FINANCE DEPARTMENT

DEMAND No. 50

Pension and Other Retirement Benefits

POLICY NOTE
2021 - 2022

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DEMAND No.50

PENSION
AND OTHER RETIREMENT BENEFITS

POLICY NOTE FOR 2021-2022

Initially, State pensioners in Tamil Nadu were governed by the Civil Services Regulations, 1889. The Madras Pension Code was applied and it was replaced by the Tamil Nadu Pension Rules, 1978 from 01-01-1979. This pension scheme covers all employees recruited prior to 01-04-2003. At present there are **3,44,834** employees in Government who are covered under the Old Pension Scheme. In addition, there are **7,31,559** Pensioners and Family Pensioners receiving pension and family pension under the Scheme. Demand No.50 provides for a total expenditure of **Rs.28,250.59 Crore** towards pension and other pensionary benefits under the following major categories:

Sl. No.	Details	Number
1.	State Civil Pensioners	4,03,590
2.	Teacher Pensioners	65,514
3.	Civil Family Pensioners	2,14,931
4.	Teacher Family Pensioners	26,598
5.	Other category Pensioners including Ex-Gratia Pensioners	20,926
	Total	**7,31,559**

Employees who are recruited on or after 01-04-2003 are enrolled under Contributory Pension Scheme. At present **5,88,166** employees are covered under Contributory Pension Scheme. Further 22,893 employees recruited after 01.04.2003 have exited from the Contributory Pension Scheme on attaining the age of superannuation and other reasons.

CONTRIBUTORY PENSION SCHEME

2. Introduction

(i) The State Government have implemented Central scales of pay to its employees w.e.f 01-06-1988 based on the recommendations of the Fifth Tamil Nadu Pay Commission. Consequently, the pension of the retired employees were revised based on the revised pay scales applicable to the post held by the employees concerned. The fiscal burden became unsustainable due to increasing salary and pension expenditure and this constrained the resources available for public welfare and infrastructure expenditure.

(ii) A High Level Expert Group (HLEG) was set up by the Government of India on 26-06-2001 under the Chairmanship of Thiru. B.K. Bhattacharya, Chief Secretary (Retired), Government of Karnataka to make recommendations for restructuring the pension scheme. The High Level Expert Group (HLEG), in its report submitted in February, 2002, suggested a new hybrid scheme that combines contributions from employees and the Government on matching basis, on the one hand, while committing to the employees a defined benefit as pension. The objective of the Government of India was to design a scheme for new entrants to Government service where the contribution is defined, with the infrastructure being created capable in course of time of serving other groups like State Government employees, middle class self-employed people and even those in the lower income bracket amongst the unorganized sector.

(iii) Following the Government of India's initiative on pension reform, an announcement was made in the Tamil Nadu Budget for 2002-2003 as below:

> ***"Tamil Nadu has the highest pension-related commitments when compared to other States in the country. It is also one of the fastest growing components of the total revenue expenditure. It has already been announced that all employees recruited from December 1, 2001, will be governed by a new contributory pension scheme similar to the one being formulated by the Union Government."***

(iv) As a follow up action to the Budget announcement, the Contributory Pension Scheme (CPS) was introduced for the employees of the State Government recruited on or after 01.04.2003 Vide G.O.(Ms) No.259 Finance (Pension) Department, dated 06.08.2003. Accordingly, employees who were recruited on or after 01.04.2003 have been brought under the CPS. Further, in G.O.(Ms)No.304 Finance Dept., dated: 27.5.2004, necessary amendments have also been issued to make the Tamil Nadu Pension Rules, 1978 non-applicable to the persons covered under Contributory Pension Scheme.

3. Methodology of CPS

(i) Employees who have joined on or after 1-4-2003 are enrolled under the Contributory Pension Scheme. A subscription at the rate of 10% of basic pay, dearness pay plus dearness allowance is being recovered from the employees who joined in Government service on or after 01-04-2003. Under this scheme, the Government also makes an equal contribution. The Commissioner, Government Data Centre is maintaining the accounts of the Contributory Pension Scheme.

(ii) There are about 5,88,166 Government, Aided Educational Institutions and Local Body employees covered under this scheme and a sum of Rs.46,052 crore has been accumulated including interest in the Public Account as on 30-06-2021.

