



THE FEDERAL EMPLOYEES BENEVOLENT FUND AND GROUP INSURANCE ACT, 1969



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THE FEDERAL EMPLOYEES BENEVOLENT FUND AND GROUP INSURANCE ACT, 1969

¹ACT NO. II OF 1969

[3rd February, 1969]

An Act to establish a benevolent fund for the common benefit of the employees of the ²[Federal Government] and certain autonomous bodies and to provide for their group insurance.

WHEREAS it is expedient to establish a benevolent fund for the common benefit of the employees of the ²[Federal Government] and certain autonomous bodies and to provide for their group insurance ;

It is hereby enacted as follows :—

CHAPTER I

PRELIMINARY

1. Short title, extent and commencement.— (1) This Act may be called the ³[Federal Employees Benevolent Fund and Group Insurance Act, 1969].

(2) It extends to the whole of Pakistan and applies to every employee wherever he may be.

(3) It shall come into force on such date⁴ as the ²[Federal Government] may, by notification in the official Gazette, appoint ; and different dates may be appointed in respect of different provisions of this Act or for different classes or categories of employees.

2. Definitions.— In this Act, unless there is anything repugnant in the subject or context,—

(1) “Article” means an Article of the Constitution;

(2) “Benevolent Fund” means the ³[Federal Employees Benevolent Fund] established under section 11;

(3) “Board” means the Board of Trustees set up under section 4 ;

⁵[(4) “Employee” means,—

¹For Statement of Objects and Reasons see Gaz. of P. 1968 Ext., (Dacca)p.13.

²Subs. by the Central Employees Benevolent Fund and Group Insurance (Amdt.) Act., 1975 (25 of 1975) s. 2, for “Central Government”.

³Subs. *ibid.*, s. 3, for “Central Employees Benevolent Fund and Group Insurance Act, 1969”.

⁴3rd April, 1969 see Gaz. of P. 1969, Ext., p.215.

⁵Subs. by the Act 25 of 1975 s. 4 for clause (4).

- (a) any person who is a member of an All-Pakistan service or of a civil service of the Federation, or who holds a civil post in connection with the affairs of the Federation;
- (b) any person appointed to the secretarial staff of the National Assembly or of the Senate whose terms and conditions of service are governed by rules or law made under Article 87 ;
- (c) any officer or servant of the Supreme Court whose terms and conditions of employment are governed by rules made under Article 208 ;[or]¹
- ¹[(cc) the contract, ad-hoc and contingent paid employees;]
- (d) any officer or servant employed in connection with the functions of the Chief Election Commissioner or an Election Commission whose terms and conditions of employment are governed by rules or law made under Article 221 .
- (e) any officer or servant of such body corporate, institution, organization or autonomous body, as the Federal Government may, by notification in the official Gazette, specify;

and includes any such person, officer, servant or member of the staff who is—

- (i) on deputation elsewhere or on foreign service within the meanings of the Fundamental Rules,
- (ii) undergoing study or training in or outside Pakistan,
- (iii) on leave, or
- (iv) under orders of suspension,

but does not include any person who:—

- (a) is an employee of the Railways; ^{1*}
- (b) has attained the age of sixty years; or
- (c) is an officer or servant of a Provincial Government on deputation to the Federal Government;

(5) “family” means,—

- (a) in the case of a male employee, the wife or wives, and in the case of a female employee the husband of the employee; and
- ¹[(b) the natural sons upto the age of twenty-one years, provided they are not handicapped or mentally retarded; and
- (c) parents, minor brothers, unmarried, divorced or widowed daughters and sisters of the employee wholly dependent upon him.]

(6) “Insurance Fund” means the ²[Federal Employees Insurance Fund] established under section 17;

¹Added, omitted and sub. by Act 4 of 2005, s. 2. (w.e.f. 1-12-2003).

