

Extending Pension--cum--Gratuity Scheme To  
the teaching and non-teaching staff of the  
non-Agricultural Universities and the affiliated  
non-Government Colleges.

GOVERNMENT OF MAHARASHTRA  
Education and Employment Department  
Resolution No. NGC-1283 / ( 865 ) - UNI-4,  
Mantralaya Annexe, Bombay-400 032  
Dated the 21st July, 1983.



**RESOLUTION :-** The question of application of Pension, Gratuity and other retirement benefits to the teaching and the non-teaching staff in the non-Government Colleges and the non-Agricultural Universities was under the consideration of Government for some time past. Government is now pleased to direct that the Pension, Gratuity and other retirement benefits admissible to the Maharashtra State Government servants under the The Maharashtra Civil Services ( Pension ) Rules, 1982, including the Family Pension, 1964 contained there in should be made applicable to the full time approved teaching and the non-teaching staff in recognised aided non-Government Arts, Science, Commerce and Education Colleges and the non-Agricultural Universities in the state who retired or retire on or after 1st October, 1982

2. ( 1 ) For the purpose of this scheme

( a ) A non-Government College includes the Arts, Science, Commerce and Education Colleges managed by a private body, recognised by the Department of Education and affiliated to a non-Agricultural University in the State and which receive grant-in-aid from a competent authority. The colleges managed by corporate bodies stand excluded from the purview of this scheme.

( b ) An employee means a full-time professor, Reader, Lecturer, Demonstrator, Tutor, Masthod Master, Registrar, Deputy Registrar, Superintendent, Head Clerk, Sr. Clerk, Jr. Clerk, Peons and other categories as are working in the non-Government Colleges, as well as Universities in the pattern approved by the State Government and included in the Salary payment Scheme operated through the State Government.

( ii ) ( a ) The employees who were in service in the non Government Arts, Science, Commerce and Education Colleges and the non-Agricultural Universities in the State as on 30-9-1982 and are eligible for Contributory provident Fund Scheme will have to give an option to elect either to continue under the contributory provident Fund Scheme or to come under this scheme. The employees who have retired on or after 1st October, 1982 will also be eligible to exercise the option. The option should be exercised in writing before 31st January, 1984 in the form prescribed as an Annexure 'A' appended to this Resolution. The same should be communicated to the Director of Education ( Higher Education ), Maharashtra State, Pune, the Administrative Officer, ( Higher Education ) Grants of the Region concerned and also to the Management of the College concerned. The employees who do not exercise the option within the stipulated period shall be deemed to have opted for retention of the benefits admissible to them prior to 1-10-1982.

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Where an employee has died on any date between 1st October, 1982 and 31st January, 1984 without exercising any option, his family should be given the benefit of Pension Scheme or the benefit of Contributory Provident Fund whichever is more beneficial. The Regional Administrative Officer concerned should work out the benefits admissible under both the alternatives after taking into account the quantum of Contributory Provident Fund as well as the Family Pension and prepare pension papers accordingly.

(b) The employees who have opted for the Pension Scheme may be allowed to credit to their Provident Fund maintained by the Private managements their own contributions under the Contributory Provident Fund in future. On the retirement, the amount of contribution made by the employees together with interest standing to their credit in the Provident Fund Account should be paid to them. Detailed guide-lines in this regard will be issued by Government in due course. The amounts of contribution paid by the Managements of the non-Government Colleges and the non-Agricultural Universities together with interest there on standing at the credit of the employees opting for the pension scheme on the date prescribed for giving such an option, should be credited to the State Government under the head of account "XLVIII Contributions and recoveries towards Pension and other retirement benefits" after correctness of the accounts are verified and certified by the Officers concerned viz, Administrative Officer of the region concerned. The employees recruited on or after 1st October, 1982 should automatically be governed by the Pension Scheme. Such employees will not be allowed to opt for the Contributory Provident Fund Scheme.

(c) The employees who have completed more than 2 years of continuous service in a clear vacancy will be treated as holding permanent posts substantively for the purpose of this scheme and the University and College authorities will have to issue suitable instructions in the matter.

(d) In computing the length of qualifying service for pension under this scheme all previous service in a clear vacancy whether temporary officiating or permanent either in one or more than one aided non-Government Arts, Science, Commerce and Education Colleges as well as the non-Agricultural Universities in the State the aided non-Government higher Secondary schools as well as the aided Secondary schools in the State shall be taken into account, subject to the general conditions that the period of break in service does not exceed 6 months in all and that the break has already been condoned by the competent authority and further the pay of such employee has been fixed accordingly after taking into consideration the various orders issued by Government from time to time.

The termination of service due on fault of the employees or on account of the circumstances beyond the control of the employee will not be counted as break if the services of the employee have been terminated on disciplinary ground after following the prescribed procedure such a break, cannot be condoned and the services rendered by the employee in the College or the University from which his services are so terminated on disciplinary ground will not be accounted for the pension.

