

Haryana Affiliated Colleges (Pension and Contributory Fund) Rules, 1999

HARYANA

India

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Rule

HARYANA-AFFILIATED-COLLEGES-PENSION-AND-CONTRIBUTORY- of 1999

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Haryana Affiliated Colleges (Pension and Contributory Fund) Rules, 1999Published vide Haryana Notification No. G.S.R. 53/H.A.15/1979/S. 4, 5 and 16/99. dated 31.5.1999/Jyaistha 10, 1921Education DepartmentNo. G.S.R. 53/H.A.15/1979/S. 4, 5 and 16/99 Dated 31.5.1999. - In exercise of the powers conferred by sub-section (1) read with sub-section (2) of Section 16 and Sections 4 and 5 of the Haryana Affiliated Colleges (Security of Service) Act, 1979 (Act 15 of 1979), the Governor of Haryana hereby makes the following rules regulating the pension and contributory provident fund of the employees appointed to the affiliated aided colleges, namely :-Chapter-I

1. Short title, extent and commencement.

(1)These rules may be called the Haryana Affiliated Colleges (Pension and Contributory Fund) Rules, 1999.(2)They shall be deemed to have come into force with effect from the 11th day of May, 1998.

2. Definitions.

- In these rules, unless the context otherwise requires -(a)["aided college" means the college receiving grant-in-aid against duly sanctioned posts from the Higher Education Department, Haryana'.] [Existing clause (a) renumbered as clause (aa) and before clause (aa) so renumbered the new clause (a) inserted vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.];(aa)"aided sanctioned post" means the post of which grant-in-aid is allowed by Higher Education Directorate, Haryana;(b)"Act" means the Haryana Affiliated Colleges (Security of Service)

Act, 1979 (Act of 15 of 1979);(c)"Department" means Higher Education Department, Haryana;(d)"Director" means the Director of Higher Education;(e)"Emoluments" for the purpose of pension mean basic pay plus special pay personally, if any;(f)[-] [Omitted vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.](g)"Form" means form appended to these rules;(h)"pay" means the amount drawn monthly by an employee as -(i)pay other than special pay or pay granted in lieu of his personal qualifications, which has been sanctioned for a post held by him substantively or in an officiating capacity or to which he is entitled;(ii)special pay and personal pay, if any;(iii)any other emoluments which may specifically be classified as pay by the Government in the case of Government employee; and(i)"Pension" means an amount which an employee shall get as pension [excluding] [Substituted for the words 'including' vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.] gratuity on attaining the age of superannuation;(j)"qualifying service" means the service that qualifies for pension under these rules. It shall be reckoned in terms of completed half years, provided that the fraction equal to three months and above shall be treated as completed half year. However, the qualifying service will be taken into account with effect from the date an employee starts contribution towards Contributory Provident Fund;(k)"Service" means the service rendered under the provisions of the Haryana Affiliated Colleges (Security of Service) Act, 1979 (Act 15 of 1979) and rules made thereunder;(l)The words and expressions used in these rules but not defined, shall have the same meaning as assigned to them in the Haryana Affiliated Colleges (Security of Service) Act, 1979 (Act 15 of 1979).Chapter - II

3. Application. sections 4 & 16.

(1)Except as otherwise provided in any rule, and subject to the condition that the Managing Committee of Aided College, executes an agreement in Form-I, duly supported by a resolution, of the Managing Committee to abide by the provisions of these rules and the undertaking of the employee in Form-II and instructions, issued by the Department from time to time, these rules shall apply to all the employees, who, -(a)are appointed to the aided sanctioned posts on or after the 11th day of May, 1998; and(b)were working on aided sanctioned posts immediately before the 11th day of May, 1998 and continue to work as such thereafter :Provided that the employees appointed to the aided sanctioned posts -(i)before the 11th day of May, 1998 who have attained or will attain the age of superannuation on or after that date (hereinafter referred to as "existing employees"); and(ii)on or after the 11th May, 1998 and before the publication of these rules shall have the right to exercise option as to whether to be governed by these rules or not within a period of three months from the date of publication of these rules in the official Gazette.(2)These rules shall not apply to, -(i)the employees appointed on part-time basis against aided sanctioned posts;(ii)the employee appointed against the posts not sanctioned by the Government;(iii)the employees who retired from the sanctioned posts before the 11th day of May, 1998 and the employees who attained the age of superannuation before the said date except those who have been given extension by the Department after the age of superannuation on sanctioned posts; and(iv)the employees employed on a leave-gap arrangement, or on adhoc basis, or on contractual basis.