²Subs. by Central Employees Benevolent Fund and Group Insurance (Amdt.) Act, 1975 (25 of 1975), s.4, for Central Employees Insurance Fund”.

¹[(7) “pay” includes emoluments which reckon for pension and the pay an employee would have drawn but for his deputation, suspension or leave;]

(8) “prescribed” means prescribed by rules;

(9) “rules” means rules made under this Act.

3. This Act and rules to override other laws, but not to affect retirement benefits etc.— The provisions of this Act and the Rules shall have effect notwithstanding anything contained in any other law, rule, order, notification, contract or other document or instrument; but nothing herein contained shall affect the right to receive any pension, provident fund, gratuity or other benefits accruing to the employee on his retirement or invalidation or to his family upon his death, otherwise than under this Act.

CHAPTER II

BOARD OF TRUSTEES

4. Board of Trustees.— (1) There shall be set up a board to be known as the Board of Trustees of the ²[Federal Employees Benevolent and Insurance Funds] which shall consist of the following namely :-

- (a) Secretary to the ³[Federal Government] in the Establishment Division, who shall be the Chairman of the Board;
- (b) an officer not below the rank of Joint Secretary concerned with the welfare of the employees of the ³[Federal Government] appointed by the ⁴[Federal Government] by notification in the official Gazette, to be a member of the Board:
- (c) five persons from amongst the employees whom the ⁴[Federal Government] may, by notification in the official Gazette, appoint to be the members of the Board;

Provided that at least one such member shall be from amongst the officers of the Ministry of Finance and one from amongst the officers of the ⁵[Overseas Pakistan and Human Resources Development Division] [;]⁶

¹Subs. by the Federal Employees Benevolent Fund and Group Insurance (Amdt.) Act 1989 (1 of 1989), s. 2 for cl. (7). (w.e.f. 16-1-1989).

²Subs. by the Central Employees Benevolent Fund and Group Insurance (Amdt.) Act 1975 (25 of 1975) s. 5, for “Central Employees Benevolent Fund and Group Insurance Fund”.

³Subs. *ibid.*, s. 2 for “Central Government”.

⁴Subs. by Act 1 of 1989, s. 3, for “President” (w.e.f. 16-1-89)

⁵Subs. by Act 9 of 2015.

⁶Subs. by Act 1 of 1989, s. 3, for full-stop. (w.e.f. 16-1-89).

(d) ¹[The Managing Director of the Board, who shall be the ex-officio member of the Board.]

(2) The member appointed by the ²[Federal Government] shall hold office during ³[its] pleasure.

5. Board to be body corporate.— The Board shall be a body corporate having perpetual succession and a common seal with power, subject to the provisions of this Act, to acquire, hold and dispose of property both movable and immovable and shall by the aforesaid name sue or be sued.

6. Head Office.— The head office of the Board shall be at Islamabad or at such other place as the ⁴[Federal Government] may, by notification in the official Gazette, appoint.

7. Powers of the Board.— The Board shall have power:—

- (a) to settle claims for benevolent grants and sums assured under this Act and all matters connected with such claims;
- (b) to sanction grant from the Benevolent Fund to the employees or their families in accordance with the provisions of this Act and the rules ;
- (c) to do or cause to be done all acts and things necessary for the proper administration and management of the moneys or properties in the Benevolent Fund and the Insurance Fund;
- (d) to sanction expenditure connected with the administration and management of the Benevolent Fund and the Insurance Fund;
- (e) to make arrangement for the insurance of the life of the employees to give effect to the provisions of this Act;
- (f) to invest moneys held in the Benevolent Fund in Government securities and units of Investment Corporation of Pakistan or National Investment Trust, in the construction of buildings for purposes of raising rent income, and in other profitable ventures the plans whereof having been previously approved by the ⁴[Federal Government];

¹Added by the Federal Employees Benevolent Fund and Group Insurance (Amdt.) Act 1989, (1 of 1989) s. 3, (w.e.f. 16-1-1989).

