

Pension benefits

- 31 A member of Tier 1 shall be entitled to a monthly pension on his/her retirement, or on his/her permanent disability. On his/her death, a monthly benefits shall be payable to his/her surviving children and surviving spouse.

Retirement benefits to a member

- 32 A member of Tier 1 shall be entitled to pension if a minimum of 120 monthly contributions has been made to the Tier 1 account as per *clauses 17, 18 and 19* and the employee retires under the provisions of *clauses 33 and 34* of these Rules and Regulations.
- 33 A member of Tier 1 may be retired by the employers on attaining the minimum civil service retirement age. While the minimum civil service retirement age is 56 years (at present), the pension sustainable age of a member of Tier 1 shall be increased by two months each year until the pension sustainable age reaches to 60 years within 24 years as provided in the table annexed.
- 34 Full working period is taken as 30 years for the pension sustainable age of 56 years and shall increase proportionately with increase in the pension sustainable age as provided in table annexed.

Computation of Pension Benefits to a member

- 35 The amount of the member's pension payable shall be computed as follows:

(a) **Member's pension = $\frac{\text{Total Pension Points X 60\% of ACSSI for the previous year}}{\text{Full working period}}$**

- (b) In each financial year of employment, a member of Tier 1 is credited with a number of pension points equal to his/her covered annual salary for the Financial Year divided by the Average Annual Civil Service Salary Index.

Member's Pension Points (PP) = $\frac{\text{Annual Salary of a member}}{\text{ACSSI of the same financial year}}$

- (c) The total number of pension points on retirement, is the sum of the pension points (PP) credited during the period of membership in Tier 1 starting from the date of commencement/ joining the GEPF or commencement/joining the NPPFP, whichever is later.

Computation of Average Civil Service Salary Index (ACSSI)

- (d) For the period of 12 months ending on June 30 of each year, the total civil service salary paid to civil servants for the aforementioned 12-months period is divided by the total service. The number of civil servants actually worked in the same 12-months period is all added up resulting in total service.

ACSSI = $\frac{\text{Total civil service salary}}{\text{Total Service}}$

Maximum and Minimum pension benefits to a member

36 The maximum retirement pension shall be two hundred (200) percent of the ACSSI.

37 The minimum retirement benefit payable is thirty (30) percent of ACSSI.