4. [Liability to refund amount of employee share. sections 4 and 16.

[Substituted vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.]

- Such of those employees retiring from the 11th day of May, 198 to the date of publication of these rules in the Official Gazette, who exercise option to be governed by these rules, will be required to deposit the full amount of employer's share alongwith interest on such share actually drawn by the employee at the time of retirement plus 12% interest per annum on this amount to be calculated from the date of drawl of said amount to the date of deposit with Government.]

5. Retirement benefit. sections 4 and 16.

- The following retirement benefits shall be admissible under these rules, namely :-(1)Pension
-(a)Superannuation Pension;(b)Invalid pension;(c)Compensation pension; and(d)Voluntary Retirement pension/compulsory retirement pension.(2)Death-cum-retirement gratuity.(3)Service gratuity.(4)Family pension.Chapter - III

6. Qualifying Service. sections 4 and 16.

- The Service of an employee shall qualify for retirement benefits under these rules as under :-(i)The service rendered on attaining the age of 18 years on approved post admitted for grant-in-aid.(ii)[the service rendered uptill the attainment of superannuation age of sixty years;] [Substituted vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.](iii)the leave admissible under the Haryana Affiliated Colleges (Security of Service) Rules, 1979 and under instructions issued by the Government from time to time, excluding the leave without pay and period of suspension, over-stayal of leave not subsequently regularised and period of break in service; and(iv)Service rendered in one or more private affiliated colleges, receiving grant-in-aid under the same management;(v)Service rendered on aided sanctioned post in any aided college in the State of Haryana;[Provided that the official has been appointed through proper challan on aided sanctioned post and the approval of continuity of service has been obtained from the Director :Provided further that the Contributory Provident Fund account of the employee in the previous college continued as such in the subsequent college to which he is transferred or appointed and there is no break in service or the service condition as modified by the Government from time to time.] [Substituted vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.]

7. Condonation of interruptions. sections 4 and 16.

- In the absence of specific indication to the contrary in the service record of the employee, an interruption between spells of service rendered by an employee under the same management may be condoned with the approval of Director; and be treated as qualifying service for retirement benefits :Provided that the interruption caused by the resignation, dismissal, removal from service or due to participation in strike, shall not be condoned.Pension

8. Entitlement for pension. sections 4 and 16.

- An employee shall be entitled for Pension under these rules only after he completes ten years qualifying service.

9. Superannuation pension. sections 4 and 16.

(1)An employees shall be entitled to the superannuation pension from the date they attain the age of sixty years;(2)Pension shall be calculated at the rate of fifty percent of the average pay of the last ten months. The admissibility of full pension shall be on completion of thirty-three years qualifying service. The amount of pension is to be determined by length of service. The length of qualifying service for this purpose shall be calculated in terms of completed six monthly period and fraction of a year equal to three months or more shall be treated as a completed six months period. The formula will be as under :
$$\text{Pension} = 10 \text{ months Average emoluments} \times \frac{\text{Qualifying service in (counted in terms of completed half yearly period)}}{66}$$
(6)If the pension so calculated for the qualifying of thirty-three years falls short of Rupees 1275/- (One thousand two hundred seventy five rupees only) the same shall be raised to Rs. 1275/- (One thousand two hundred seventy five rupees only) in all cases.

