pension of Government Servants covered under the New Defined Contribution Pension System (NPS) to the Employees of Autonomous Bodies/Organization covered under NPS.

(ii) To extend the benefits of Retirement Gratuity and Death Gratuity of Government Servants covered under the new Defined Contribution Pension System (NPS) to the Employees of Autonomous Bodies/Organization covered under NPS-regarding

Sir/Madam,

With reference to this office letter of even number dated 23.08.2022 on the subject cited above, I am directed to inform you that aforesaid subject matter is still under consideration of MoE vide UGC letter dated 5.4.2021 and subsequent reminders dated, 16.7.2021, 10.9.2021, 29.10.2021, 10.12.2021, 19.05.2022, 23.08.2022 and 20.10.2022 (copies enclosed).

Encl: as above

Yours faithfully,

(Dr. Anju Mohan Gahotra)
Under Secretary



सत्यमेव जयते

F.No.25-4/2007 (CU)

विश्वविद्यालय अनुदानआयोग
University Grants Commission
विश्वविद्यालय, भारतसरकार

(Ministry of Education, Govt. of India)

बहादुर शाहजफरमार्गनईदिल्ली- 110 002

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ज्ञान-विज्ञान विमुक्तये

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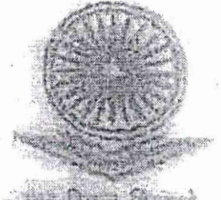
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Under Secretary



विश्वविद्यालय अनुदान आयोग
University Grants Commission
विश्वविद्यालय, नारायणपुर
(Ministry of Education, Govt. of India)
बहादुरशाह जफर मार्ग, नई दिल्ली-110 002
Bahadurshah Zafar Marg, New Delhi-110002
Phone : 011-23604413



F.No.25-4/2007 (CU)

April, 2021

Shri Ravi Shaker
Under Secretary (CU-VII/F8&8)
Govt. of India
Department of Higher Education
Ministry of Education
Shastri Bhawan, New Delhi-110 001

10 5 APR 2021

Subject: Additional Relief on death/disability of Government and Death gratuity to the Employees of Autonomous Bodies/Organization covered under NPS-regarding.

Sr,

With reference to your letter No.20-11/2019-CU-VII dated 18.11.2020 on the subject cited above, I am directed to inform as under-

S.No.	Query raised by MoE	Reply of UGC
1	If gratuity in case of employees appointed before 01.01.2004, is governed by Payment of Gratuity Act, 1972.	The employees who were appointed before 01.01.2004 and covered under both GPF-cum-Pension and CPF scheme in Central Universities established before 01.01.2004, Gratuity is being paid in terms of provision of CCS (Pension) Rules 1972.
2	How gratuity is regulated in case of those employees appointed fore 01.01.2004, who are home on CPF or EPF etc. If Payment of Gratuity Act, 1972 is applicable in all/few of the Autonomous Bodies in case of employees appointed before 01.01.2004, whether the issue of gratuity could be considered in this case as per Payment of Gratuity Act, 1972.	Out of 42 Central Universities under the purview of UGC 18 Central Universities are established after 01.01.2004 in which NPS is applicable. For remaining 24 Central Universities the required information in tabular form is at Annexure-1
3	Total financial implications and whether all or a portion of liability could be met internally by an Autonomous Body	As the financial implication depends on the total number of NPS subscribers their basic pay on the date of retirement/death, applicable rate of dearness allowance, number of years of qualifying service of employees concerned, the financial implication on

		extension of benefits provided in two OMs of DoP&PW referred at para 2 of MHRD letter dated 12.02.2020 can not be worked out. Further, in view of very limited internal income of the University, the liability on this part cannot met internally by the Autonomous Body. However, The immediate requirement of the following 4 Central Universities (BHU, Manipal Univ., Mizoram Univ. & Pondicherry Univ.) as informed by these Central Universities is to the tune of Rs.776.96 lakhs.
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As per the MHRD (now MoE) letter No.F.5-11/65 - Desk (U) dated 11th September, 1986 (Annexure - II) it was suggested that all Central Universities may be advised to make an enabling provision in their respective statutes by which the benefits of Government orders on pensionary benefits could be automatically extended to the employees of the Central Universities without waiting for a Central Government to the statutes or incorporation of new provisions. It was also mentioned in the letter that in order to give effect to the above pensionary benefits, it was proposed that a provision should be made in the Statutes of all the Central Universities that any amendments of the Central Government Rules relating to General Provident Fund, Contributed Provident Fund, Pension, Gratuity etc, shall be deemed to be the amendments of the relevant provision of the Statutes / Ordinances of the respective University on these matters, to effect from the date such amendments are brought into force to the Central Government. Therefore, as per instruction of Govt of India / MoE, the pensionary benefits in Central Universities are a statutory requirement and therefore any subsequent benefits cannot be avoided.

Subsequently, the pensionary benefits were extended during 6th CPC (MHRD letter No.2-1/2008-U.I dated 13th March, 2009) and 7th CPC (MHRD letter No.1-1/2017-Y.II dated 11th June, 2018)

In view of above, you are requested to extend the additional Relief on death/disability of Government and Death Gratuity to the Employees of Autonomous Bodies/Organization covered under NPS.

