



कुलसचिव कार्यालय / निवृत्तक कार्यालय / Office Of The Registrar  
भारतीय अभियांत्रिकी विज्ञान एवं प्रौद्योगिकी संस्थान, शिवपुर  
ভারতীয় প্রকৌশল বিজ্ঞান এবং প্রযুক্তিবিদ্যা প্রতিষ্ঠান, শিবপুর  
**INDIAN INSTITUTE OF ENGINEERING SCIENCE AND TECHNOLOGY, SHIBPUR**  
**AN INSTITUTE OF NATIONAL IMPORTANCE**

No. RDO/378/25

Dated: 26<sup>th</sup> March 2025

**MEMO**

The undersigned is directed to convey that the Board of Governors in its 30<sup>th</sup> meeting held on 5<sup>th</sup> March 2025 approved the adoption of the Payment of Gratuity Act, 1972, as stated in the Memorandum No. F.No.15-2/2022-TC dated 16.12.2022 issued by the Ministry of Education, Department of Higher Education, GoI, for the employees of IEST, Shibpur, covered under NPS.

Details are given in Annexures.

This is for information and necessary action please.

Enclo: As stated above

  
Registrar & Secretary BoG

To:

1. Joint Registrar (Finance)
2. Deputy Registrar (Establishment)

Copy to:

1. All Employees of the Institute
2. Deputy Registrar (Audit)
3. All Joint Registrars/ Deputy Registrars/ Assistant Registrars
4. PS to the Director
5. PS to the Registrar
6. Web notice Board

BoG 30:14

P.O. - BOTANIC GARDEN, HOWRAH - 711 103, WEST BENGAL, INDIA

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Established on 24th November, 1856 : Formerly known as B.E. College, B.E. College (Deemed University) and Bengal Engineering and Science University, Shibpur

12/253/2022/TS-II Section

15-2/2022-TC

86/119

F No.1(EV)/2021  
Ministry of Finance  
Department of Expenditure  
EV Branch

Annex 2  
213

North Block, New Delhi  
Dated the 14<sup>th</sup> December 2021

## OFFICE MEMORANDUM

Subject: Clarification on employer's contribution under NPS, applicability of death and retirement gratuity and additional relief in case of death, disability and invalidation to the employees of autonomous bodies of M/o Education covered under NPS - reg

The undersigned is directed to refer to M/o Education's OM No.19-1/2017(FD), dated 25.08.2021 on the subject mentioned above and furnish the requisite clarification/comments on the issues noted as under:

- (i) Whether the employer's contribution is 10% or 14%  
All the provisions of the notification dated 31.01.2019 of the DFS stands extended to the employees of CABs under MoE in terms of order dated 26.08.2021 and 31.10.2021 and not in terms of CCS (NPS) Rules, 2021.
- (ii) Extension of Retirement/Death Gratuity benefits to the NPS borne employees under approximately 174 autonomous bodies.  
MoE may consider issuing instructions to their autonomous bodies to adopt Payment of Gratuity Act, 1972 administered by the MoE as Gratuity under CCS (Pension) Rules, 1972 may not be extended to the employees of autonomous bodies as these are strictly meant for Central Government employees. The issues relating to implementation of Payment of Gratuity Act in the autonomous bodies may be taken up directly with MoE either by the concerned AB or through MoE.
- (iii) Option to avail benefits on death or invalidation or disability of subscriber during service.  
The CCS (NPS) Rules, 2021 are applicable only to the employees of Central government, the provisions contained therein are not directly applicable to the employees of CABs. The issue relating to applicability of these provisions to the employees of CABs is under consideration in this Department in consultation with DoP&PW. As such, MoE may await final decision of this Ministry in this regard.

2. This issues with the approval of Competent Authority

*Gulab Singh*  
(Gulab Singh Badhan)  
Under Secretary to the Government of India  
Tele: 023095630

Ministry of Education  
[Kind Attn: Mr. Kiran Arora, Under Secretary (IFD)]  
Rajesh Bhawan,  
New Delhi 110001

F. No. 15-2/2022-TC  
Government of India  
Ministry of Education  
Department of Higher Education  
Technical Coordination Section  
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Room No.535, C- Wing, Shastri Bhawan  
New Delhi, dated the 16<sup>th</sup> December, 2022

## OFFICE MEMORANDUM

Subject: Applicability of Payment of Gratuity Act 1972 to educational institutions under the Ministry of Education-reg.

The undersigned is directed to inform that the issue of payment of gratuity to the employees covered under New Pension Scheme (NPS) in the Autonomous Bodies/ Organizations under the Ministry of Education (MoE) has been examined in consultation with the Ministry of Finance (Department of Expenditure) and the Ministry of Labour & Employment (MoL&E).

2. The Department of Expenditure (DoE), vide OM No.1(16)/EV/2017 dated 02.12.2021 (copy enclosed), has advised this Ministry to instruct Autonomous Bodies/ Organizations to adopt Payment of Gratuity Act, 1972 in consultation with MoL&E since CCS (Pension) Rules, 1972 are strictly meant for Central Government employees only. Further, vide O.M. No.8-13011/02/2022-SS.II dated 23.11.2022 (copy enclosed), the MoL&E has clarified that the Payment of Gratuity Act, 1972 is applicable to all employees of educational institutions, as the said Act does not have provisions for different set/category/class of employees and further that no separate notification is required to be issued by the Ministry of Education for applicability of the said Act (in case of NPS employees).

3. In view of the above, all Bureaus in both Departments of the Ministry of Education may like to direct the Autonomous Bodies / Organizations under their administrative control to take appropriate action accordingly.

Encl: As above.

*Kirti*  
(Kirti)  
Deputy Director (TE)  
Ph.: 23385935  
Email: Kirti.15@gov.in

To

1. All BHs, D/o HE
2. All BHs, D/o SE&L - in respect of the educational institutions under the administrative control of D/o SE&L

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30. N. Kamal  
23/12/22

*asthi*