²Subs. *ibid.*,

³Subs. *ibid.* for "his"

⁴Subs. by the Central Employees Benevolent Fund and Group Insurance (Amdt.) Act, 1975 (25 of 1975) s. 2, for "Central Government".

- (g) to set up regional boards and invest them with the administrative and financial powers to deal with such matters as may be assigned to them by the Board;
- (h) to appoint or employ such persons ¹* * * as it consider necessary for the efficient performance of its operations on such terms and conditions as it may, subject to rules, determine ;
- (i) to do or cause to be done all things ancillary or incidental to any of the aforesaid powers or to the purposes of the Benevolent Fund and the Insurance Fund.

8. Meetings of the Board.— (1) The meetings of the Board shall be held at such times and places as may be prescribed, but the Chairman may convene the meetings of the Board at any other time and place.

(2) To constitute a quorum at a meeting of the Board, the number of members present shall be three.

(3) Each member of the Board shall have one vote and in the event of equality of votes the Chairman shall have a second and casting vote.

(4) The meetings of the board shall be presided over by the Chairman and in the absence of the Chairman by the person elected for the purpose by the members present from amongst themselves.

(5) All orders and decisions of the Board shall be authenticated by the signature of the Chairman or of such other member as may have been authorised by the Board by a resolution.

²[**9. Managing Director of the Board.**— (1) The Federal Government may appoint a Managing Director of the Board on such terms and conditions as it may determine.

(2) The Managing Director of the Board shall be the *ex-officio* Secretary of the Board.]

10. Delegation of Powers.— The Board may, for facilitating the discharge of its functions and ensuring efficient operation of the Benevolent Fund and the Insurance Fund, by a resolution published in the official Gazette, delegate to the Secretary, or to the Managing Director, if any, or any other officer of the Board, subject to such conditions and limitations, if any, as may be specified therein, such of its powers and duties under this Act as it may deem necessary.

¹Certain words omitted by the Federal Employees Benevolent Fund and Group Insurance (Amdt.) Act, 1989 (1 of 1989), s. 4 (w.e.f. 16-1-89).

²Subs. *ibid.* s. 5, (w.e.f. 16-1-89).

CHAPTER III

BENEVOLENT FUND

11. Federal Employees Benevolent Fund.— (1) There shall be established a Fund to be called the ¹[Federal Employees Benevolent Fund.]

(2) To the credit of the Benevolent Fund shall be placed—

- (a) all sums paid by the employees as subscription to the Benevolent Fund ;
- (b) all grants made by the ²[Federal Government], autonomous bodies, organizations, institutions or other authorities ;
- (c) donations made by private individuals or institutions ;
- (d) all income, profits or interest accruing from the assets belonging to the Benevolent Fund or from investments made out of the moneys of the Fund ;
- (e) loans raised by the Board with the previous approval of the ²[Federal Government.]

(3) The moneys credited to the Benevolent Fund shall be kept in such bank as may be prescribed.

12. Subscriptions to be paid by the Employees.— ³[(1) Every employee in service—

- (a) before the fourth day of September, 1988, shall be liable to pay the Benevolent Fund a monthly subscription at the rates specified in column (2) of the First Schedule ; *⁴
- (b) on or after the fourth day of September, 1988, shall be liable to pay to the Benevolent Fund a monthly subscription at the rates specified in column (3) of the Second Schedule ; [and]⁴

and as far as possible, the amount of such subscription shall be deducted at source from the pay of such employee and credited or remitted to the Benevolent Fund.]

⁴[(c) on or after the first day of December 2003, shall be liable to pay to the Benevolent fund a monthly subscription at the rates specified in column (3) of the Third Schedule;]

(2) Where the amount of subscription cannot for any reason be deducted from the pay of the employee, the employee shall remit to such officer as may be prescribed for the purpose the sum of subscription payable by him and any amount of subscription remaining un-paid due to inadvertence or negligence of the employee or otherwise shall be recoverable from him in such manner as may be prescribed.

