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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- (1) Resignation from a service or a post, unless it is allowed to be withdrawn in the public interest by the appointing authority, entails forfeiture of past service.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।


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To,

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

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2. All Desks/Officers in the DoPPW.