Yours faithfully,

A.S. Sajwan

(A.S. Sajwan)
Under Secretary

S. No.	University Name	If gratuity in case of employees appointed before 01.01.2004, is governed by Payment of Gratuity Act, 1972.	How gratuity is regulated in case of those employees appointed before 01.01.2004, who are borne on C/P or EPF etc. If Payment of Gratuity Act, 1972 is applicable in all/few of the Autonomous Bodies in case of employees appointed before 01.01.2004, whether the issue of gratuity could be considered in this case as per payment of Gratuity Act, 1972.	Total financial implications and whether all or a portion liability could be met internally by an Autonomous Body
1	2	3	4	5
1.	Guru Ghasidas Vishwavidyalaya	Yes. NPS was implemented in the State of Chhattisgarh w.e.f. 01.11.2004. Guru Ghasidas Vishwavidyalaya was upgraded as a Central University on 15.01.2009 and the employees who were appointed in the University before 01.11.2004 are eligible for pension, gratuity, family pension and commutation of pension as per University Statute 26(A). However, NPS was implemented in the State of Chhattisgarh w.e.f. 01.11.2004.	Yes. It may be considered as per Gratuity Act, 1972, for the categories of University employees as at point No.01.	Estimate of the Gratuity Liability as on 31.03.2020 categories of the University employees at point No.1 is approximate Rs.31,31,45,436/- University could not be able to meet liability in respect of Gratuity internally.
2.	University of Delhi	Employees of the Delhi University are entitled to retirement benefits viz. pension and gratuity in accordance with Statute 20-A which follows the provision of the CCS (Pension) Rules. The "payment of Gratuity Act" was extended to educational institutions vide Govt. of India notification S.O.No.1080 dated 03.04.2017. Several employees of the University have	The matter was deliberated in the Finance Committee of the University in its meeting held on 30.10.2013. The Finance committee after detailed deliberation, recommended for taking up the issue with MHRD by sending relevant documents to pursue the matter with Ministry of Law and Justice & Ministry of Labour for getting exemption to the Delhi University under the payment of Gratuity Act. Accordingly, University vide letter No.Fin./Pen.Cell/2013 dated 14 th February 2013 has taken up the matter with the joint Secretary, MHRD duly enclosing all the relevant documents to consider and sort out the issue in consultation with Ministry of Law and Justice & Ministry of Labour (copy	As regards Financial Implication towards extending the benefits of Retirement Gratuity and Death Gratuity to the employees covered under the NPS, it is to state that as on 01.07.2020 the total number of subscribers both teaching & non-teaching under the "NPS" scheme is 768. The liability towards payment of gratuity met out from the grant received from the UGC under "Other components - Retirement benefits - Gratuity of 'Salary Head'". Further, the internal resources generated from the University are inadequate to meet the existing liability of the University towards "other charges" and wholly depended on the grant release by the UGC. Considering above, University may not be in a position to bear the additional liability towards payment of retirement gratuity and death gratuity to the employees covered under the NPS.

approached the Controlling Authority under the payments of Gratuity Act, 1972, Labour department, Govt. of NCT, Delhi Seeking the difference of gratuity payable as per the Act and already paid to them as per University's rules. The Controlling Authority has allowed their claim. The University appealed in many cases to the Appellate Authority, Labour Department, Govt. of NCT, Delhi under the Act. The Appellate Authority has upheld the claim the employees.

enclosed). Simultaneously, the University also filed appeals against the order of controlling Authority before the single bench of Hon'ble High court of Delhi and subsequently on dismissal of the petition, the University filed the appeals before the division bench of Hon'ble High court of Delhi which has also been dismissed.

The ministry of Labour & employment vide letter dated 21st Jan 2015 informed that "the Section 5 of the Payment of Gratuity Act, 1972 provides the exemption under the P.G. Act, 1972 can only be given if the gratuity benefits are not less favourable than the benefits conferred under P.G. Act, 1972. As the amount of gratuity as proposed by the University under the CCS (Pension) Rules, 1972 read with Statute 2A-A of Delhi University Act, 1922 is less than the gratuity payable under P.G. Act 1972 and Therefore rejected"

In view of the fact that exemption under the payment of Gratuity Act, 1972 has been rejected by the Ministry of Labour & Employment, the university has no option but to adopt the payment of Gratuity Act, 1972 and make the payment to the employees to avoid legal complication after the approval of the Finance committee and Executive council of University.

Considering the above, all the employees of the University including the subscribers covered under "NPS" are deemed to be covered under the "Payment of Gratuity Act, 1972". By implementing the payment of Gratuity Act 1972,

the calculation of gratuity both under P.G. Act as well as CCS (Pension) Rules are worked out and the payment is released to the employees whichever beneficial.

