



भारत हेवी इलेक्ट्रिकल्स लिमिटेड Bharat Heavy Electricals Limited

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

To : **Head of HR, 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 / TBG / ROD / Corporate Office
/ PPPU / Piping Centre / HPVP

No. AA:HR:WLX (BHEL PS)

Date: 30.04.2021

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) – Provisional 'X' factor for the financial year 2021-22 and Applicable Rate of Pension Contribution regarding.

Reference is invited to Corp. HR Circular No.17/WLX/2021 (Ref. AA:HR:WLX (BHEL PS) dated 20.04.2021) notifying Final 'X' factor for 2019-20 and 2020-21 as "9.5 days".

The provisional factor of "X" for computation of individual pension corpus as per formula in clause 7.3.1 of the Scheme is notified as "**7.5 days**" for every completed year of service in respect of employees who have/ shall be separated from the services of the Company during the financial year 2021-22.

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.

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)

Encl: a/a

Applicable rate of Pension Contribution/ Provisional Pension Contribution

Cessations during the Period	%age(incl. 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)
01.04.2021 to 31.03.2022	8.00% (Provisional)	50% of amount arrived based on calculation at Col. (B).
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.

