

For Ex-Gratia:

- i) 35 day of salary for each completed year of service PLUS 25 day salary for year of service left until superannuation age of 60 years.
- ii) Fraction of a year of service rendered / left calculation of ex-gratia shall be made on pro-rata basis.

Formula:

- a. Ex-gratia for completed service:  $((\text{Last Pay} + \text{DA})/30) \times 35 \times (\text{Completed years of Qualifying service} + \text{Completed Months of Qualifying Service} / 12 + (\text{Completed Days of Qualifying Service} / 30) / 12)$  {Rounded off to nearest two digits}
- b. Ex-gratia for remaining service:  $(\text{Last Pay} + \text{DA})/30 \times 25 \times (\text{years of service Left} + \text{Left Months}/12 + (\text{Left Days}/30)/12)$  {Rounded off to nearest two digits}

Total Ex-gratia = a. + b. [To be rounded off to the next higher rupee as per prevailing GOI guidelines in respect of Pension + Gratuity]

However, this Gratia compensation shall not exceed the sum of salary that the employee would draw at the existing level (BP + DA on the effective date of voluntary retirement) during the service period left till superannuation from the effective date of Voluntary retirement.

Qualifying service to be calculated in accordance with CCS Pension Rules-1972.

Further, in respect of employees absorbed in BSNL under Rule 37A of CCS Pension Rules, 1972 and who opted for combined service pension the Ex-gratia together with total amount of Pension the employee would be drawing for the balance period till date of superannuation does not exceed 125% of the sum of salary (BP + DA) at prevailing level that the employee would have drawn till superannuation from the effective date of VRS.

In case of employees regularised through TSM scheme, for ex-gratia calculation, 50% of their total length of service as TSM will be counted.

*Barlas*  
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