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2a	University of Medical Science	Yes, applicable for employees retired/expired w.e.f. 03.04.1997 & onwards.	As per University of Delhi letter no.Fin./Pen.Cell/Gratuity/2015 dated 14.10.2015 : The employees who retired and died during the period from 03.04.1997 to 31.10.2015, the gratuity will be re reviewed on a case to case basis and the difference in payment of gratuity will be sanctioned with the approval of the Competent Authority, subject to a ceiling limit of Rs.3,50,000/- w.e.f. 03.04.1997 up to 24.05.2010 and Rs.10,00,000/- w.e.f. 25.05.2010 onwards. Gratuity was reviewed on case to case basis and difference amount was sanctioned.	As the financial implication depends on the total number of NPS subscribers their basic pay on the date of retirement/death, applicable rate of dearness allowance, number of years of qualifying service of employees concerned, the financial implication on extension of benefits provided in two OMs of DoP&PW referred at Para 2 of MHRD letter dated 12.02.2020 cannot be worked out. Further, in view of very limited internal income of the University, the liability on this part cannot met internally by the Autonomous Body. However, 86 cases of pensioners were reviewed and the payment has already been made by this College.
3	Jamia Millia Islamia	Yes	Yes, Gratuity Act, 1972	As the financial implication depends on the total number of NPS subscribers their basic pay on the date of retirement/death, applicable rate of dearness allowance, number of years of qualifying service of employees concerned, the financial implication on extension of benefits provided in two OMs of DoP&PW referred at Para 2 of MHRD letter dated 12.02.2020 cannot be worked out. Further, in view of very limited internal income of the University, the liability on this part cannot met internally by the Autonomous Body.
4	Jawaharlal Nehru University	The Gratuity in case of employees of University appointed before 01.01.2004 is not governed by the Payment of Gratuity Act, 1972. It is governed by the provision of Statute 40 of University made under Section 16(1) of Jawaharlal Nehru University Act, 1966.	The Gratuity in case of employees appointed before 01.01.2004 who are born on CPF is also regulated by the Payment of Gratuity Act, 1972. It is governed by the provision of Statute 40 of University made under Section 16(1) of Jawaharlal Nehru University Act, 1966. No regular employees of the University is born on EPF.	All the financial implication depends on the total number of NPS subscribers their basic pay on the date of retirement/death, applicable rate of dearness allowance, number of years of qualifying service of employees concerned, the financial implication on extension of benefits provided in two OMs of DoP&PW referred at Para 2 of MHRD letter dated 12.02.2020 cannot be worked out. Further, in view of very limited internal income of the University, the liability on this part cannot be met internally by the Autonomous Body.
5	DR. Harisingh Gour Vishwavidyalaya	University was established in the year 1946 as State University under the control of Govt. of M.P. and thereafter it was upgraded as Central University in the year 2009 under the Central Universities Act, 2009. General Provident	Further, New Pension Scheme is application for the employees who are appointed on or after 01.01.2004, University have 507 numbers of the employees covered under the CPF cum Old Pension scheme and 288 number of the daily rated employees/casual labours covered under the EPF Scheme and 03 numbers of the employees of PRC (Population Research Centre under the Ministry of Health	As the financial implication depends on the total number of NPS subscribers their basic pay on the date of retirement/death, applicable rate of dearness allowance, number of years of qualifying service of employees concerned, the financial implication on extension of benefits provided in two OMs of DoP&PW referred at Para 2 of MHRD letter dated 12.02.2020 cannot be worked out. Further, in view of very limited internal income of the University, the liability on this

		fund scheme as Central Civil services (Pension) rules, 1972 are presently application in this university for the employees who are appointed on or before 31.12.2003	& Family welfare) covered under the CPF Schemes. Further, 199 numbers of the employees are covered under NPS.	part cannot met internally by the Autonomous Body.
6.	Mahatma Gandhi Antarrashtriya Hindi Vishwavidyalaya	Yes.	Yes, There is no employee appointed before 01.01.2004 borne on CPF or EPF.	As the financial implication depends on the total number of NPS subscribers their basic pay on the date of retirement/death, applicable rate of dearness allowance, number of years of qualifying service of employees concerned, the financial implication on extension of benefits provided in two OMs of DoPE&PW referred at Para 2 of MHRD letter dated 12.02.2020 cannot be worked out. Further, in view of very limited internal income of the University, the liability on this part cannot met internally by the Autonomous Body.
7.	Pondicherry University	Yes, As per Pondicherry University, Pondicherry First Statute, Governing General Provident Fund-cum-Pension-cum-Gratuity approved by Ministry of Human Resource Development (department of education) Govt. of India vide letter No.F.21-5/88-Dest(U), dt.20-11.1989	Gratuity is regulated as per Pondicherry University, Pondicherry First Statute, contributory provident Fund-cum-Gratuity approved by Ministry of Human Resource Development (department of education) Govt. of India vide letter No.F.21-5/88-Dest(U), dt.20-11.1989, hence payment of gratuity could not be considered under Gratuity Act, 1972.	1. Retirement gratuity for nine employees covered NPS (as on 31.03.2021): Teaching- Nil Non-Teaching- 13.40 lakhs 2. Death gratuity for 2+7 employees covered under NPS (as on 31.07.2020) Teaching-40.00 lakhs, Non-Teaching-17.69 lakhs Total amount of Death gratuity Teaching and Non-Teaching are as under: Teaching - 40.00 lakhs Non-Teaching- 31.09 lakhs Grand Total = 71.09 lakhs
8.	Maulana Azad National Urdu University	Yes	There are no employees appointed before 01.01.2004 who are borne on CPF or EPF in MANUU.	Financial implications will depend upon the length of service of the employees who are under NPS. MANUU does not have any internal sources to meet such Gratuity liability. Monthly NPS Employees Contribution being met out of Non-Salary Grant. Likewise, such Gratuity Liability also needs to be met out of Non-Salary Grant, as a part of Retirement Benefits.

