

(Through SELO)

DIRECTORATE GENERAL
CENTRAL RESERVE POLICE FORCE
CGO COMPLEX, LODHI ROAD, NEW DELHI-110003

No. W-V-12/2025-Wel-DA-3 (Insts)

Dated, the November, 2025

To,

The Spl DG-JKZ, Jammu/CZ, Kolkata/
SZ, Hyderabad/NEZ, Guwahati

The ADG, CRPF Academy, Kadarapur,

All Sector/Ops Sector IsGP including IG Comn/CoBRA/RAF & IG CHs.

The Director ISA, M/Abu CRPF

All Range HQrs/GCs/BNs.

Subject:- **Circulation of instructions contained in the OMs/circulars issued by Department of Pension & PW and their uploading on the websites of CAPFs.**

Please find enclosed herewith copies of the following OMs regarding ease of rules relating to pension, enhanced family pension etc for needful action.

- (i) OM No. 2/8/2025-P&PW(F)/11164 dated 24/10/2025 regarding clarification on eligibility for payment of gratuity to the Central Government Servant under Central Civil Services (Payment of Gratuity under National Pension System) Rules-2021 on resignation.
- (ii) OM No. 2/9/2025-P&PW(F)/11185 dated 24/10/2025 regarding clarification on coverage of offices for payment of gratuity to the Central Government Servant under Central Civil Services (Pension) Rules-2021 Central Civil Services (Payment of Gratuity under National Pension System) Rules-2021.
- (iii) OM No. 1/1(51)/2024-P&PW(F)/9852 dated 24/10/2025 regarding Guidelines for referring the cases to Department of Pension & Pensioners' Welfare (DoPPW) for advice/clarification/consultation.

2. The contents of above Office Memorandum may please be given wide publicity and brought to the notice of all concerned.

Encl : (As above)


DIG (Welfare)
Dte. Genl, CRPF, New Delhi

Internal

DIG (IT) Dte. alongwith copies of aforesaid letters with request to upload these instructions on CRPF website for convenience of the employees/pensioners/family pensioners of CRPF.

DC (Wel-II) Dte. /DA-1/4 alongwith copies of aforesaid letter for information.

फा. न.2/9/2025-P&PW(F) (11185)
 भारत सरकार/Government of India
 कार्मिक, लोक शिकायत और पेंशन मंत्रालय /
Ministry of Personnel, PG & Pensions
 पेंशन एवं पेंशनभोगी कल्याण विभाग/
Department of Pension & Pensioners' Welfare

3rd Floor, Lok Nayak Bhavan, Khan Market,
 New Delhi, Dated the 24 October, 2025

OFFICE MEMORANDUM

विषय : Clarification regarding coverage of offices for payment of gratuity to the Central Government Servant under Central Civil Services (Pension) Rules, 2021 Central Civil Services (Payment of Gratuity under National Pension System) Rules, 2021.

The undersigned in directed to refer the subject mentioned above and to state that the Department of Pension and Pensioners' Welfare (DoPPW) had issued OM No. 28/03/2024-P&PW(B)/Gratuity/9559 dated 30.05.2024 enhancing the maximum limit of the gratuity from Rs. 20 lakhs to Rs. 25 lakhs to the central government civilian employees covered under Central Civil Services (Pension) Rules, 2021 and the Central Civil Services (Payment of Gratuity under National Pension System) Rules, 2021.

2. DoPPW, however, keeps receiving references/RTI applications etc seeking clarification whether the above referred OM/payment of gratuity under CCS (Pension) Rules is applicable on societies, banks, ports trusts, RBI, PSU, autonomous bodies, Universities State Governments etc and if not under which rules these organisations are governed.

3. It is stated that Department of Pension & Pensioners' Welfare (DoPPW) is the nodal Department for formulation of policies relating to pension and other retirement benefits of Central Government civil employees covered under the Central Civil Services (Pension) Rules, 2021 and Central Civil Services (Payment of Gratuity under National Pension System) Rules, 2021. These rules are not applicable on types of organisations as mentioned in para 2 above. It is further stated that any query on the subject including one i.e. under which rules such organisations are governed should be addressed to the concerned organisation / concerned administrative Ministry/Department.