(3) Default in the payment of the subscription either for the reason that the pay of the employees was not drawn or due to his inadvertence, negligence or fault or any other reasons whatsoever shall not affect his right or the right of his family to receive the benevolent grant provided for in section 13, but the amount of unpaid subscriptions may be deducted from the Benevolent grant.

¹Subs. by the Central Employees Benevolent Fund and Group Insurance (Amdt.) Act, 1975 (25 of 1975) s. 5, for "Central Employees Benevolent Fund."

²Subs. *ibid.*, s. 2, for "Central Government".

³Subs. by Act, 13 of 1996, s. 2 (w.e.f. 4-9-88).

⁴Omitted, added and ins by Act, 4 of 05, s. 3 (w.e.f. 1-12-2003).

¹[**13.Benevolent Grants to be paid from the Benevolent Fund.**— (1) Where, prior to the fourth day of September, 1988, an employee —

(a) was declared by the prescribed medical authority to have been completely incapacitated physically or mentally to discharge the duties of his employment and for that reason was retired or removed from service ; or

(b) had died during the continuance of his employment or dies after retirement before attaining the age of sixty-five years.

he or, in the event of his death, his family shall be entitled to receive benevolent grant from the Benevolent Fund according to the rates specified in column (3) of the First Schedule, for a period of fifteen years or upto the date on which the employee attains or might have attained if he were alive, the age of sixty-five years, whichever is earlier:

Provided that in the case of an employee who dies after having drawn benevolent grant under this sub-section, the said period of fifteen years shall be reckoned from the date from which he became eligible to the grant.

(2) Where, on or after the fourth day of September, 1988, an employee is declared by the prescribed medical authority to have been completely incapacitated physically or mentally to discharge the duties of his employment and for that reason is retired or removed from service, he shall be entitled to receive for life such benevolent grant from the Benevolent Fund as specified in column (4) of the Second Schedule; or where the employee dies during the continuance of his employment, or during retirement before attaining the age of seventy years, his spouse shall be entitled to receive for life such benevolent grant from the Benevolent Fund as specified in column (4) of the Second Schedule:

Provided that, if the deceased employee has no spouse or the spouse dies, other members of his family shall be entitled to receive benevolent grant from Benevolent Fund as prescribed for a period of fifteen years or upto the date the deceased employee would have attained the age of seventy years, whichever is earlier:

Provided further that the said period of fifteen years shall be reckoned from the date from which the deceased employee or, as the case may be, the spouse became eligible for such grant.]

²[(3) Where, on or after the first day of December 2003, an employee is declared by the prescribed medical authority to have been completely incapacitated physically or mentally to discharge the duties of his employment and for that reason is retired or removed form service, he shall be entitled to receive for life such benevolent grant from the Benevolent fund as specified in column (4) of the Third Schedule; or where the employee dies during the continuance of his employment, or during retirement ³* * *his spouse shall be entitled to receive for life such benevolent grant from the Benevolent fund as specified in column (4) of the Third Schedule:

¹Subs. by Act 13 of 1996, s.3 (w.e.f 04-09-1988).

²Added by Act 4 of 2005, s. 4 (w.e.f. 1-12-2003).

³Omitted by Act 8 of 2015, s.2.

Provided that, if the deceased employee has no spouse or the spouse dies, other members of his family shall be entitled to receive benevolent grant from Benevolent fund as prescribed for a period of fifteen years ¹* * *.

Provided further that the said period of fifteen years shall be reckoned from the date from which the deceased employee or, as the case may be, the spouse became eligible for such grant.]

(4) The beneficiaries whose grant period has not expired on 30th day of November, 2003 shall be entitled to an increase equal to twenty percent of the grant sanctioned under the rules with effect from the first day of December, 2003, for the remaining period of the grant.