4. Interest rate for CPS accumulation

Interest is currently being sanctioned for the CPS accumulation at the same quarterly rate as applicable to GPF accounts. At present, the rate of interest sanctioned for GPF for the period from 01.04.2021 to 30.06.2021 is 7.1 percent. This rate is lower than the returns earned under various pension fund manager accounts in the National Pension Scheme architecture.

5. Investments made from CPS accumulations

At present, the accrued amount under CPS has been invested in the Life Insurance Corporation Superannuation Fund (Rs.28,725.32 crore) and Auction Based Treasury bills (Rs.16,500 crore). These investments earn a much lower interest although the Government pays interest on the CPS accumulation as per the applicable rates for GPF. This negative carry has invited C&AG audit objections which have pointed out huge financial loss to Government and also the loss to employees who could have accrued higher benefits if the balances were invested in an institutional framework.

6. Settlement so far made under CPS retirees

Employees recruited after 01.04.2003 and enrolled under CPS have already started retiring. In the absence of an annuity scheme for such retirees, the Government as an interim measure authorized that the accumulated balances of the employee and Government contribution along with interest thereon can be settled in one lumpsum vide G.O.Ms.No.59 Finance (PGC) Department, dated 22.02.2016. The Government has so far authorized a sum of Rs.1,240.28 crore towards CPS final settlement claim of 22,893 employees who have retired/ resigned, expired or terminated from service as on 31-07-2021. This is an acceptable system for those with less than 10 years of service as they would have low accumulations and hence low annuities and traditionally the minimum qualifying service for pension is ten years. As the period has lengthened without clarity on annuity payments, the retirees will be put to greater insecurity. Hence clarity on handling of the contributed balances under Contributory Pension Scheme is urgently required.

7. Contributory Pension Scheme to Local Bodies

The Government issued orders in G.O.Ms.No.260 Finance (PGC) Department, dated 15-10-2015 designating the Commissioner of Treasuries and Accounts as the State Nodal Officer for implementing the Contributory Pension Scheme for the Employees of Municipal Corporations, Municipalities, Town Panchayats and Panchayat Unions. A software application for Local Bodies has been developed and the related data are being maintained.

8. National Pension System (NPS) for All India Service Officers in Government of Tamil Nadu

The National Pension System (NPS) has been implemented for the All India Service (AIS) Officers Tamil Nadu cadre appointed on or after 1-1-2004. The Government of Tamil Nadu signed an agreement on 28-6-2017 appointing National Securities Depository Limited (NSDL) as Central Record Keeping Agency (CRA) for the National Pension System (NPS) and the NPS Trust of the Pension Fund Regulatory and Development Authority (PFRDA) as the Trustee Bank, Pension Fund Manager (PFMS) and Annuity Service Provider (ASP) for operationalizing the National Pension System (NPS) for All India Service (AIS) Officers of Tamilnadu cadre. A sum of Rs.28.73 crore has been transferred to National Pension Scheme Trust (NPS Trust) towards subscription amount and Government contribution for All India Service Officers upto 31-07-2021.

9. National Pension System Architecture

The National Pension System (NPS) offers following important features to help subscribers save for retirement.

(i) The NPS came into operation as the New Pension System with effect from 01.01.2004 and is applicable to all new entrants to Union Government service except one Armed Forces, joining Government service on or after 01.01.2004. With the extension of the scheme to all citizens from 01.05.2009, it became the National Pension System.

(ii) The NPS works on a defined contribution basis; and has two tiers – Tier I and Tier II;

(iii) Tier-I is a pension account and is mandatory for all Government employees joining Government service on or after 01.01.2004. In Tier I, Government employees contribute 10% of Basic Pay, Dearness Pay and DA which will be deducted from his salary bill every month. The contribution has since been increased to 14 percent based on the 7th Pay Commission recommendations. The Government will make an equal matching contribution. Tier-I, initially non-withdrawal account, now became a partially withdrawable account;

(iv) Tier II account – made available from 01.12.2009, is a voluntary savings account similar to GPF. An active Tier-I account is a pre-requisite for opening of a Tier-II account. Tier-II contributions are kept in a separate account that can be withdrawn at the option of subscribers;

