

# **EMPLOYEES' PENSION SCHEME, 1995**

➤ **Applicability:-**

It is automatically applicable to all the establishment / factories covered under E.P.F. scheme 1952.

The Act is applicable to all types of employees i.e. whether they are Monthly rated, Part-Time employees, daily rated or piece rated employees, casual, temporary, permanent or contractual employees.

➤ **Eligibility:-**

It is automatically applicable to all employees covered under E.P.F. scheme 1952. However, w.e.f. 01.09.2014 if employees Basic salary is above Rs.15000/- and not a member of Pension Fund with previous company is not entitled for Pension Fund.

➤ **Rate of contribution:-**

Employee's contribution: NIL

Employer's contribution: 8.33% on salary / wages up to Rs.15000/- p.m.  
(Employer's contribution is inclusive of 12% contribution of PF)

➤ **Benefits:-**

**Various types of pension are available under the scheme.**

- a) **Survivor Pension** – if death occurs during service period.
- b) **Old age pension** – after attaining the age of 58 years.
- c) **Permanent disability pension** – in the event of member suffering permanent disability while in service.
- d) **Reduced Pension** – in the event of member retires and not in any employments between the age 50 and 58 years.
- e) **Scheme certificate** – if member has completed more than 10 years of membership and not completed superannuation age is entitled for Scheme certificate for claiming pension at the time of attaining superannuation age.
- f) **Withdrawal benefit** – if member has not completed 10 years of membership and ceased to be employment is entitled for withdrawal of his contribution.

➤ **Amount of Pension:-**

Minimum amount of pension is Rs.1000/- p.m.

Maximum amount of pension is Rs.5000/-p.m.

➤ **Formula of Pension:-**

Pensionable Salary (Last 60 months average) X Pensionable service

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-X-X-X-X-X-X-X-

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