4. The contents of this Office Memorandum may please be given wide publicity and brought to the notice of all concerned.

5. This issues with the approval of competent authority.

Dilip

24.10.2025

(दिलीप कुमार साहू) / (Dilip Kumar Sahu)

अवर सचिव, भारत सरकार / Under Secretary to the Govt. of India

Tele. No. 011-24641627

To,
 All Ministries/Departments/Organisations.
 (As per standard list)

No. 1/1(51)/2024-P&PW(F)/9852

भारत सरकार/Government of India

कार्मिक, लोक शिकायत और पेंशन मंत्रालय /Ministry of Personnel, PG & Pensions
पेंशन एवं पेंशनभोगी कल्याण विभाग/ Department of Pension & Pensioners' Welfare

3rd Floor, Lok Nayak Bhavan, Khan Market,
New Delhi, Dated the 24th October, 2025

OFFICE MEMORANDUM

Subject : Guidelines for referring the cases to Department of Pension & Pensioners' Welfare (DoPPW) for advice / clarification / consultation.


Department of Pension & Pensioners' Welfare (DoPPW) is the Nodal Department for Pension and pension related policy matters for Central Government employees. DoPPW has formulated and issued many rules like CCS (Pension) Rules, 2021, regulations / OMs / guidelines etc. The implementation of these rules is the responsibility of the concerned Ministry / Department / Office. Wherever any difficulty in interpretation / implementation in respect of any particular rule is found, they can seek advice / clarification from DoPPW. It implies that the concerned office should first examine the case with reference to the relevant rules / regulations and shall come to a tentative conclusion. Even thereafter, if any advice / clarification / consultation with reference to any specific rule(s) / point(s) is required, the case may be referred to DoPPW.

2. The rules notified by DoPPW are self-explanatory and have provisions / clarifications for varied situations. It has, however, been observed that some Ministries / Departments / Offices refer certain cases involving above rules to this Department in routine manner without the cases being examined thoroughly at the first level in the respective Ministry / Department. Some offices refer such cases directly. This practice has resulted in situations where this Department is required to examine such cases ab-initio on behalf of the concerned Ministry / Department even those cases that could ideally be resolved at their level or Ministry / Department without any need to refer to this Department if examined properly by them initially.

3. As stated above, this Department has already circulated detailed rules / regulation / guidelines, the authority for their implementation. Decision making in most of the cases rests with the concerned Ministries / Departments / Offices. This Department vide OM of even number dated 12.12.2024 had circulated general guidelines regarding referring the cases to DoPPW for advice. However, it has been observed that still few offices do not follow these guidelines resulting delay in furnishing advice by DoPPW.

4. In view of the above and to avoid delays in decision making, the following fresh guidelines for referring the matter to DoPPW henceforth for advice / clarification / consultation are prescribed as under:

- i. The employees of railways, statutory bodies, Defence personnel, autonomous bodies, PSU/Banks etc are not covered under the rules notified by DOPPW. Hence, only the cases covered under the rules of DoPPW should be referred for advice.
 - ii. The cases should initially be examined at the level of concerned Ministry / Department / Office thoroughly with reference to the provisions of the concerned rules / regulations.
 - ii. If, after such examination, a department still encounters difficulties, ambiguities or need otherwise, it may refer the matter to this Department incorporating the following:
 - a. A comprehensive proposal detailing the background, examination carried out by the department and its tentative conclusion.
 - b. Specific references to the rule / provisions on which advice / clarification / consultation is required.
 - c. detail of the case if not specifically covered by the prevalent rules / regulations. The justification of the exemption, if any, required.
 - d. While sending the proposal, the name, designation (telephone numbers and e-mail ids) of the concerned officers may also be indicated.
 - e. The proposal well in advance along with all relevant record preferably through e-file (where e-file system is functional) should be referred through the administrative Ministry / Department along with their comments with the approval of the Secretary concerned. This is equally essential for the Ministries / Departments for maintaining uniform stand in all the similar cases concerning offices under their control.
5. The contents of this Office Memorandum may please be given wide publicity and brought to the notice of all concerned.