9	University of Hyderabad	Gratuity to employees covered both under GPF-cum-Pension scheme and CPF scheme, is being paid in terms of provisions of CCS (Pension) Rules, 1972 as the GPF-cum-Pension scheme is in vogue in the University.	Those, who joined before 01.01.2004 and covered under both GPF-cum-Pension scheme and CPF scheme, are being paid gratuity in terms of CCS (Pension) Rule, 1972.	Estimated total value of the gratuity on account of employees covered under NPS, considering their Basic pay and DA as on date of their total service based their retirement into accounts is Rs.70,38,19,048/- With establishment of new department and centres the University over the last 45 years, with commensurate augmentation in the sanctioned post and financial support by way of salaries and recurrent grants, University is not in a position to bear burden of payment of gratuity of its retired employees under any scheme.
10	The English & Foreign Languages University	No.	Not applicable. There are no employees appointed before 01.01.2004 covered under GPF/BPF schemes.	The financial implication of Rs.6.91 crores (Rs.6.91 Crores) (approx.) 1 and 2 above) is worked out on basis of Pay + DA, No. of year of service rendered each individual employees as on 31.03.2020. The University is not in a position to meet interest either all or a portion of the liability.
11	Hanumant Nandan Bahuguna Garhwal University	Yes, employees appointed before 01.01.2004 are governed under Gratuity Act of 1972.	The University was upgraded from a State University in 2009. The State of Uttarakhand implemented NPS on 01.10.2005. All those employees appointed on or before 30.09.2005 are governed under old pension scheme. Employees appointed before 01.01.2004 are governed under Gratuity Act 1972. There were no regular employees appointed before 01.01.2004 covered under GPF/BPF scheme. The University propose to implement Gratuity Act 1972 to all the regular employees covered under NPS.	The University is not/will not in a portion of liability towards payment of Gratuity under Gratuity Act 1972. Financial implications: Regular employees covered under NPS=184@Rs.1ac :- Rs.3680.00 lacs (as and when employees will superannuated/Death cases on NPS=50@Rs.20lac :- Rs.100.00lac (UDPFY 2019-20)
12	Aligarh Muslim University	The employees who were appointed before 01.01.2004 and are subscriber of GPF Scheme will be entitled to get the benefit of retirement/death gratuity on their retirement/death as per rules 50 of CCS Pension Rules 1972.	BPF Scheme is not applicable/operative in the AMU. Almost all the employees who were appointed before 01.01.2004 are subscriber of GPF Scheme and few very old employees are the subscriber of CPF Scheme. The payment of gratuity to such employees on their retirement/death is also admissible as per rule 50 of CCS Pension rules 1972.	As the financial implication depends on the number of NPS subscribers their basic pay on the date of retirement/death, applicable rate of dearness allowance, number of years of qualifying service employees concerned, the financial implication, extension of benefits provided in two GPs of DoP&R referred at Para 2 of MHRD letter dated 12.02.20 cannot be worked out. Further, in view of very limited internal income of the University, the liability on a part cannot met internally by the Autonomous Body.
13	Banaras Hindu University	The gratuity of employees before 01.01.2004 is covered under CCS Pension and gratuity Act, 1972.	In case of those employees appointed before 01.01.2004 who are borne on CPF, the issue of gratuity could be considered as per payment of gratuity Act 1972.	The number of employees covered under NPS till date is 4437. However the financial implication in regard of 207 employees for payment of gratuity who ret up to Feb. 2021 could be Rs.6,50,00,000.00 approx.

