



महानगर टेलीफोन निगम लिमिटेड  
(भारत सरकार का उद्यम)  
**MAHANAGAR TELEPHONE NIGAM  
LIMITED**  
(A GOVERNMENT OF INDIA ENTERPRISE)

No: MTNL/CO/IRW/22(90)/2008/Pt

Dated : 09/12/2024

-129

Executive Director  
MTNL  
Delhi/Mumbai Unit

**Sub: Enhancement of maximum limit of Gratuity from 20 lacs to 25 lacs on reaching the Dearness Allowance to 50%- Applicability to the BSNL/MTNL absorbees opted for pension for combined service governed under Rule 37 of CCS(Pension) Rules, 2021-reg.**

Please find enclosed OM No 40-11/2024-Pen(T) dated 12.11.2024 received from Under Secretary, Pension Section, DoT on the subject regarding applicability of the enhanced maximum limit of Gratuity from Rs 20.00 lacs to Rs 25.00 lacs to the BSNL/MTNL absorbees(opted for pension for combined service and whose pension is governed under Rule 37 of CCS(Pension) Rules 2021) as per DoP&PW OM No 28/03/2024-P&PW(B)/Gratuity/9559 dated 30.05.2024.(copy enclosed).

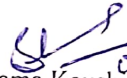
2. Under Secretary, Pension Section, DoT has intimated the following:

- The rates of payment of DCRG shall be revised as per Para-3 of DoP&PW OM No 28/03/2024-P&PW(B)/Gratuity/9559 dated 30.05.2024. The maximum limit of Death Cum Retirement Gratuity shall be Rs 25.00 lacs w.e.f 01.01.2024.
- There is no change in the formula for calculation of pension/family pension. MTNL absorbees employees will, therefore continue to get pension based on the same formula.
- There will be no change in the provisions relating to the commutation value.

3. It is intimated that the above gratuity limit as revised by DoT is applicable only to MTNL absorbees(opted for pension for combined service and whose pension is governed under Rule 37 of CCS(Pension) Rules 2021) as per DoP&PW OM No 28/03/2024-P&PW(B)/Gratuity/9559 dated 30.05.2024.

4. Other cases will continue to be governed by the provisions of Gratuity Act ceiling limit of Rs 20 lacs only.

This issues with the approval of Competent Authority.

  
Shama Kaushik  
DGM(HR)  
09/12/2024

Encl:as above.

Copy to:

- CMD, MTNL.
- Dir(HR)/Dir(Fin)/Dir(Tech), CVO, MTNL
- GM(Fin) Delhi/Mumbai/CO MTNL.
- GM(Admin) Delhi/Mumbai MTNL.
- Under Secretary(Pension Section), DOT wrt letter dated 12.11.2024
- CCA, DoT Delhi/Mumbai.
- GS MTNL Mazdoor Sangh, Delhi/MTN Kamgar Sangh Mumbai.

Corporate Office:5<sup>th</sup> Floor, MTNL Building, CGO Complex, Lodi Road, New Delhi- 110003.

No. 40-11/2024-Pen(T)  
Government of India  
Ministry of Communications  
Department of Telecommunications  
(Pension Section)

Room 514, Sanchar Bhawan  
20, Ashoka Road, New Delhi-110001  
Dated: 12-11-2024

**OFFICE MEMORANDUM**

Subject: Enhancement of maximum limit of Gratuity from 20 lacs to 25 lacs on reaching the Dearness Allowance to 50% - Applicability to the BSNL/MTNL absorbees opted for pension for combined service governed under Rule-37 of CCS(Pension) Rules, 2021- reg.

The undersigned is directed to refer to this Department's OM No.36-03/2019-Pen(T) dated 05.06.2024 and to give the following clarification on the applicability of the enhanced maximum limit of Gratuity from Rs. 20.00 lacs to Rs. 25.00 to the BSNL/MTNL absorbees [opted for pension for combined service and whose pension is governed under Rule 37 of CCS(Pension) Rules 2021] as per DoP&PW OM No. 28/03/2024-P&PW(B)/Gratuity/9559 dated 30.05.2024.

2. The rates for payment of DCRG shall be revised as per para-3 of DoP&PW OM No.28/03/2024-P&PW(B)/Gratuity/9559 dated 30.05.2024. The maximum limit of Death Cum Retirement Gratuity shall be Rs. 25.00 lacs w.e.f. 01.01.2024.
3. There is no change in the formula for calculation of pension/family pension. BSNL/MTNL absorbees employees will, therefore, continue to get pension based on the same formula.
4. There will be no change in the provisions relating to the commutation values.
5. This issues with the approval of Secretary(T).

Digitally signed by  
Kuldeep Kumar

Date: 12-11-2024 15:45:38  
(Kuldeep Kumar)

Under Secretary to the Govt. of India  
Tel No. 011-23036073

To:

1. CGCA/All CCA & Pr.CCA offices
2. DG(T) / All LSA Offices
3. DG, NTIPRIT/ DG NICF
4. Sr.DDG TEC/Sr.DDG NCCS / Wireless Advisor/Executive Director, C-DoT
5. CMD, BSNL/MTNL
6. DDG(Accounts), DoT HQ

No. 28/03/2024-P&PW (B)/Gratuity/9559  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
Department of Pension & Pensioners' Welfare

Lok Nayak Bhawan, Khan Market,  
New Delhi-110003, Dated 30.05.2024

OFFICE MEMORANDUM

**Subject: Enhancement of maximum limit of Gratuity to Central Government employees on reaching the Dearness Allowance rates to 50% - Implementation of recommendations of the Seventh CPC - reg.**

The undersigned is directed to refer to this Department's OM No. 38/37/2016-P&PW (A) (i) dated 04.08.2016 regarding revision of provisions regulating pension/gratuity/commutation of pension/family pension/disability pension/ex-gratia lump-sum compensation, etc. in implementation of the Government's decision on the recommendation of the Seventh Central Pay Commission.

2. Department of Expenditure vide their OM No. 1/1/2024-E-II(B) dated 12.03.2024 has issued instructions regarding enhancement of Dearness Allowance Rates from 46% to 50% of the Basic Pay with effect from 1<sup>st</sup> January 2024.

3. Accordingly, as per the Government's decisions in implementation of the recommendations of the Seventh CPC, the maximum limit of Retirement Gratuity and Death Gratuity under the Central Civil Services (Pension) Rules, 2021 or the Central Civil Services (Payment of Gratuity under National Pension System) Rules, 2021, would be increased by 25% i.e. from Rs 20.00 Lakh to Rs 25.00 Lakh, with effect from 1<sup>st</sup> January 2024.

4. All Ministries/Departments are requested to bring the contents of this order to the notice of Controller of Accounts/Pay and Accounts Offices and attached or subordinate offices under them.

5. This issues in consultation with Ministry of Finance, Department of Expenditure vide ID Note No. 1(8)/EV/2024 dated 27.05.2024

6. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, this order is issued in consultation with Comptroller and Auditor General of India, as mandated under Article 148(5) of the Constitution of India.

7. Formal Amendment to the CCS (Pension) Rules, 2021 and the CCS (Payment of Gratuity under NPS) Rules, 2021 will be notified separately.



(Dr. Pramod Kumar)  
Director to the Government of India

To,

1. All Ministries/Departments of Government of India
2. Principal Director, Office of Comptroller & Auditor General of India, New Delhi
3. Controller General of Accounts, New Delhi
4. CCA, Central Pension Accounting Office, New Delhi.