14.Payment of Benevolent Grant.— (1) On the death of an employee, the amount of benevolent grant payable under section 13 shall be paid to such member or members of his family as he might have nominated in accordance with the rules in full or in the shares specified by him at the time of making of nomination.

(2) Where no valid nomination made by the employee subsists at the time of his death, the amount of benevolent grant shall be paid to such member or members of his family, subject to such conditions imposed with a view to ensuring that the amount is justly and equitably utilized for the maintenance and benefit of all the members of family, as may be prescribed or may, consistently with rules, be determined by the Board or an officer authorised by the Board in that behalf.

²[**14 A. Utilization of Benevolent Fund in other beneficial schemes.**— The Board may, where it considers expedient and keeping in view the availability of funds after discharging its liability under this Act, make schemes for disbursement of any amount for the benefit of employees, including retired employees and their families.]

¹Omitted by Act 8 of 2015, s.2.

²Subs and ins. by Act 13 of 1996, ss. 3 and 3A (w.e.f. 4-9-88).

CHAPTER IV

GROUP INSURANCE

15. Insurance of Employees.— Subject to the provisions of this Act and the rules, in the event of the death of an employee, occurring by whatsoever cause, during the continuance of his employment, the Board shall pay to the family of the deceased employee a sum ¹[as may be prescribed].

16. Arrangements with Insurance Company, etc.— The Board may from time to time arrange for the insurance of the life of the employees in sums ¹[as may be prescribed] with such insurance company or other insurer and for such period as it deems fit, and where any such arrangement subsists, the liability to pay the said specified sums shall directly devolve upon the insurance company or other insurer.

17. Federal Employees Insurance Fund.— (1) There shall be established a fund to be called the ²[Federal Employees Insurance Fund] which shall vest in and be held and administered by the Board.

(2) All sums received from the employees as premia for the group insurance of the employees and any interest or profit accruing thereon shall be credited to the Insurance Fund.

(3) The moneys credited to the Insurance Fund shall be kept in such bank as may be prescribed.

(4) All ³[payments made under section 15, the] expenses on any arrangement entered into by the ⁴[Board] with any insurance company or other insurer as provided for in section 16 and all expenses on the administration of the Insurance Fund shall be defrayed from the Insurance Fund.

(5) Any sums remaining in the Insurance Fund after defraying the expenses referred to in subsection (4) may be utilized for such purposes connected with the benefit of the ⁵[employees including retired employees, and their families,] as the Board may direct.

¹Subs. by the Federal Employees Benevolent Fund and Group Insurance (Amdt.) Act. 1989 (1 of 1989) ss. 8 and 9 w.e.f. 16-1-89).

²Subs. by the Central Employees Benevolent Fund and Group Insurance (Amdt.) Act. 1975 (25 of 1975) s. 2, for "Central Employees Insurance Fund".

³Ins. by Act 1 of 1989 s. 10 (w.e.f. 16-1-1989)

⁴Subs. *ibid.*, for "Federal Government" which was previously amended by Act. 25 of 1975 s. 2, for "Central Government".

⁵Subs. by Act. 25 of 1975 s. 6 for "families of the employees".

18. Payment of *premia*.— (1) Every employee shall be liable to pay to the Insurance Fund such sum of money as may be prescribed as premium for the insurance of his life as provided for in this Chapter and the amount of such premium shall as far as possible be deducted at the source from his pay and credited or remitted to the insurance Fund.

(2) Where the amount of premium cannot for any reason be deducted from the pay of the employee, the employee shall remit to the prescribed officer the sum of premium payable by him, and any *premia* remaining unpaid due to inadvertence or negligence of the employee or otherwise shall be recoverable from him in such a manner as may be prescribed.

(3) Default in the payment of *premia* either for the reason that the pay of the employee was not drawn or due to his negligence or fault or for any other reason whatsoever shall not affect the right of his family to receive the sum assured in the event of the death of the employee, but the premium remaining unpaid at the time of his death may be recovered from the assured amount.