(v) The existing provision of Defined Benefit Pension and GPF would not be available to new Government servants joining Union Government service on or after 01.01.2004;

(vi) Till the regular Central Record keeping Agency and Pension Fund Managers were appointed and the accumulated balances of each individual transferred to them, the contributions made by the Government employees were kept in the Public Account. Till the formation of regular Central Record Keeping Agency, the Central Pension Accounting Office (CPAO) functioned as the Central Record Keeping Agency;

(vii) A subscriber can open an NPS account through their Drawing and Disbursing Officer / Pay and Accounts Officer (Treasury Officer) or through the online platform eNPS or through anyone of the Points Of Presence

(POP) and get a Permanent Retirement Account Number (PRAN);

(viii) Subscribers can choose their own investment option and pension fund;

(ix) Subscribers can operate their account from anywhere in the country, even if they change their location, job or their Pension Fund Manager, thereby providing portability;

(x) Subscribers can exit at or after the age of 60 years from Tier I of the Scheme. At exit, it would be mandatory to invest 40% of the pension wealth to purchase an annuity (from an IRDA regulated Life Insurance Company), which will provide the pension for the life time of the employee and his/her dependents. In case of subscribers who leave the scheme before attaining the age of 60, the mandatory annuitisation would be 80% of the pension wealth;

(xi) NPS is regulated by PFRDA, with transparent investment norms and regular monitoring of the performance of fund managers by the NPS Trust.

(xii) Pension Fund Regulatory and Development Authority (PFRDA) regulates and develops the pension market;

The Government of India has issued orders in 2016 that the Union Government employees covered under the National Pension System shall be eligible for benefit of "Retirement Gratuity and Death Gratuity on the same terms and conditions as are applicable to employees covered by Central Civil Service (Pension) Rule, 1972. Further, Government of India has also decided to fix the minimum pension of Rs.9000/- per month for Government employees who are covered under the National Pension System. The employee and employer contributions have also been enhanced to 14% with effect from 01.04.2019 based on the recommendations of the Seventh Central Pay Commission.

10. Implementation of NPS in various States at a Glance

Government of India introduced NPS w.e.f. 01.01.2004 for Union Government employees and the outstanding accumulations were transferred to the Pension Fund Trust w.e.f. 29.03.2008.

The details of States who have implemented NPS are as below:

Name of the State	Date of Adoption
Andhra Pradesh	01-09-2004
Arunachal Pradesh	01-01-2008
Assam	01-02-2005
Bihar	01-09-2005
Chhattisgarh	01-11-2004
Goa	05-08-2005
Gujarat	01-04-2005
Haryana	01-01-2006
Himachal Pradesh	15-05-2003
Jammu & Kashmir	01-01-2010
Jharkhand	01-12-2004
Karnataka	01-04-2006
Kerala	01-04-2013
Madhya Pradesh	01-01-2005
Maharashtra	01-11-2005

Name of the State	Date of Adoption
Manipur	01-01-2005
Meghalaya	01-04-2010
Mizoram	01-09-2010
Nagaland	01-01-2010
Odisha	01-01-2005
Punjab	01-01-2004
Rajasthan	01-01-2004
Sikkim	01-04-2006
Telangana	01-09-2014
Uttar Pradesh	01-04-2005
Uttarakhand	01-10-2005
Tripura	01-07-2018

All States except West Bengal have joined National Pension Scheme. Tamil Nadu has implemented a Contributory Pension Scheme w.e.f.01.04.2003 i.e. even before the NPS came into being, but has not formulated any guidelines to transfer the outstanding amount to the National Pension Trust so far.

11. Constitution of Expert Committee

An Expert Committee was constituted by the Government of Tamil Nadu in the year 2016 to examine the feasibility of implementing the demand of various Government employees/Associations for continuing the existing defined benefit Pension Scheme and make recommendation on the possible option to Government for appropriate decisions. The said Committee has submitted its report to Government on 27.11.2018, which is under examination.

12. Observation in Comptroller and Auditor General of India's Report

In the Audit report for the year ended on 31st March 2018 it has been pointed out that additional expenditure of Rs.797.12 Crore is incurred by the State Government due to less interest received from the short investment of the fund amount and investment on Treasury bills during the period 2015-2018.