(e) The employees who have been taken by the Management on their own establishment should be held eligible for the benefits of pension, gratuity provided such persons were originally appointed as employees of a recognised aided non-Government College and have put in minimum service of 5 years as teachers or a non-teaching employee of a College and are reverted back to their parent cadre. They should opt for the benefit of the Pension-cum-gratuity before 31st January, 1984. The services rendered by such employees in the Management's Office will be counted for pension as a special case. This concession will not be applicable to the employees who will be appointed to posts in the Managements on or after the date of issue of this Government Resolution.

(f) Government should take over the accumulated amount in the Contributory Provident Fund Account of each and every employee (individual share) who will opt for Pension-cum-Retirement Scheme for effective implementation of scheme and such amount will be credited into a separate head of account as mentioned in 2(ii)(b) above. The amount so credited and that will be credited hereafter will form a General Provident Fund Scheme in future. On retirement, the amount of contribution made by them together with interest standing to their credit in the General Provident Fund should be paid to them.

(g) The Pension-cum-Gratuity Scheme should not be made operative in case of employees of the aided Institutions and non-Agricultural Universities till the concerned Institutions / Universities make the accumulated amounts of their contribution in the Contributory Provident Fund accounts of the employees in the Institutions/Universities available to Government.

(h) The provisions contained in Chapter X and XI of the Maharashtra Civil Services (Pension) Rules 1982 shall be applicable in granting retirement benefits to the employees (teaching as well as non-teaching employees) in the non-Govt. Collegiate Institutions as well as non-Agricultural Universities under this scheme except where otherwise provided.

(i) The pension papers of the employees in the non-Government Colleges as well as non-Agricultural Universities entitled to the Pension Gratuity etc. under this scheme should be prepared in the Forms prescribed in Appendix V of the Maharashtra Civil Services (Pension) Rules 1982 by the Regional Administrative Officer of the Region concerned on the basis of the service record maintained by the Management of the non-Government Colleges and the Universities concerned. The entries in the service books of the employees shall be made by the Management / non-Agricultural University authorities as the case may be. Such entries should be verified only by the Regional Administratives Officers (Higher-Education) Grants of the Region concerned and a certificate of verification recorded in the service books. The Regional Administrative Officers should forward the pension papers duly completed in all respects with his recommendations to the Accountant General, Maharashtra I, Bombay on the Accountant General, Maharashtra II, Nagpur as the case may be. The Pension, Gratuity etc. so authorised by the Accountant General will be payable from the Government Treasury. The Accountant General, Maharashtra I / Bombay, Maharashtra II / Nagpur who will verify the pension papers and issue a Pension Payment order on the Treasury from which the Pensioner desires to draw the Pension under intimation to the Regional Administrative Officer (Higher Education) Grants of the Region concerned and the Director of Education (Higher Education).

The amount of the Death-cum-Retirement Gratuity shall be authorised by the Accountant General concerned and the same shall be drawn by the Administrative Officer ( Higher Education ) Grants of the Region concerned and paid to the employee.

3. The expenditure on account of payment of pension under this scheme will be debited to the Budget Head "266-Pension and other Retirement benefits-J-Pension to employees of State Aided Educational Institutions."
4. The Maharashtra Civil Services ( Pension ) Rules 1982, is a priced publication of Government of Maharashtra and can be had from the Government Book Depots.
5. The State Government reserves the right to lay down additional rules to operate the Pension-cum-Gratuity Scheme for smooth implementation of the scheme in addition to the rules contained in Maharashtra Civil Services Rules ( Pension ) 1982.
6. This Government Resolution issues with the concurrence of the Finance Department Vide its un-official reference No. CR-942 / 83 /SER-4, dated the 21st July, 1983.

By order and in the name of the Governor of Maharashtra.

( B. K. GARGE )

DEPUTY SECRETARY TO GOVERNMENT

- To
- The Secretary to the Governor and Chancellor, Raj Bhavan, Bombay.
  - The Director of Education ( Higher Education ) , Maharashtra State, Pune.
  - The Director of Education, Maharashtra State, Pune.
  - The Director of Technical Education, Bombay.
  - All Regional Deputy Director of Education, Gr. Bombay, Pune, Nagpur, Aurangabad, Amravati, Nasik and Kolhapur.
  - The Administrative Officers for Higher Education Grants, Gr. Bombay, Pune, Nagpur Aurangabad, Amravati, Nasik, and Kolhapur.
  - The Accountant General, Maharashtra I, Bombay / Maharashtra II, Nagpur.
  - The Pay and Accounts Officer, Bombay.
  - All Treasury Officers.
  - The Registrars of all the non-Agricultural Universities.
  - The Principals of aided non-Government affiliated colleges of Arts, Science, Commerce and Education in Maharashtra State ( Distribution through Director of Education ( Higher Education ), Pune ).
  - The Finance Department.
- Asks UNI-1, UNI-2, UNI-3, BUD-1 and BUD-2, TE-1 in the E&ED.