19. Payment of the sum assured.— (1) On the death of an employee, the sum assured shall be paid to such member or members of his family as he might have nominated in accordance with the rules in full or in the shares specified by him at the time of making the nomination.

(2) Where no valid nomination made by the employee subsists at the time of his death, the sum assured shall be paid to such member or members of his family subject to such conditions imposed with a view to ensuring that the sum is justly and equitably utilized for the maintenance and benefit of all the members of the family, as may be prescribed or may, consistently with the rules, be determined by the Board or any officer authorised by the Board in that behalf.

CHAPTER V

GENERAL

20. Audit and accounts.— (1) The accounts of the Benevolent Fund and of the Insurance Fund shall be maintained in such manner and form as the ¹[Auditor General of Pakistan] may, from time to time, direct, by such officer or authority as the Board may appoint.

(2) The accounts of the Benevolent Fund and of the Insurance Fund shall be audited by such authority or agency as the ²[Federal Government] may, after consulting the ¹[Auditor General of Pakistan], appoint.

¹Subs. by the Central Employees Benevolent Fund and Group Insurance (Amdt.) Act, 1975 (25 of 1975) s. 7, for "Comptroller and Auditor General of Pakistan".

²Subs. *ibid.*, s. 2, for "Central Government".

21. Protection of action taken in good faith.— No suit, prosecution or other proceedings shall lie against the ¹[Federal Government] the Board or any officer or other authorized person for anything in good faith done or purporting to have been done in pursuance of this Act or the rules.

22. Exemption from taxes.— The ¹[Federal Government] may by order in writing—

- (a) exempt the Benevolent Fund and the Insurance Fund from any tax, rate or duty leviable by such Government or by a local authority under the control of such Government ;
- (b) exclude the amount of premium or subscription paid by an employee from his assessable income under the Income-tax Act, 1922 (XI of 1922).

23. Power to make rules.— The ¹[Federal Government] may make rules² for the purpose of giving effect to all or any of the provisions of this Act.

³[THE FIRST SCHEDULE

[See sections 12(1) and 13]

BENEVOLENT FUND

The rates of subscription to the Benevolent Fund and the amount of monthly benevolent grant payable under section 13 out of such Fund before the 4th September, 1988.

Pay Range	Rate of monthly Subscription	Rate of monthly Benevolent grant
(1)	(2)	(3)
In the case of an employee cent of pay Whose pay last drawn was subject to maximum Between————— of Rs. 26		One per
(Rs)		(Rs)
250 and 300	—	150
301 and 400	—	175
401 and 500	—	200

¹Subs. by the Central Employees Benevolent Fund and Group Insurance (Amdt.) Act, 1975 (25 of 1975) s. 2 for "Central Government".

²For such Rules, see Gaz. of P. Ext. dated the 18th March 1972, pp.23-31..

³Added by Act, 13 of 1996, s. 4 (w.e.f. 4-9-88).

501	and	600	—	225
601	and	700	—	250
701	and	800	—	275
801	and	900	—	300
901	and	1000	—	325
1001	and	1100	—	350
1101	and	1200	—	375
1201	and	1300	—	400
1301	and	1400	—	425
1401	and	1500	—	450
1501	and	1600	—	475
1601	and	1700	—	500
1701 and		1800	—	525
1801 and		1900	—	550
1901 and		2000	—	575
2001 and		2100	—	600
2101 and		2200	—	625
2201 and		2300	—	650
2301 and		2400	—	675
2401 and		2500	—	700
2501 and		2600	—	725
2601	and	above	—	750

THE SECOND SCHEDULE
[See sections 12(1) and 13]
BENEVOLENT FUND

The rates of subscriptions to the Benevolent Fund and the amount of monthly Benevolent grant payable under section 13 out of such Fund applicable on and after the 4th September, 1988.