10. Invalid pension. sections 4 and 16.

(1)The employees who are declared physically invalid for service because of bodily or mental infirmity shall be granted invalid pension.(2)An employee applying for an invalid pension shall submit a medical certificate of incapacity from a Medical Board in which a lady doctor shall also be included as a member thereof whenever any woman employee is to be examined.(3)No medical certificate of incapacity for service, shall be granted unless the applicant produces a letter from Director directing him to appear before the Medical Board. The Medical Board shall also be supplied a statement by the Director regarding the age of the applicant as recorded in his service book.(4)A brief statement of the medical case and that of the treatment undergone shall be appended to the application.(5)A simple certificate that inefficiency is due to old age or natural decay from advancing age, shall not be sufficient in the case of an employee whose recorded age is less than fifty-five years.(6)The employee who has been declared invalid shall be relieved from duty from the date of such declaration by the Medical Board.

11. Compensation pension. sections 4 and 16.

- If an employee is discharged by the Managing Committee owing to the abolition of a whole-time sanctioned post, he will, unless he is appointed to another post, the conditions of which are deemed to be at least equal to those of his own, have the option :- (a) of taking compensation pension or gratuity to which he may be entitled for the service he has already rendered; or (b) of accepting another post under the same Managing Committee for which he fulfills the prescribed qualifications if offered and to continue to count his previous service for pension.

12. Voluntary/Compulsory Retirement. sections 4 and 16.

- A retiring pension and retirement gratuity shall be granted to an employee, who retires voluntarily or is retired compulsorily according to the length of qualifying service as provided in the succeeding sub-rule.(2)If the management is of the opinion that it is in public interest to retire an employee for reasons to be recorded in writing, it shall have the right by giving employee concerned, a prior notice, in writing of not less than three months, to retire him on the date on which he completes twenty years of qualifying service or on any other date thereafter, to be specified in the notice :Provided that where three months notice is not given or notice for a period less than three months is given, the employee shall be entitled to claim a sum equivalent to the amount of pay and allowances at the same rate at which he was drawing immediately before the date of retirement, for a period of three months or for the period by which such notice fall short of three months, as the case may be.(3)If the retirement of the employee may under sub-rule (2) is set aside by a Court of law, all pecuniary liabilities consequent thereto from the date of compulsory retirement upto the date of this rejoining the post, shall devolve on the Management.(4)An employee may, after giving at least three months notice in writing to the Management, retire from service on the date on which he completes twenty years of qualifying service or attains fifty years of age or on any date thereafter to be specified in the notice, provided that no employee under suspension shall retire from service except with the specific approval of the Director.(5)While granting proportionate pension to an employee retiring voluntarily under these rules weightage upto five year would be given as an addition to the qualifying service actually rendered by him. The grant of weightage of upto five years will, however, be subject to the following conditions :-(a)The total qualifying service after allowing the weightage shall not in any event exceed thirty years qualifying service and does not go beyond the date of superannuation.(b)The weightage given under these rules will only be in addition to the qualifying service for pension and gratuity. It will not entitle the employee retiring voluntarily to any notional fixation of pay for the purpose of calculating the pension and gratuity which will be based on the actual emoluments calculated with reference to the date of retirement.

13. Service gratuity. sections 4 and 16.

- Where the qualifying service is less than ten years the amount of service gratuity shall be the appropriate amount as set out in the table annexed at Annexure I and no pension shall be granted to him.

14. Death-cum-retirement gratuity. sections 4 and 16.

- An employee who has become eligible for pension under these rules on his retirement from service shall be granted death-cum-retirement gratuity as below :-(i)in case of Group D employees, 1/4th of his emoluments for each completed six monthly period of qualifying service subject to a maximum of seventeen and half times of emoluments;(ii)in the case of employees other than Group D employee 1/4th of the emoluments of an employee for each completed six monthly period of the qualifying service, subject to a maximum of sixteen and half times of the emoluments;(iii)the maximum amount of retirement gratuity shall not exceed Rs. 3.50 lakhs in any case;(iv)An employee against whom judicial or departmental proceedings have been instituted shall not be