14	Baharshah Bhimrao Ambedkar University	Yes	Yes	As the financial implication depends on the total number of NPS subscribers their basic pay on the date of retirement/death, applicable rate of dearness allowance, number of years of qualifying service of employees concerned, the financial implication on extension of benefits provided in two OMs of DoP&PW referred at Para 2 of MHRD letter dated 12.02.2020 cannot be worked out. Further, in view of very limited internal income of the University, the liability on this part cannot met internally by the Autonomous Body.
15	University of Allahabad	01.01.2004 कर्मचारी पेंशन योजना (CCS) (Pension) Rules-1972 के अनुसार अंतर्गत कार्यरत कर्मियों का तात्कालिक भुगतान है।	सीपीएस योजना के अंतर्गत कार्यरत कर्मियों को 01.01.1988 6 को सेवारत वे उन्हें CCS (Pension) Rules-1972 Sub Rules 50(6) के अनुसार भुगतान किया जाएगा।	As the financial implication depends on the total number of NPS subscribers their basic pay on the date of retirement/death, applicable rate of dearness allowance, number of years of qualifying service of employees concerned, the financial implication on extension of benefits provided in two OMs of DoP&PW referred at Para 2 of MHRD letter dated 12.02.2020 cannot be worked out. Further, in view of very limited internal income of the University, the liability on this part cannot met internally by the Autonomous Body. However, नई पेंशन योजना के अंतर्गत कार्यरत कर्मियों को मूल्य को फलस्वरूप पारिवारिक पेंशन एवं मूल्य अनुसूचिका पर होने वाले व्यय भर का विवरण संलग्न संलग्न दिया गया है। विश्वविद्यालय द्वारा इस पीआर होने वाले व्यय भर का बिल अपने आंतरिक आय से नहीं कर सकता है।
16	Vikya Bharati	Yes	Yes	Retirement Benefit have been paid from 100% Govt. Grants released by UCC. Hence Retirement benefit cannot be met from our internal receipts. However, As the financial implication depends on the total number of NPS subscribers their basic pay on the date of retirement/death, applicable rate of dearness allowance, number of years of qualifying service of employees concerned, the financial implication on extension of benefits provided in two OMs of DoP&PW referred at Para 2 of MHRD letter dated 12.02.2020 cannot be worked out. Further, in view of very limited internal income of the University, the liability on this part cannot met internally by the Autonomous Body.

17	Assam University	Yes	Yes	As the financial implication depends on the number of NPS subscribers their basic pay on the date of retirement/death, applicable rate of dearness allowance, number of years of qualifying service employees concerned, the financial implication extension of benefits provided in two OMs of DoP&I referred at Para 2 of MHRD letter dated 12.02.20 cannot be worked out. Further, in view of very limited internal income of the University, the liability on its part cannot met internally by the Autonomous Body.
18	Tezpur University	No, the employees of Tezpur University appointed before 01.01.2004 are not governed by Payment of Gratuity Act, 1972, but by CCS(Pension) Rules 1972.	The employees of Tezpur University who were appointed before 01.01.2004 and governed by GPF-cum-Pension scheme and CPF Scheme are being paid Death cum Retirement Gratuity. The University has not opted for the Payment of Gratuity Act, 1972 as stated under Para (I) above.	The Gratuity in respect of the employees appointed before 01.01.2004 and governed by GPF/CPF Scheme are calculated as per relevant provision of Rules 1 paid on their death/retirement from the Budget allocation approved by UGC under the Head Account 'Grant-in-Aid Salary (Retirement Benefits)'.
19	Rajiv Gandhi University	The employees appointed prior to conversion of this University into central University were governed by payment of gratuity Act, 1972.	The State Government implemented the New Pension Scheme (NPS) w.e.f. 01.01.2008 and those employees who were appointed upto 08.04.2007 were covered under Gratuity Act, 1972 and the Central Government is bearing the liability towards gratuity.	After conversion to Central University i.e. from 09.04.2007, 181 nos. of teaching and non-teaching staff were appointed and they are under New Pension Scheme (NPS). Payment of Gratuity of employees covered under NPS is not yet decided. The liability towards payment of Gratuity of employees appointed under NPS calculated for an amount Rs.4,58,85,609/- upto 31/03/2020. Their case will be considered as per the instruction of Central Government. No. portion of liability is being met from internal resources for payment of gratuity.
20	Manipur University	Yes	Yes	As the financial implication depends on the number of NPS subscribers their basic pay on the date of retirement/death, applicable rate of dearness allowance, number of years of qualifying service employees concerned, the financial implication extension of benefits provided in two OMs of DoP&I referred at Para 2 of MHRD letter dated 12.02.20 cannot be worked out. Further, in view of very limited internal income of the University, the liability on its part cannot met internally by the Autonomous Body. However, (i) Financial implication for 9 staffs are under NPS and retired/expired before 2021 and will retire during 2020-21 Rs.40.34 lakhs (ii) it may not be feasible to meet the liability internally.

	Yes	Does not arise, as there were no such staff	As the financial implication depends on the total number of NPS subscribers their basic pay on the date of retirement/death, applicable rate of dearness allowance, number of years of qualifying service of employees concerned, the financial implication on extension of benefits provided in two OMs of DoP&PW referred at Para 2 of MHRD letter dated 12.02.2020 cannot be worked out. Further, in view of very limited internal income of the University, the liability on this part cannot met internally by the Autonomous Body.
21	North Eastern Hill University		However, Total financial implications as on date would come to Rs.43.20. The total financial burden/liability on payment of gratuity to NPS employees cannot be met internally by North Eastern Hill University (NEHU).
	Mizoram University	Gratuity of Employees under Mizoram University appointed before 01.01.2004 is not governed by payment of Gratuity Act, 1972.	As the financial implication depends on the total number of NPS subscribers their basic pay on the date of retirement/death, applicable rate of dearness allowance, number of years of qualifying service of employees concerned, the financial implication on extension of benefits provided in two OMs of DoP&PW referred at Para 2 of MHRD letter dated 12.02.2020 cannot be worked out. Further, in view of very limited internal income of the University, the liability on this part cannot met internally by the Autonomous Body.
		There are no Employees appointed before 01.01.2004 borne on CPF or EPF under Mizoram University for which Payment of Gratuity Act, 1972 is applicable.	However, Total financial implications (approx.) is Rs.15,52,720/- (Fifteen Lakhs Fifty Two Thousand Seven Hundred and Twenty). No liability (all or portion) could be met internally by Mizoram University.
	Yes	No CPF and EPF subscribers	As the financial implication depends on the total number of NPS subscribers their basic pay on the date of retirement/death, applicable rate of dearness allowance, number of years of qualifying service of employees concerned, the financial implication on extension of benefits provided in two OMs of DoP&PW referred at Para 2 of MHRD letter dated 12.02.2020 cannot be worked out. Further, in view of very limited internal income of the University, the liability on this part cannot met internally by the Autonomous Body.
	Regional University		