The long delay in taking a decision on how to proceed with the employee and Government contributions to the Contributory Pension Fund is causing considerable financial loss to employees and subjects them to financial insecurity. At the same time, the Government is also facing additional financial cost of more than Rs.1200 Crores a year now in terms of negative interest carry. Hence an early decision on this issue considering all dimensions and including the observations of the C&AG and the recommendations of the Expert Committee will be taken soon.

Defined Benefit Pension Scheme [Old Pension Scheme]

The benefits availed by a retiring Government Employee under Defined Benefit Pension Scheme are as follows:

13. Pension

(i) A minimum qualifying service of 10 years is necessary to become eligible for Pension. The minimum qualifying service of 30 years is required to become eligible for full Pension. Further, Pension is being determined based on 50% of pay last drawn at the time of retirement or 50% of average emoluments drawn during the last 10 months of service rendered whichever is higher.

(ii) Minimum pension of Rs.7,850/- per month has been fixed with effect from 01-10-2017.

14. Additional Pension / Additional Family Pension

The Pensioners / Family Pensioners drawing Additional Pension / Additional Family Pension are as follows:

Sl. No.	Age of Pensioner / Family Pensioner	Additional quantum of Pension/Family Pension	No. of Pensioners / Family Pensioners as on 01-06-2021
1.	From 80 years to 84 years	20% of revised basic pension / family pension	43,050
2.	From 85 years to 89 years	30% of revised basic pension / family pension	24,503
3.	From 90 years to 94 years	40% of revised basic pension / family pension	6,282
4.	From 95 years to 99 years	50% of revised basic pension / family pension	1,020
5.	100 years or more	100% of revised basic pension / family pension	138
		Total	**74,993**

15. Pension to Staff of Aided Educational Institutions including Local Bodies

The Staff of aided educational institutions and local bodies are allowed the same pensionary benefits as available to State Government employees.

16. Retirement Benefits for Employees both under Defined Benefit Pension Scheme and Contributory Pension Scheme

Encashment of Earned Leave, Encashment of the Unearned Leave on Private Affairs and Transfer Travelling Allowance are allowed for going to native place or to any other place where an employee wishes to settle down after retirement.

17. Gratuity under Defined Benefit Pension Scheme

(i) Service Gratuity

Service Gratuity is admissible for those who have put in less than 10 years of qualifying service. This is a lumpsum payment for the service rendered in addition to the Retirement Gratuity admissible.

(ii) Death Gratuity

In the event of death in harness, Death Gratuity is admissible at the following rates with effect from 01-10-2017:-

Sl. No.	**Length of Service**	**Rate of Gratuity**
1.	Less than one year	Two times of monthly emoluments
2.	One year or more but less than five years	Six times of monthly emoluments
3.	Five years or more but less than eleven years	Twelve times of monthly emoluments
4.	Eleven years or more but less than twenty years	Fifteen times of monthly emoluments
5.	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 monthly emoluments provided that the amount of Death Gratuity in no case exceeds Rs.20 lakh.

(iii) Retirement Gratuity

A Government servant who has completed 5 years of qualifying service and above is granted Retirement Gratuity on his/her retirement. In respect of employees retired on or after 01-04-1998, gratuity is calculated based on basic pay and dearness allowance last drawn. The ceiling limit of Death Gratuity / Retirement Gratuity is Rs.20 lakh with effect from 01-01-2016.

18. Family Pension under Defined Benefit Pension Scheme

(i) Family pension is payable to a family of a Government servant or a retired government servant who has completed continuous qualifying service for a period of not less than one year and died on or after 1st April 1979.

(ii) The revised family pension shall not be lower than 30% of the minimum of the pay in the prescribed Level in the Pay Matrix corresponding to the pre-revised pay scale / pay band and grade pay from which the pensioner had retired as per G.O.Ms.No.313 Finance (Pay Cell) Department, dated 25-10-2017.

(iii) The minimum family pension payable is Rs.7,850/- per month with effect from 01-10-2017.