 24/10/2025

(ध्रुवज्योति सेनगुप्ता) / (Dhrubajyoti Sengupta)
संयुक्त सचिव, भारत सरकार / Joint Secretary to the Govt. of India
Tele. No. 24625540

To,

All Ministries/Departments/Organisations.
(As per standard list)

Copy to:

1. President's Secretariat/Vice President's Secretariat/Prime Minister's Office/Supreme Court Rajya Sabha Secretariat/Lok Sabha Secretariat/ Cabinet Secretariat/ UPSC / CVC/ C&AG/ Central Administrative Tribunal (Principal Bench), New Delhi.
2. All Officers in the DoPPW.

No. 2/8/2025-P&PW(F)/11164

भारत सरकार/Government of India

कार्मिक, लोक शिकायत और पेंशन मंत्रालय /Ministry of Personnel, PG & Pensions
पेंशन एवं पेंशनभोगी कल्याण विभाग/ Department of Pension & Pensioners' Welfare

3rd Floor, Lok Nayak Bhavan, Khan Market,
New Delhi, Dated the 24th October, 2025

OFFICE MEMORANDUM

Subject : Clarification regarding eligibility for payment of gratuity to the Central Government Servant under Central Civil Services (Payment of Gratuity under National Pension System) Rules, 2021 on resignation.

Department of Pension & Pensioners' Welfare (DoPPW) has been receiving various references/RTI applications etc seeking information / clarification regarding eligibility for payment of gratuity to the Central Government Servant under NPS on resignation.

2. The Rule position with reference to the government employees covered under the Central Civil Services (Payment of Gratuity under National Pension System) Rules, 2021 is as under:

Rule 22 - Regulation of Retirement Gratuity and Death Gratuity:

22. Retirement gratuity or death gratuity. - (1) A Government servant, who has completed five years' qualifying service and who, -


- (i) retires on attaining the age of superannuation, or on invalidation, or
- (ii) retires or is retired, in advance of the age of superannuation in accordance with rule 56 of the Fundamental Rules, 1922 or rule 12 of the Central Civil Services (Implementation of National Pension System) Rules, 2021; or
- (iii) on being declared surplus to the establishment in which he was serving, opts for Special Voluntary Retirement Scheme relating to voluntary retirement of surplus employees; or
- (iv) on has been permitted to be absorbed in a service or post in or under a Corporation or Company wholly or substantially owned or controlled by the Central Government or a State Government or in or under a body controlled or financed by the Central Government or a State Government, shall, on his retirement, be granted retirement gratuity equal to one-fourth of his emoluments for each completed six monthly period of qualifying service, subject to a maximum of 16½ times the emoluments.

Rule 17 : Forfeiture of service on resignation:

- (1) Resignation from a service or a post, unless it is allowed to be withdrawn in the public interest by the appointing authority, entails forfeiture of past service.
- (2) A resignation shall not entail forfeiture of past service if it has been submitted to take up, with proper permission, another appointment, whether temporary or permanent, under the Government where service qualifies.
- (5) A resignation submitted for the purpose of rule 32 shall not entail forfeiture of past service under the Government.

Rule 32 : Benefit on absorption in or under a corporation, company or body:

- (1) A Government servant who has been permitted to be absorbed in a service or post in or under a corporation or company wholly or substantially owned or controlled by the Central Government or a State Government or in or under a body controlled or financed by the Central Government or a State Government, shall be deemed to have retired from service from the date of such absorption and, subject to sub-rule (4), he shall be eligible, on such absorption, to receive retirement gratuity on the basis of the qualifying service and emoluments on the date of absorption in accordance with rule 22
3. It is observed from the above that retirement gratuity after completing of 5 years' of service is applicable only **on retirement** as detailed in Rule 22 above. It is also clear that resignation [(except technical resignation as mentioned under Rule 17 (2) above or deemed retired / absorption as mentioned in Rule 17(5) and Rule 32 above)] forfeits past services and **no gratuity is payable in such cases.**
4. The contents of this Office Memorandum may please be given wide publicity and brought to the notice of all concerned.
5. इसे सक्षम प्राधिकारी के अनुमोदन से जारी किया गया है।


24.10.2025
(दिलीप कुमार साहू) / (Dilip Kumar Sahu)
अवर सचिव, भारत सरकार / Under Secretary to the Govt. of India
Tele. No. 011-24641627

To,

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Copy to:

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2. All Desks/Officers in the DoPPW.