-1892-

				<p>However, Gratuity is paid out of Salary (36) B1 Head which is fully funded by UGC. the IRG is adjusted with the budget allocation under Recurring (31) salary items. Therefore, it may not be feasible internally meet the liability towards payment gratuity to NPS subscriber.</p> <p>As the financial implication depends on the number of NPS subscribers their basic pay on the of retirement/death, applicable rate of death allowance, number of years of qualifying service employees concerned, the financial implication extension of benefits provided in two OMs of DoF referred at Para 2 of MHRD letter dated 12.02. cannot be worked out. Further, in view of very little internal income of the University, the liability on part cannot met internally by the Autonomous Bo</p>
		University is established after 01.01.2004 in which NPS is applicable.	University has been established in the 2009, hence none of employees have been appointed before 01.01.2004.	
24	Tripura University			

17
1694-1111-
-474-
No. F. B-31 - Desk (U)
Government of India
Ministry of Human Resource Development
(Department of Education)

NPI

New Delhi, September, 11, 1986.

To the Secretary,
University Grants Commission,
Bahadur Shah Zafar Marg,
New Delhi.

Subject: Central Universities - Application of Central Government
rules about provident benefits - Provision in the
Statute of the -

I am directed to refer to the correspondence resting with
this Ministry's letter No. F. 20-3/82-Desk (U) dated July 16, 1984 P.14)
on the above subject and to say that it was suggested that all
Central Universities may be advised to make an enabling provision
in their respective statutes by which the benefits of Government
employees' provident fund may be extended to
the employees of the Central Universities without waiting for a
separate amendment to the statutes or incorporation of new provisions.
The matter has been further examined in consultation with
the Ministry of Law. In order to give effect to the above
suggestion it is proposed that a provision should be made in
the Statutes of all the Central Universities that any amendments
to the Central Govt. Rules relating to Central Provident Fund,
Employees' Provident Fund, Pension, Gratuity etc. shall be
binding on the amendments of the relevant provision of the
Statutes of the respective University on those matters.
From the date such amendments are brought into force
by the Central Government.

Therefore, I have advised the University Grants
Commission to bring this suggestion to the notice of
the Central Universities for making appropriate amendment
to their Statutes, etc.

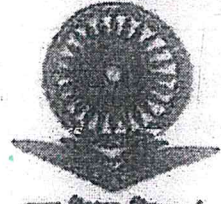
Yours faithfully,

(K. S. Pillai)
Secretary of the Govt. of



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission
विश्वविद्यालय, भारत सरकार
(Ministry of Education, Govt. of India)
बहादुरशाह जफर मार्ग- 110 002
Bahadurshah Zafar Marg, New Delhi-110002
Phone : 011-23604322,



सत्यमेव जयते

F.No.25-4/2007 (CU)

Reminder through email

16th July, 2021

Shri Ravi Shaker
Under Secretary (CU-VI/F&B)
Govt. of India
Department of Higher Education
Ministry of Education
Shastri Bhawan,
New Delhi-110 001

Subject:- Additional Relief on death/disability of Government and Death gratuity to the Employees of Autonomous Bodies/Organization covered under NPS-regarding.

Sir,

In continuation to this office letter of even no. dated 5.4.2021 (copy enclosed) on the subject mentioned above, the undersigned is directed to request you to extend the additional Relief on death/disability of Government and Death Gratuity to the Employees of Autonomous Bodies/Organization covered under NPS.

Encl as above

Yours faithfully,

(Signature)

(A.S.Sajwan)
Under Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission
- शिक्षा मंत्रालय, भारत सरकार
(Ministry of Education, Govt. of India)
महादुर्योधन मार्ग नई दिल्ली- 110 002
Bahadurshah Zafar Marg, New Delhi-110002
Phone : 011-23604322.



ज्ञान-विज्ञान विमुक्तये

F.No.25-4/2007 (CU) pt file-2

Reminder-1 Through email

16th September, 2021

Shri Ravi Shaker
Under Secretary (CU-VII/F&B)
Govt. of India
Department of Higher Education
Ministry of Education
Shastri Bhawan,
New Delhi-110 001

Subject:- Additional Relief on death/disability of Government and Death gratuity to the Employees of Autonomous Bodies/Organization covered under NPS-regarding.

Sir,

In continuation to this office letter of even no. dated 5.4.2021 and email letter dated 16.7.2021 (copies enclosed) on the subject mentioned above, the undersigned is directed to request you to extend the additional Relief on death/disability of Government and Death Gratuity to the Employees of Autonomous Bodies/Organization covered under NPS.