permitted gratuity during the pendency of proceedings;(v)In the event of death of an employee while in service, the gratuity shall be subject to the following at the time of his/her death :-below one year service - two time last pay drawn;exceeding one year but not exceeding five years - six times.exceeding five years but not exceeding twenty-four years - twelve times.[exceeding twenty-four years - DCRG will be determined on the basis of actual service rendered by the deceased.] [Substituted vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.](vi)[95% of the amount of gratuity is to be borne by the Government and 5% by the management as per existing instructions. The management shall pay the total amount of gratuity to the retiree on the basis of letter of authority issued by the Director and claim 95% of the said amount from the Government. [Added vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.]Explanation :- The term "emoluments" for this purpose includes pay+Dearness Allowance."For the purpose of death-cum-retirement gratuity "family" shall include the following relatives of the employee :- (i)wife or wives, including separate wife/wives in the case of male employees;(ii)husband including judicially separated husband in the case of female employee;(iii)Sons including step-children and legally adopted children;(iv)unmarried and widowed daughters;(v)brothers below the age of eighteen years and unmarried and widowed sisters including step-brothers and sisters;(vi)Father including adopted parents in case;(vii)mother of individual whose personal law permits adoption;(viii)married daughters; and(ix)children of predeceased sons.

15. Family pension. sections 4 and 16.

(1)In case of death of the employee or pensioner with at least one year service, the family pension shall be granted to the family of the deceased employee of the Aided affiliated college at the rate of 30% of pay in all cases subject to minimum of Rs. 1275/- (One thousand two hundred seventy five rupees) and maximum of 30% of last pay.(2)In case of death of an employee while in service having more than seven years service or after retirement before attaining the age of 65 years, the amount of family pension would be fixed at double the amount of normal family pension subject to the condition that such enhanced family pension does not exceed 50% of pay drawn at the time of death of normal pension as the case may be. This benefit will be available for a period of seven years or till the deceased would have attained the age of 65 years, whichever is earlier.(3)In the event of death after retirement, the family pension at the enhanced rates shall be payable upto the date on which the deceased employee would have attained the age of sixty five years, had he served, or for a period of seven years whichever is less, but in no case the amount of family pension shall exceed the pension sanctioned to the employee at the time to retirement.For the purpose of "family" pension "family" shall include the following relatives of the employee :-

1. (a) Wife;

(b)husband;(c)minor sons;(d)unmarried minor daughters and legally adopted child before the date of retirement;(e)widow/widower upto the date of death or re-marriage, whichever is earlier;(f)sons/unmarried daughters until he/she attains the age of 25 years or starts earning livelihood whichever is earlier;(g)a judicially separated wife or husband.(2)Marriage after retirement is [-] [Words 'not' omitted vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.] recognised by family pension.Note : The term "child" includes posthumous child of

the employee. Chapter - IV

16. Subscription and maintenance of contributory provident fund account. sections 4 and 16.

(1) The employees shall contribute towards the Contributory Provident Fund at the rate of 10% of the basic pay or any rate prescribed by the Government from time to time. An employee, may however, subscribe voluntarily at higher rate than that prescribed by the Government. The fund shall be regulated in accordance with the procedure as may be specified by the Director from time to time. (2) [The employees share of Contributory Provident Fund will be maintained by the Principal of the College as per existing policy and transactions issued by the Director.] [Substituted vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.]