19. Ex-Gratia Payment

At present ex-gratia payment of Rs.645/- per month has been granted along with Dearness Allowance at the rate of 304 percent with effect from 1st July 2019 to the families of deceased Contributory Provident Fund / Non-Pensionable Establishment beneficiaries of State Government and the employees of former District Board who had retired / died in harness prior to 1st January 1986 and who are not eligible for family pension.

20. Commutation of Pension

Pensioners are eligible to commute pension upto $33^1/_3$ % of pension and receive a lumpsum payment. This concession has been extended in the case of voluntary retirement also. Even after commutation of pension, Dearness Allowance is allowed on the commuted portion of pension.

21. Dearness Allowance

The Pensioners / Family Pensioners are paid Dearness Allowance at par with the serving employees of the Government and are also allowed to Provisional Pensioners / Family Pensioners.

22. Medical Allowance

Pensioners / Family Pensioners are allowed to draw medical allowance of Rs.300/- per month with effect from 01-10-2017 and are also allowed to Provisional Pensioners / Family Pensioners.

23. Pongal Prize

A lumpsum Pongal Prize amount of Rs.500/- has been sanctioned to all Government Pensioners those who retired from the categories of 'C' and 'D' Group including all 'C' and 'D' Group Pensioners of Aided Educational Institutions, Local Bodies, Ex-Village Establishment (Ex-Village Officers and Village Servants / Assistants), ad-hoc pensioners of all categories and to all Family Pensioners irrespective of the Groups from which Pensioners / Deceased Government employee had retired / died while in service.

24. Festival Advance

Pensioners are being given festival advance of Rs.4,000/- with effect from 02-08-2019.

25. Pensioners' Family Security Fund Scheme

(i) The Government is implementing the Tamil Nadu Government Pensioners' Family Security Fund Scheme with effect from 01-01-1997. Under this scheme in case of death of Pensioner after one month of contribution to the fund, a sum of Rs.50,000/- is paid to the eligible family members or nominee of the pensioners.

(ii) Due to large number of claims pending for settlement under Family Security Fund and the subscription amount collected from the pensioners is not sufficient for payment of pending claims. The Government sanctioned a sum of Rs.25 Crore as advance from the Government to TNPFSF recoverable over five years without interest to settle the backlog claims and also enhanced the subscription amount under the scheme from Rs.80/- p.m. to Rs.150/- p.m.

(iii) From the inception of this scheme, a total number of 2,26,349 families have benefited and a sum of Rs.834.25 crore has been disbursed to the members of the families of deceased pensioners upto 31.07.2021.

26. Tamil Nadu Government Employees Special Provident Fund Cum Gratuity Scheme

(i) This Scheme was introduced with effect from 01-04-1984. A monthly subscription of Rs.20/- per month was being recovered from Government employee for 148 months and the total subscription is being repaid along with interest accrued thereon at the time of retirement with Government contribution of Rs.10,000/-.

(ii) After introduction of the new scheme Tamil Nadu Government Special Provident Fund cum Gratuity Scheme, 2000 from 01-10-2000, the enrolment of employees in the old scheme had ceased. However, the employees who had already been enrolled under the earlier scheme are being paid the monetary benefits continuously at the time of their retirement. Further, all regular Government employees in service upto 30-09-2000 were allowed to opt and subscribe Rs.50/- per month till one month prior to the date of retirement which is refundable along with interest accrued thereon.

(iii) This Scheme was made compulsory to all the employees appointed on or after 01-10-2000 and the subscription was fixed as Rs.70/- per month. The total subscription is refunded with interest at the time of retirement with Government contribution of Rs.10,000/-.

27. THE EXPENDITURE ON PENSION AND RETIREMENT BENEFITS OVER THE PAST YEARS HAS BEEN AS FOLLOWS:

Year	Total Expenditure on Pension and other retirement benefits (Rs. in crore)	Expenditure on pension as a percentage of total revenue receipts
2005-2006	4,488.83	13.22
2006-2007	5,461.68	13.35
2007-2008	6,038.96	12.71
2008-2009	7,776.21	14.13
2009-2010	8,439.24	15.11