Encl as above

Yours faithfully,

(A.S.Sajwan)
Under Secretary



विश्वविद्यालय अनुदान आयोग
University Grants Commission

(शिक्षा मंत्रालय भारत सरकार)

(Ministry of Education, Govt. Of India)

बादुर शाह जफर मार्ग, नई दिल्ली- 110 002

Bahadur Shah Zafar Marg, New Delhi- 110 002

Phone: 011-23604322



ज्ञान-विज्ञान विभूषण

By E-mail / *Asst. Manager*

29 October, 2021

F.No.25-4/2007 (CU)

Shri Ravi Shanker
Under Secretary (CU-VII/F&B)
Govt. of India
Department of Higher Education
Ministry of Education
Shastri Bhawan,
New Delhi-110 001

Subject: - Additional Relief on death/disability of Government and Death gratuity to the Employees of Autonomous Bodies/Organization covered under NPS- regarding.

Sir,

I am directed to say that Ministry of Education vide letter No.F.19-1/2017-IFD dated 12.02.2020 and letter No.F.20-11/2019-CU-VII dated 18.11.2020 (copies enclosed) requested to furnish the complete information (CUs-wise financial implication) with specific reply on the observation made by department of expenditure regarding additional relief on death/disability of Government and death gratuity to the employees of autonomous bodies/organization covered under NPS.

In response to MoE letters as mentioned above, the UGC vide letter of even no. dated 05.04.2021 (copy enclosed) has furnished the required information and requested to extend the additional relief on death/disability of Government and death gratuity to the employees of autonomous bodies/organization covered under NPS. Subsequent reminders were sent vide this office letters of even no. dated 16.07.2021 and 10.09.2021. (copies enclosed)

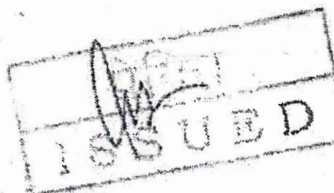
The most of the Central Universities including wife of Dr. Sanjeev Sharma, Registrar, Central University of Himachal Pradesh and dependent family members of other teaching and non-teaching staff who were expired during Covid pandemic have pressing hard to implement the additional relief on death/disability and family pension in terms DOP&WS O.M. No.38/41/06/P&PW(A) dated 05.05.2009 and O.M. No. 7/5/2012-P&PW(F) B dated 26.08.2016.

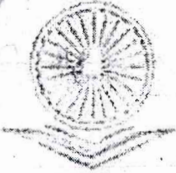
In view of above, It is again requested to convey the approval/decision in the above subject.

Encl: as above

Yours faithfully,
(Signature)

(A.S.Sajwan)
Under Secretary





मान-विमान विपुल्यं

प्रो. रजनीश जैन

सचिव

Prof. Rajnish Jain
Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission

Ministry of Education, Govt. of India

बहादुरशाह जफर मार्ग, नई दिल्ली-110002
Bahadur Shah Zafar Marg, New Delhi-110002

Ph : 011-23236288/23239337

Fax : 011-2323 8858

E-mail : secy.ugc@nic.in

Reminder-VII
Through email/By Special Messenger

1 DEC 2021

D.O.No.25-4/2007(CU)

December, 2021

- Ref: (i) To extend the benefits of additional relief on death/disability and Family Pension of Government Servants covered under the New Defined Contribution Pension System (NPS) to the Employees of Autonomous Bodies/Organization covered under NPS.
(ii) To extend the benefits of Retirement Gratuity and Death Gratuity of Government Servants covered under the new Defined Contribution Pension System (NPS) to the Employees of Autonomous Bodies/Organization covered under NPS-regarding

Sir,

I would like to draw your kind attention to our letter of even number dated 8.05.2019 and subsequent reminders dated 25.06.2019, 4.10.2019, 5.4.2021, 16.7.2021, 10.9.2021 & 29.10.2021 (copies enclosed) on the subject mentioned above. In reference to MoE letter No.20-11/2019-CU-VII dated 18.11.2020 the point wise reply has already been furnished vide UGC letter No. F.25-4/2007 (CU) dated 5th April, 2021 (copy enclosed). However, the concurrence of the Ministry of Education is still awaited.

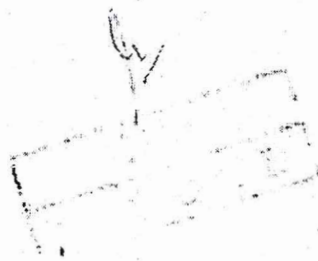
In view of above, you are once again requested to kindly look into the matter and issue instructions to extend benefits of (i) OM No.38/41/06/P&PW(A) dated 5th May, 2009 for grant of additional Relief on death / disability and Family Pension of Government servants covered under the New Defined Contribution Pension System (NPS) and (ii) OM NO.7/5/2012-P&PW(F)/B dated 26th August, 2016 for extension of benefits of Retirement Gratuity and Death Gratuity of Government servants covered under the New Defined Contribution Pension System (NPS) to the employees of Central Universities and colleges thereunder and Deemed to be Universities whose maintenance expenditure is met by the University Grants Commission (UGC) covered under the New Defined Contribution Pension System (NPS) as well as employees of UGC.

