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INDIAN COUNCIL OF  
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भारतीय आयुर्विज्ञान अनुसंधान परिषद  
स्वास्थ्य अनुसंधान विभाग, स्वास्थ्य एवं परिवार  
कल्याण मंत्रालय, भारत सरकार

Indian Council of Medical Research  
Department of Health Research, Ministry of Health  
and Family Welfare, Government of India

No.18/2/2021-Admn-II

Dated: 9.9.2021.

To,  
The Directors/Directors-in-Charge of  
permanent Institutes/Centres of ICMR.

Subject : Central Government employees retired during the period from January,  
2020 to June, 2021-calculation of gratuity and cash payment in lieu of  
Leave-regarding.

Sir/Madam,

I am directed to refer to a copy of OM .No. 1(5)/E.V/2020, dated 7.9.2021  
issued by Ministry of Finance, Department of Expenditure, New Delhi on the subject  
mentioned above for information & necessary action.

Yours faithfully,

(Jagdish Rajesh)  
Asstt. Director General (Admn.)

Encl: As above

Copy to:-

1. PS to DG/ Sr. DDG /Sr. FA
2. All Divisional Heads
3. DDG (A)
4. ADG (A)/ADG(F)
5. Pension Cell
6. Dr. L.K.Sharma, Scientist 'E' – soft copy of the same has been mailed at your  
email ID([sharma.lk@icmr.gov.in](mailto:sharma.lk@icmr.gov.in)) for website upload.



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कल्याण मंत्रालय, भारत सरकार

Indian Council of Medical Research  
Department of Health Research, Ministry of Health  
and Family Welfare, Government of India

सं. 18/02/2021-प्रशा.-II

दिनांक: 09.09.2021

सेवा में,

निदेशक / प्रभारी निदेशक,  
परिषद के सभी स्थाई संस्थान/केन्द्र,

विषय:- जनवरी, 2020 से जून, 2021 की अवधि के दौरान सेवानिवृत्त होने वाले केन्द्रीय सरकार के कर्मचारियों के लिए उपदान और छुट्टियों के एवज में नकद भुगतान की गणना- के संबंध में।

महोदय/महोदया,

अधोहस्ताक्षरी को उपर्युक्त विषय पर वित्त मंत्रालय, व्यय विभाग, नई दिल्ली द्वारा दिनांक 07.09.2021 को जारी किए गए कार्यालय ज्ञापन सं. 1(5)/ई.वी/2020 की प्रति सूचना एवं आवश्यक कार्रवाई हेतु अग्रेषित करने का निदेश हुआ है।

भवदीय,

2 जे 21- 1  
10/09/2021

(जगदीश राजेश)

सहा. महानिदेशक (प्रशा.)

अनुलग्नक: यथोक्त

प्रतिलिपि:-

1. महानिदेशक/वरि .उपमहानिदेशक (प्रशा.)/वरि. वित्ती सलाहाकार के निजी सचिव
2. परिषद के सभी प्रभाग प्रमुख
3. उपमहानिदेशक (प्रशा.)
4. सहा. महानिदेशक (प्रशा.)/सहा. महानिदेशक (वित्त.)
5. पेंशन कक्ष
6. डॉ. एल. के. शर्मा, वैज्ञानिक-ई सॉफ्ट कॉपी वेबसाइट पर अपलोड करने के लिए (Sharma.lk@icmr.gov.in) ईमेल आईडी पर मेल कर दिया गया है।

No. 1(5)/E.V/2020  
Government of India  
Ministry of Finance  
(Department of Expenditure)

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North Block, New Delhi  
Date the 7th September, 2021

OFFICE MEMORANDUM

Sub.: Central Government employees retired during the period from January, 2020 to June, 2021 – calculation of Gratuity and Cash payment in lieu of Leave – regarding.

The undersigned is directed to refer to this Ministry's O.M. No.1/1/2020-E.II(B) dated 23.04.2020, read with O.M. No.1/1/2020-E.II(B) dated 20.07.2021, in regard to payment of Dearness Allowance (DA) during the period from 01.01.2020 up to 30.06.2021 and to say that in terms thereof while the rate of DA during the said period shall remain at 17% of basic pay, the same has been enhanced to 28% of basic pay subsuming additional instalments arising on 01.01.2020(4%), 01.07.2020 (3%) & 01.01.2021(4%) payable w.e.f. 01.07.2021.

2. As per the existing provisions contained in Central Civil Services (Pension) Rules 1972, DA on the date of retirement or death is reckoned as emoluments for the purpose of calculation of gratuity. Also, as per the existing provisions contained in CCS (Leave) Rules 1972, pay admissible on the date of retirement plus DA on that are reckoned for the purpose of calculation of cash payment in lieu of leave.

3. In view of the provisions of the aforesaid orders of this Ministry dated 23.04.2020 and 20.07.2021, calculation of gratuity and cash payment in lieu of leave in respect of Central Government employees who retired on or after 01.01.2020 and up to 30.06.2021 are required to be made based on the rate of DA at 17% of basic pay.

4. Keeping in view that gratuity and cash payment in lieu of leave are one-time retirement benefits admissible to employees on retirement and employees who retired during the period from 01.01.2020 to 30.06.2021 have been allowed lesser amount than what would have been calculable but for the aforesaid orders of this Ministry dated 23.04.2020 and 20.07.2021, the matter has been considered sympathetically with a view to allowing the same to such employees.

5. Accordingly, the President is pleased to decide that in respect of Central Government employees who retired on or after 01.01.2020 and up to 30.06.2021,

K.M. Shukla  
9/9/21

D.N. 296 Admin-II  
09/08/2021



the amount of DA to be taken into account for calculation of gratuity and cash payment in lieu of leave will be deemed to be as under:

Employees retiring during the period	Notional Percentage of Dearness Allowance (DA) for calculation purpose
From 01.01.2020 to 30.06.2020	21% of basic pay
From 01.07.2020 to 31.12.2020	24% of basic pay
From 01.01.2021 to 30.06.2021	28% of basic pay

6. All other conditions as stipulated in CCS (Pension) Rules 1972 and the orders of Department of Pension & PW vide O.M. No.7/5/2012-P&PW(F)/B dated 26.08.2016 in respect of employees borne on National Pension System (NPS) and CCS (Leave) Rules 1972, shall continue to be applicable while calculating gratuity and cash payment in lieu of leave respectively.

7. In their application to the persons belonging to India Audit and Accounts Department, these orders are issued under Article 148(5) of the Constitution and after consultation with the Comptroller and Auditor General of India.

8. Hindi version will follow.

*Annie G. Mathew*

(Annie G. Mathew)

Addl. Secretary to the Govt. of India

To

1. All the Ministries / Departments as per the standard Mailing list
2. C&AG of India
3. NIC