17. Transfer of employee's contributory provident fund. sections 4 and 16.

- [(1) The employer's share of Contributory Provident Fund along with interest earned per annum would be transferred to the Director.] [Substituted vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.] (2) The amount of employer's share of contribution to the Contributory Provident Fund together with interest required to be refunded or actually refunded shall be recorded in the Service Book under proper attestation. (3) The employees who have retired on or after coming into force of these rules and have already drawn the employer's share of Contributory Provident Fund together with interest accrued thereon and they (or in case of death of such an employee, his legal heirs) are not in a position to refund the same in cash, may be allowed to adjust the same against the amount of gratuity or arrears of pension that may be admissible to them. In such cases, the employer's share of Contributory Provident Fund together with interest accrued thereon shall be refunded with twelve percent interest on the amount actually drawn, calculated from the date of drawal of the said amount to the date of refund or adjustment and if there still remains any due amount it will be adjusted by non-payment of pension till recovery of the total amount is adjusted. (4) The date of drawal and refund of the amount of employer's share together with interest thereon shall be recorded in the service book and the entry shall be attested after verification by the Director. The concerned employee or their legal heirs, as the case may be, shall give an undertaking in writing to the effect that he has no objection to such recovery or adjustment. Chapter - V

18. [Establishment and constitution of pension fund. sections 4 and 16. [Substituted vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.]

(1) The employer share shall be deposited under the Head "0071- Contribution and Recoveries towards pension and other retirement benefits-01-Civil-101- subscription and contributions. Employer share of Contributory Provident Fund of Aided Colleges." (2) The Head of Account as specified in sub-rule (1) shall comprise :- (a) the amount of employer's share including that of government share given in the shape of grant-in-aid upto the date of enforcement of these rules

lying in the Contributory Provident Fund Account;(b)five percent of the employer's share towards Contributory Provident Fund contributed on or after the date of enforcement of these rules;(c)ninety five percent amount of the Government share towards the Contributory Provident Fund being paid as grant-in-aid to the affiliated aided colleges on or before the date of enforcement of these rules;(d)the amount of interest accrued on the amounts specified above;(e)any other amount as may be specifically paid by the Government towards this Head of Accounts;"(3)The Government shall make suitable provision in the annual budget, under the Head "2202-General Education-03 University and other Higher Education-104 - Assistance to Non-Government Colleges and Institutions Retiral Benefits", for making payments of pension to retirees.(4)The credit to the head of account shall be made as under :-five percent of the ten percent of the pay of the employee towards the Contributory Provident Fund payable by the management shall also be deducted from the grant in aid sanctioned to the private affiliated colleges for crediting the same to the head of account so that no amount remains pending for recovery from the management.(5)For the purpose of sub-rule (4) the share of contributory provident fund of the management towards the retirement benefits under these rules in respect of each employee shall be deducted from the grant-in-aid.]

19. Authority to take action in case of default. sections 4 and 16.

- In case of default or non-implementing by the management of any provision of these rules, the Director shall have the right to deduct any amount that may be found due to be management out of the amount of grant-in-aid and may suspend the grant-in-aid to the concerned affiliated college and may also remove the name of such college from the grant-in-aid list with the prior approval of the Government.

20. [Setting up of a cell for implementation. sections 4 and 16. [Substituted vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.]

(1)A full-fledged separate cell shall be established in the office of the Director which shall maintain the complete accounts pertaining to these rules and also college-wise amount of collection.(2)The credit to the account shall be reconciled in the office of Accountant General, Haryana, monthly so that no discrepancies arise in the accounts.]

21. Depositing of money in pension. sections 4 and 16.

(1)The amount of the Contributory Provident Fund which becomes due from the Managing Committee on the date of commencement of these rules shall be deposited in the Fund immediately, failing which the Managing Committee shall be liable for payment of interest applicable to the Contributory Provident Fund.(2)[-] [Omitted vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.]

22. [Mode of payment of pension. sections 4 and 16. [Substituted vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.]

- The payment under these rules shall be made by the department through management on the basis of Pension Payment Order and the authority letter issued by the Director.]

23. [Mode of payment to retiree. sections 4 and 16. [Substituted vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.]

- The payment of pension/family pension to the retiree/family of the deceased employee shall be through the department/management on the basis of Pension Payment Order. The procedure for making payment of pension/family pension will be the same as is being adopted for making payment of salary to the staff of aided colleges. Other retirement benefits admissible under these rules shall be paid by the Principal of the College concerned to the retiree/family of the deceased employee after the same is sanctioned by the Director and a copy of the sanction so made shall be conveyed to the Accountant General, Haryana (Accounts and Entitlement) and the concerned retiree/family of the deceased employee with a copy to the Principal of the College for making payment through Bank Draft accordingly.]

