



भारत हेवी इलेक्ट्रिकल्स लिमिटेड Bharat Heavy Electricals Limited

From : Shilpa Mayenkar, Sr.DGM (HR), BHEL Corporate Office, New Delhi

To : **Unit HR Heads, BHEL**

Bhopal / Hyderabad / Trichy / Haridwar / TP / EDN / SBD / ISG / Corp. R&D / HERP / CFP
/ FSIP / BAP / IVP / EMRP / PS-HQ, MG, PMG, TS & SSBG / PS-PEM / PS-NR / PS-ER
/ PS-WR / PS-SR / IS, IO & ROD / TBG / Corporate Office / PPPU / Piping Centre / HPVP

No. AA:HR:WLX (BHEL PS)

Date: 27.05.2022

Corporate HR Circular No.012/WLX/2022

Sub: BHEL Employees Pension Scheme (Applicable to regular employees of the Company at Board Level and below Board Level, who were/are on the rolls of the Company as on 1.1.2007 and onwards) – Declaration of Final “X” factor for 2021-22

On finalization of Company's Annual accounts for FY 2021-22, the “X” factor for the financial year 2021-22 has been finalized as “9.5 days” for every completed year of service in respect of employees who were separated from the services of the Company during the financial year 2021-22. Accordingly, in such cases, balance of the pension corpus shall be released.

The applications will be processed by Unit HR through pension portal and pension order will be generated on 5th of every month along with pension order in respect of employees retiring on 24th of the previous month. In such cases beneficiaries shall have to apply afresh in pension portal and complete documentation requirement for payment of pension/ annuity by Annuity providers (Ref. AA:HR:WLX (BHEL PS) dated 11.09.2019).

The applicable rate of Pension Contribution/ Provisional Pension Contribution (attached) by the company iro each financial year, shall also be utilized for recovery to be effected from the Individual Pension Corpus.

This issues with the approval of Competent Authority.

(Shilpa Mayenkar)

Enclosure: a/a

Applicable rate of Pension Contribution/ Provisional Pension Contribution

Cessations during the Period	%age(Provisional) of Basic Pay +DA for effect of recovery from Individual Pension Corpus towards number of days of EOL/LWP availed during the period at Col. (A)	Recovery from Individual Pension Corpus towards number of days of HPL availed during the period at Col. (A)
(A)	(B)	(C)
01.04.2022 to 31.03.2023	8.00% (Provisional)	50% of amount arrived based on calculation at Col. (B).
01.04.2021 to 31.03.2022	8.00%	
01.04.2020 to 31.03.2021	9.0121%	
01.04.2019 to 31.03.2020	3.1944%	
01.04.2018 to 31.03.2019	8.35%	
01.04.2017 to 31.03.2018	7.68 %	
01.04.2016 to 31.03.2017	6.902672%	
01.04.2015 to 31.03.2016	7.30526%	
01.04.2014 to 31.03.2015	7.7641 %	
01.04.2013 to 31.03.2014	8.47%	
01.04.2012 to 31.03.2013	8.08%	
01.01.2007 to 31.03.2012	8.69%	

The balance of recovery/ adjustment from the pension corpus if any shall be carried out as per contribution rates notified above.