Yours sincerely,

(Prof. Rajnish Jain)

Encl: as above

Dr. Vineet Joshi
Additional Secretary
Govt. of India.
Ministry of Education
Department of Higher Education,
Shastri Bhawan,
New Delhi-110001.





विश्वविद्यालय अनुदान आयोग
University Grants Commission
शिक्षा मंत्रालय, भारत सरकार
(Ministry of Education, Govt. of India)
बहादुरशाह जफर मार्ग नई दिल्ली -110002
Bahadurshah Zafar Marg, New Delhi-110002
Phone : 011-23604322,



Reminder - V
Through Email

F.No.25-4/2007(CU)Vol.IV

May, 2022

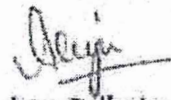
Shri Ravi Shanker
Under Secretary (CU-VII/F&B)
Govt. of India
Department of Higher Education
Ministry of Education
Shastri Bhawan
New Delhi-110001

Subject : To extend the additional relief on death/disability and Family Pension of Governments Servants covered under the new Defined Contribution Pension System (NPS) to the Employees of Autonomous Bodies/Organization covered under NPS.

Sir,

With reference to subject mentioned above the undersigned is directed to draw your attention to this office letters of even number dated 05.04.2021, 16.07.2021, 10.09.2021 and 29.10.2021 (copies enclosed). You are again requested to convey the approval/decision in the aforesaid subject matter.

Your faithfully,


(Dr. Anju Mohan Galhotra)
Under Secretary

Encl: as above



सत्यमेव जयते

F.No.25-4/2007 (CU)

विश्वविद्यालय अनुदान आयोग
University Grants Commission
विश्वविद्यालय, भारत सरकार

(Ministry of Education, Govt. of India)

बहादुर शाह जफर मार्ग नई दिल्ली- 110 002

BahadurshahZafarMarg, New Delhi-110002

Phone : 011-23604322,

Through email



ज्ञान-विज्ञान विमुक्तये

August, 2022

The Registrar,
All Central Universities
As per list attached.

23 AUG 2022

Subject: (i) To extend the benefits of additional relief on death/disability and Family Pension of Government Servants covered under the New Defined Contribution Pension System (NPS) to the Employees of Autonomous Bodies/Organization covered under NPS.

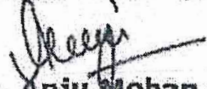
(ii) To extend the benefits of Retirement Gratuity and Death Gratuity of Government Servants covered under the new Defined Contribution Pension System (NPS) to the Employees of Autonomous Bodies/Organization covered under NPS-regarding

Sir/Madam,

The undersigned is directed to inform you that UGC has taken up the matter with the MoE vide letter of even-number dated 5.4.2021 and subsequent reminders dated, 16.7.2021, 10.9.2021 29.10.2021, 10.12.2021 and 19.05.2022 (copies enclosed) to extend the additional relief on death / disability and Family Pension of Governments Servants covered under the new Defined Contribution Pension System (NPS) to the Employees of Autonomous Bodies/Organization covered under NPS and to extend the benefits of Retirement Gratuity and Death Gratuity of Government Servants covered under the new Defined Contribution Pension System (NPS) to the Employees of Autonomous Bodies/Organization covered under NPS to all Central Universities also.

The matter is under consideration of MoE.

Yours faithfully,


(Dr. Anju Mohan Galhotra)
Under Secretary



सत्यमेव जयते

F.No.25-4/2007 (CU)

Shri Ravi Shankar,
Under Secretary, (Finance & Budget)
Govt. of India,
Ministry of Education,
Department of Higher Education,
New Delhi-110001.

विश्वविद्यालय अनुदानआयोग

University Grants Commission

शिक्षा मंत्रालय, भारत सरकार

(Ministry of Education, Govt. of India)

बहादुर शाहजफरमार्ग नई दिल्ली- 110 002

BahadurshahZafarMarg, New Delhi-110002

Phone : 011-23604322,

Reminder -VIII

Through e-mail



ज्ञान-विज्ञान विमुक्तये

October, 2022

20 OCT 2022

Subject: (i) To extend the benefits of additional relief on death/disability and Family Pension of Government Servants covered under the New Defined Contribution Pension System (NPS) to the Employees of Autonomous Bodies/Organization covered under NPS.

(ii) To extend the benefits of Retirement Gratuity and Death Gratuity of Government Servants covered under the new Defined Contribution Pension System (NPS) to the Employees of Autonomous Bodies/Organization covered under NPS-regarding

Sir,

With reference to subject mentioned above the undersigned is directed to draw your attention to this office letters of even number dated 5.4.2021 and subsequent reminders dated 16.7.2021, 10.9.2021, 29.10.2021, 10.12.2021, 19.05.2022 and 23.08.2022 (copies enclosed). You are again requested to convey the approval/decision to expedite the aforesaid subject matter.

Encl as above

Yours sincerely,

(Dr. Anju Mohan Galhotra)
Under Secretary