24. [Head of account of experience. section 4. [Substituted vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.]

- All payments under these rules shall be made under the expenditure Head "2202 - General-Education-03- University and other Higher Education-10-Assistance to Non-Government Colleges and institutions retiral benefits.]

25. [Head of account of debit expenditure. sections 4 and 16. [Substituted vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.]

- The amount of payment under Head "2202-General Education-03-University and other Higher Education-104-Assistance to Non-Government Colleges and institutions retiral benefits." Under separate sub-head against each retirement benefit actually debited and reconciled in the office of the Accountant General (Accounts and entitlement).]

26. Maintenance of account. sections 4 and 16.

- The pension Branch (Aided College) of the office of the Director shall maintain college-wise pension payment orders register showing therein complete particulars of the employees in whose favour pension payment orders are issued.

27.

[-] [Omitted vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.]

28.

[-] [Omitted vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.]

29. [Application for final payment. sections 4 and 16. [Substituted vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.]

- The application for final payment will be made to the Director who will order the release of final payment.]

30. Setting up of committee to review the position of fund. sections 4 and 16.

- There shall be a committee consisting of :- (1) Secretary to Government of Haryana, Department of Education; (ii) Secretary to Government of Haryana, Department of Finance; (iii) The Accountant General (Accounts and Entitlement), Haryana; and (iv) Director. The committee shall meet at least once in year to review the position of the fund and its implementation and also make recommendations to the Government for Budget provision as required under these rules. The Secretary Education will be the Chairman of the committee and Director will be its Ex-officio Secretary.

31. Authority who will have overall control. sections 4 and 16.

- The Director shall administer, control and operate the fund.

32. Audit of account. sections 4 and 16.

- The Accountant General (Audit), Haryana shall audit the individual account of the fund. Chapter - VI

33. [Adjustment and recovery of dues. sections 4 and 16. [Substituted vide Haryana Notification No. GSR 2/HA.15/1979/Sections 4, 5 and 16/2001.]

(1)The Managing Committee or Principal of the College shall take steps to assess the dues outstanding against the employee one year before the date on which he is due to retire on superannuation.(2)The dues as assessed including those dues which come to the notice subsequently and which remain outstanding till the date of retirement of the employee, shall be adjusted against the amount of death-cum-retirement gratuity becoming payable to the employee on his retirement.(3)When an employee retires from service, an office order shall be issued to that

effect by the Managing Committee and copies thereof shall be endorsed to the Director.(4)The employee shall not be entitled for the benefits available under these rules until the transfer of the employer's share of his Contributory Provident Fund along interest to relevant head of account.]

34. Power to withhold pension. sections 4 and 16.

- The Director shall have the right of withholding or withdrawing pension or any part of it, if the pensioner is convicted by Court of law of a serious crime or is guilty of a grave misconduct or proved in an enquiry conducted by the Government on or after retirement.

35. Arbitration. sections 4 and 16.

- If any dispute arises between the employee and the Managing Committee relating to the delay in forwarding the pension papers of the employee, the matter shall be referred to the Director for decision whose decision shall be final and binding upon the parties.

36. Interpretation of rules. sections 4 and 16.

- If any question or doubt arises as to the interpretation of these rules, Government shall decide the same. Annexure-I (See Rule 13)

Completed six-monthly periods of qualifying service	Scale of service gratuity
1	1/2 months' Emoluments
2	1 months' Emoluments
3	1 1/2 months' Emoluments
4	2 months' Emoluments
5	2 1/2 months' Emoluments
6	3 months' Emoluments
7	3 1/2 months' Emoluments
8	4 months' Emoluments
9	4 1/4 months' Emoluments
10	4 3/4 months' Emoluments
11	5 months' Emoluments
12	5 1/2 months' Emoluments
13	5 3/4 months' Emoluments
14	6 months' Emoluments
15	6 1/4 months' Emoluments
16	6 3/4 months' Emoluments
17	7 months' Emoluments
18	7 1/4 months' Emoluments

