

GOVERNMENT OF INDIA
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
(DEPARTMENT OF PENSION & PENSIONERS' WELFARE)

RAJYA SABHA
UNSTARRED QUESTION NO.2116
(ANSWERED ON 07.08.2025)

RULES FOR PAYMENT OF GRATUITY FOR PAST SERVICE

2116. SMT. SUMITRA BALMIK:

Will the **PRIME MINISTER** be pleased to state:

- (a) the details of rule position which allows an NPS employee, who moved from autonomous body to Government with proper permission and technical resignation, to opt not to have past service rendered in autonomous body counted in Central Government and to receive payment of gratuity for past service;
- (b) the rule prescribing payment of interest towards delayed disbursement of gratuity by autonomous body where an NPS employee moves to Government and has opted to receive gratuity for past service; and
- (c) the details of rule position or judicial decisions that define whether a service duration of 4 years 9 months qualifies for gratuity payment?

ANSWER

**MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES
AND PENSIONS AND MINISTER OF STATE IN THE PRIME MINISTER'S OFFICE
(DR. JITENDRA SINGH)**

(a): The Department of Pension and Pensioners' Welfare (DoPPW) has notified the Central Civil Services (Payment of Gratuity under National Pension System) Rules, 2021 for Central Government civilian employees. These rules are not suo moto applicable to the employees of autonomous bodies. However, DoPPW vide Office Memorandum (OM) No.7/5/2012-P&PW(F)/B dated 12th February, 2020 provides that on mobility from Autonomous Bodies having National Pension System (NPS) with provision of retirement / death gratuity for its employees similar to that in the Central Government, the service rendered in the Autonomous Body would be counted for grant of gratuity in Central Government subject to condition that the employee resigns with proper permission to take another appointment in the Government.

(b) & (c): The payment of gratuity, payment of interest or counting of service duration etc by the autonomous bodies depends on the particular gratuity rules being followed by the particular Autonomous Body as the rules of DoPPW are not suo moto applicable to the employees of autonomous bodies.