Year	Total Expenditure on Pension and other retirement benefits (Rs. in crore)	Expenditure on pension as a percentage of total revenue receipts
2010-2011	11,855.27	16.89
2011-2012	12,687.97	14.89
2012-2013	13,248.08	13.41
2013-2014	14,934.37	13.82
2014-2015	17,528.06	14.32
2015-2016	18,490.89	14.33
2016-2017	20,176.74	14.39
2017-2018	22,432.23	15.34
2018-2019	29,710.58	17.10
2019-2020	30,219.77	17.32
2020-2021 **(RE)**	27,696.39	15.33
2021-2022 **(IBE)**	35,250.89	16.09
2021-2022 **(RBE)**	28,250.59	13.95

28. e-PENSION

A web-enabled software to process the pension payment and to have a Centralized Database of the pensioners has been implemented in all the Districts and Pension Pay Office, Chennai. Under this scheme, the monthly pension and other retirement benefits to the pensioners are now credited directly to the bank account of pensioners through Electronic Clearing Service / Regional Electronic Clearing Service. Further, migration of pension related information from Accountant General's database into the e-pension Central Server is being done to ensure data accuracy and saving of time and resources.

29. Mustering of Pensioners

Considering the difficulties of the Pensioners / Family Pensioners, initiatives have been taken to simplify the annual mustering process by incorporating the provision of biometric identification through Finger Print Reader with the help of NIC. Aadhaar numbers are being linked with the pensioner's data at the time of annual mustering.

In view of the extraordinary circumstances caused by the COVID-19 pandemic, orders have been issued exempting the pensioners/family pensioners for the appearing of Annual Mustering Process including furnishing of Life Certificate for the year 2021.

30. Digitization of Pension Records

The work of digitization of the Pension Payment Orders and other records of the Pensioners attached to the Pension Pay Office, Chennai and all Treasuries and to link it with the web enabled e-pension software. Government has sanctioned a sum of Rs.95.53 lakh towards digitization of pension records by the office of the Accountant General (A&E) Chennai for the Phase-I and accorded administrative sanction for the Phase-II for Rs.124 lakh and work is under progress with Office of Accountant General, Chennai. A sum of Rs.43.44 lakh has so far been sanctioned for the above purpose.

31. Pensioners' Portal

Orders have been issued for the creation of Pensioners' Portal in G.O.Ms.No.359 Finance (Pension) Department, Dated 07-12-2017. Website and necessary software application has been created. This Portal was launched on 18-01-2019. In this portal, details like pension drawn particulars, commutation restoration, additional pension, New Health Insurance Scheme, etc. are being provided. This portal will facilitate the pensioners to access all relevant information by themselves.

32. New Health Insurance Scheme, 2018 for Pensioners (including Spouse) / Family Pensioners Covered under Defined Benefit Pension Scheme

(i) The New Health Insurance Scheme-2014 for Pensioners (including spouse)/ Family Pensioners is being implemented from 01-07-2014. The Government have extended this Scheme with some additional features for a block period of four years covering the period from 01-07-2018 to 30-06-2022. This Scheme is being implemented through United India Insurance Company Limited, a Public Sector Undertaking. Under the new Scheme, the ceiling on medical assistance has been enhanced from Rs.2 lakh to Rs.4 lakh for availing approved treatments and surgeries undertaken.

(ii) Under the new scheme, medical assistance has been enhanced to the maximum limit of Rs.7.50 lakh for certain diseases / treatments.

(iii) The upper limit of medical assistance for cataract surgery is fixed at Rs.20,000/- per eye. In respect of hysterectomy, (uterus removal surgery) the upper limit of medical assistance is Rs.45,000/-.

(iv) The coverage of medical assistance under this new scheme has been extended to Emergency Care and cases following an accident, where the patient avails approved treatment/undergone surgery in a Non-network hospital. Under this Scheme, 114 treatments and surgical procedures are covered on cashless basis through 1168 network hospitals located in Tamil Nadu, Puducherry, Thiruvananthapuram, New Delhi and Bengaluru. The annual premium payable by the Government to the United India Insurance Company Limited is Rs.3,800/- per pensioner / family pensioner, per annum for the block period of four years from 01-07-2018 to 30-06-2022. The annual premium initially paid by the Government is recovered from the pensioner / family pensioner at Rs.350/- per month by deduction in monthly pension/family pension from the month of July 2018. The excess premium including Goods and Services Tax over and above the amount recovered will be borne by the Government / Government Organisation.