Form 1(See Rule 3(1))(An Agreement to be executed by the Managing Committee for the Implementation of the Retirement Benefits to the Employees)An agreement made on this ----- day of ----- between Managing Committee (hereinafter called the "Management", which expression shall include its successor of the ONE part and the Governor acting through ----- (hereinafter referred to as the "Government") of the other part);Whereas the Government has decided to grant Retirement Benefit in lieu of Contributory Provident Fund to the employees of affiliated aided Colleges ----- in accordance with the procedure specified by the Government subject to the condition that the Management of the concerned affiliated aided Colleges shall execute an agreement to abide by the provisions of the Haryana Affiliated Colleges (Pension and Contributory Provident Fund) Rules, 1999 in instructions issued from time to time in this respect by the Government;And, whereas the Management ----- vide Resolution No. ----- dated ----- in fulfilment of the conditions for the grant of retirement benefits in lieu of the Contributory Provident Fund has agreed to abide by the provisions of the Haryana Affiliated Colleges (Pension and Contributory Provident Fund) Rules, 1999 and instructions issued from time to time by the Government in this regard.And whereas the existing employees, heithertofore governed by the Contributory Provident Fund are to be governed now by the Haryana Affiliated Colleges (Pension and Contributory Provident Fund) Rules, 1999, stipulating that Management's share and the Government's share of the Contributory Provident Fund from the date of their admittance of the Contributory Provident Fund along with the interest accrued thereon upto the date of commencement of sale rules, are to be transferred to the Director;And, whereas the Management has also agreed to continue to contribute its share as such of the pay as may be fixed from time to time by the Director as Contributory Provident Fund of the employee to the fund under the Haryana Affiliated Colleges (Pension and Contributory Provident Fund) Rules, 1999 and this contribution shall be transferred to the Director.Now, therefore, in pursuance of the said agreement, the Management hereby agrees that it shall duly, faithfully and punctually perform all the conditions set out in the agreement. In the event of the failure of the Management to act on the said conditions, the Director shall be entitled to deduct any amount due to the Management from the amount of the Grant-in-aid being issued to the Management and shall take such action against the Management as may be deemed proper within the framework of the Haryana Affiliated Colleges (Pension and Contributory Provident Fund) Rules, 1999.In witness whereof the parties have signed, this deed on the date respectively mentioned against their signatures.

For and on behalf of the Governor of Haryana For and on behalf of the Management

1. Signature -----

1. Signature -----

2. Name -----

2. Name -----

(Block Letters)

(Block Letters)

3. Date -----

3. Date -----

4. Signature -----

4. Signature -----

Witness-I

Witness-I

Signature -----

Signature -----

Name -----

Name -----

Date -----

Date -----

Designation

Address

Witness-II

Signature -----

Name -----

Date -----

Designation -----

Address -----

Address -----

Designation

Address

Witness-II

Signature -----

Name -----

Date -----

Designation -----

AcknowledgementReceived from Shri/Smt. ----- Designation -----Office -----
option and undertaking dated -----Dated : (With Seal and Full Name in Block
Letters)Form-II[See Rule 3(1)]Undertaking(In Triplicate)Having read the instructions issued vide
Haryana Government Notification No. ----- dated ----- and fully understood the
comparative advantages and disadvantages of these rules as applicable in my case :(1)(a): I
undertake to abide by all the instructions referred to above and as may be amended and issued from
time to time in this regard;(b)I undertake to refund the amount on account of my and employer's
share as worked out by the Director.Witness :

(1) Signature ----- Signature of the employee

Date ----- Date -----

Name in Full ----- Name in Full -----

(In Block Letters) (In Block Letters)

Designation-----

(2) Signature -----

Date -----

Designation -----

(Principal/Headmaster)

Office-----

District Education Officer