S. No.	Monthly Pay	Rate of monthly Subscription	Rate of monthly Benevolent grant
	(Rs)	(Rs)	(Rs)
1.	501 to 600	11	270
2.	601 to 700	13	300
3.	701 to 800	15	330
4.	801 to 900	17	360
5.	901 to 1000	19	390
6.	1001 to 1100	21	420
7.	1101 to 1200	23	450
8.	1201 to 1300	25	480
9.	1301 to 1400	27	510
10.	1401 to 1500	29	540
11.	1501 to 1600	31	570
12.	1601 to 1700	33	600
13.	1701 to 1800	35	630
14.	1801 to 1900	37	660
15.	1901 to 2000	39	690
16.	2001 to 2100	41	720

17.	2101 to 2200	43	750
18.	2201 to 2300	45	780
19.	2301 to 2400	47	810
20.	2401 to 2500	49	840
21.	2501 to 2600	51	870
22.	2601 to 2700	53	900
23.	2701 to 2800	55	930
24.	2801 to 2900	57	960
25.	2901 to 3000	59	990
26.	3001 to 3100	61	1020
27.	3101 to 3200	63	1050
28.	3201 to 3300	65	1080
29.	3301 to 3400	67	1110
30.	3401 to 3500	69	1140
31.	3501 to 3600	71	1170
32.	3601 to 3700	73	1200
33.	3701 to 3800	75	1230
34.	3801 to 3900	77	1260
35.	3901 to 4000	79	1290
36.	4001 to 4100	81	1320
37.	4101 to 4200	83	1350
38.	4201 to 4300	85	1380
39.	4301 to 4400	87	1410
40.	4401 to 4500	89	1440
41.	4501 to 4600	91	1470
42.	4601 to 4700	93	1500
43.	4701 to 4800	95	1530
44.	4801 to 4900	97	1560
45.	4901 to 5000	99	1590
46.	5001 and above	100	1620].

¹Added by Act IV of 2005, s. 5. (w.e.f. 1-12-2003).

¹[THE THIRD SCHEDULE]

[See sections 12(1) and 13 (3)]

The rates of subscriptions to the Benevolent Fund and amount of monthly benevolent grant pay able under section 13(3) out of such fund applicable on and after the first day of December, 2003.

Sl. No.	Monthly Pay (Rs)	Rate of monthly Subscription (Rs)	Rate of monthly Benevolent grant (Rs.)
(1)	(2)	(3)	(4)
1.	Upto-2000	39	880
2.	2001-2100	41	920
3.	2101-2200	43	960
4.	2201-2300	45	1000
5.	2301-2400	47	1040
6.	2401-2500	49	1080
7.	2501-2600	51	1120
8.	2601-2700	53	1160
9.	2701-2800	55	1200
10.	2801-2900	57	1240
11.	2901-3000	59	1280
12.	3001-3100	61	1320
13.	3101-3200	63	1360
14.	3201-3300	65	1400
15.	3301-3400	67	1440

16.	3401-3500	69	1480
17.	3501-3600	71	1520
18.	3601-3700	73	1560
19.	3701-3800	75	1600
20.	3801-3900	77	1640
21.	3901-4000	79	1680
22.	4001-4100	81	1720
23.	4101-4200	83	1760
24.	4201-4300	85	1800
25.	4301-4400	87	1840
26.	4401-4500	89	1880
27.	4501-4600	91	1920
28.	4601-4700	93	1960
29.	4701-4800	95	2000
30.	4801-4900	97	2040
31.	4901-5000	99	2080
32.	5001-5500	105	2200
33.	5501-6000	115	2400
34.	6001-6500	125	2600
35.	6501-7000	135	2800
36.	7001-7500	145	3000
37.	7501-8000	155	3200
38.	8001-8500	155	3400
39.	8501-9000	155	3600
40.	9001-9500	155	3800
41.	9501 and above.	155	4000]