(v) During the four year period i.e., from 01-07-2014 to 30-06-2018, a total of 2,01,285 beneficiaries have availed medical assistance to the tune of Rs.578.01 crore.

(vi) After extending this Scheme from 01-07-2018 to 31-08-2021, a total of 1,85,266 beneficiaries have availed medical assistance to the tune of Rs.720.24 crore.

(vii) Further, Government has accorded permission to extend this Scheme mutatis mutandis to pensioners / family pensioners of the Local Bodies, Statutory Boards, State Public Sector Undertaking, Universities and willing State Government Organisations/ Institutions, where pension/family pension is being paid from their own fund and capable of bearing the employer share of the premium without financial liability befalling on the State Budget.

(viii) In addition, for the treatment of COVID-19 under the New Health Insurance Scheme for Pensioners, a Corpus Fund has been created with a sum of Rs.2.5 Crore. A sum of Rs.17.50 Crore has been sanctioned so far.

33. Directorate of Pension

The Government established the Directorate of Pension with effect from 01-09-1994. This Directorate is now headed by a Director who is in the rank of Additional Secretary to Government, Finance Department. The major activities of this Directorate are as follows:

(i) Redressal of the grievances of the State Civil and Teacher pensioners.

(ii) Settlement of pensioners' grievances through Pensioners' Adalat.

(iii) Attending to the clarifications sought for by the pensioners.

(iv) Administering and implementing the Tamil Nadu Government Industrial Employees Provident Fund Scheme for Government Departments.

(v) Settlement of old cases under the Tamil Nadu Government Pensioners' Health Fund Scheme, 1995 for Pensioners / Family Pensioners.

(vi) Administering and implementing Tamil Nadu Government Pensioners' Family Security Fund Scheme, 1997 for Family Pensioners.

(vii) Estimating, Reconciling and Controlling Authority for Tamil Nadu Government Employees Special Provident Fund cum Gratuity Scheme, 1984 and 2000.

(viii) Preparation of Budget Estimate of pay and allowances and other benefits in respect of serving employees in the Directorate of Pension and reconciliation of departmental accounts with Pay and Accounts Office and Accountant-General.

(ix) Administering and implementing Tamil Nadu Social Security Scheme, 1974 for unorganized daily wages, labourers and Public.

34. Redressal of the Pensioners Grievances

The petitions received from Pensioners / Family Pensioners in various Districts, through Chief Minister's Special Cell and under Right to Information Act are given due attention for immediate settlement of pensioners' grievances.

35. District Collectors Pensioners' Grievances Day Meeting

The District Collectors conduct Pensioners' Grievances Day Meeting once in four months in their districts. The Director or Joint Director attends these meetings and assist in the expeditious disposal of such grievance petitions in the Districts. The pension benefit proposals pending with the Office of the Accountant-General are also followed up by this Directorate to speed up settlement. As a follow up action, the concerned Heads of Departments are addressed in respect of the Districts grievance petitions, department-wise meetings are conducted periodically with departmental officials to review the progress on settlement of these grievance petitions.

36. Pension Adalat

Pension Adalat consists of the Director of Pension, officers from concerned Departments in the Secretariat, Heads of Departments and representative of the Accountant-General to execute directions and follow up action on the Pension Adalat upon settlement of Pensioners' grievances put forth before the authority. The Adalat meeting is held every month. Out of 456 cases enquired 258 cases have been settled.

37. Guide to Pensioners

A Guide to Pensioners showing information about pension and other retirement benefits, orders issued by Government from time to time and guidelines to send pension / family pension proposals has been displayed on the website **www.tn.gov.in/dop.** The Directorate of Pension may be contacted through e.mail at **dop@tn.nic.in**.

38. Computerisation of Pension Directorate

Family Security Fund Scheme has been fully computerized by which necessary data is fed, processed and output is generated in the form of sanction proceedings. Similarly, the Industrial Employees Provident Fund Scheme, 1969 has also been computerized and the amount is being credited to the individual's Savings Bank Account through the National Electronic Fund Transfer payment system (NEFT).

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