

#### PREFACE.

A knowledge of the Pension and Leave Rules is essentially necessary. Experience has shewn that a want of this knowledge sometimes proves highly detrimental. It has, therefore, been thought advisable to embody in this pamphlet all the most important Rulings contained in the Civil Pension and Leave Codes which might be readily referred to by Uncovenanted Officers generally serving in the Civil Department. It is by no means intended as an abstract of all the rules contained in the Codes, but simply as a guide in understanding the Rules in an elementary manner, and it is hoped that it will be found generally useful by Officers for whom it is intended. A Table to calculate pension under the new Rules is attached which will serve for ready reference by Officers retiring from the Government Service, and by those whose duty is to report on applications for pensions.

LAHORE:
The 18th March, 1889.

PROSONNO COOMER DEY,
Superintendent,
Accountant General's Office,
Punjub.

### THE CIVIL PENSION RULES.

[Note.—The references to the Financial Codes are to the sixth Edition.]

#### GENERAL.

- (1.) An officer may be admitted to pension while absent on leave, whether in or out of India. (Section 3.)
- (2.) Fractions of a year are not to be taken into account in calculating any pension admissible to an officer under any Rule in the Pension Code. (Section 4.)
- (3.) Pension may not be granted to an officer whom it is desired to remove for misconduct or inefficiency. (Section 54.)
- (4.) An officer cannot earn two pensions in the same office at the same time, or by the same continuous service. (Section 58.)
- (5.) Two officers may not simultaneously count service in one office. (Section 59.)
- (6.) An officer who is appointed for a limited time only, or for a specified duty, on the completion of which he is to be discharged, has no claim to pension. (Section 63.)
- (7.) The service of a person, employed temporarily on monthly wages without specified limit of a time or duty, does not ptice of discharge should be given to ages must be paid for any period by ort of a month. (Section 64.)

apprentice (excepting (1) at the Central lation of qualifying service, or (2) as an he Public Works Department) does not

- (9.) Except for Compensation Gratuity, Superior Service by an officer, whose age is less than twenty-two years, does not qualify. (Section 67.)
- (10.) The full pension, admissible under the Rules, is not to be given as a matter of course, or unless the service rendered has been really approved. (Secretary of State's Despatch No. 174, dated 30th September, 1863.) (Section 69.)

Note.—If the service has not been thoroughly satisfactory, the Local Government should make such reduction in the amount of pension as it thinks proper. (Note 1 to Section 69.)

#### QUALIFYING SERVICE.

First Condition .- Service under Government.

(11.) The service of an officer does not qualify unless he is appointed, and his duties and pay are regulated by the Government, or under conditions determined by the Government. (Section 70.)

#### QUALIFYING SERVICE.

Second Condition.—Permanent and Substantive employ.

- (12.) Service does not qualify unless the officer holds a substantive office on a permanent establishment; but, upon such conditions as it may think fit, in each case, to impose, the Government of India may allow temporary service to count for pension, if the pension does not exceed ten rupees a month. (Section 74.)
- (12 a.)—An establishment, the duties of which are not continuous but are limited to certain fixed periods in each year, is not a temporary establishment. Service in such an establishment, including the period during which the establishment is not employed, qualifies. (Section 74, Rule 1.)
- (12b.)—Service in an office which, although at first created experimentally, or temporarily, eventually becomes permagant, qualifies; but this Rule does not apply to the case of an officer who is entertained, temporarily in one appointment and after wards transferred to another substantive appointment. (Section 71, Rule 2.)

- (12c.)—An officer, without a substantive appointment, officiating in an office which is vacant, or the permanent incumbent of which does not draw any part of the pay or count service, may, if he is confirmed without interruption in his service, count his officiating service. (Section 71, Rule 3.)
- (12d.)—The service of a probationer who holds a substantive office and draws substantive pay, qualifies. So does that of an officer who is on probation for a substantive office, if he is employed in a vacancy reserved for him, pending probation, and in which no other officer simultaneously counts service; but the service of an officer in the Traffic Department of a State Railway, before he passes the test examination, does not qualify. (Section 71, Rule 4.)

#### SUPERIOR AND INFERIOR SERVICE.

- (13.) Qualifying Service is divided into Superior and Inferior. (Section 92.)
- (14.) Service on pay not exceeding Rs. 10, and service in any office which has been graded as Inferior by the rule or practice of the Local Government, is Inferior Service.
  - (15.) All other service is Superior Service. (Section 94.)
- (15a.)—Time passed on Leave, other than Privilege or Subsidiary leave, does not count as Superior Service. Time passed on leave, subsidiary to leave on Medical certificate, by an officer who has twice before had leave on Medical certificate out of India, does not count. (Section 97.)
- (15b.)—Time passed under suspension, pending enquiry into conduct, counts, if the suspension is immediately followed by re-instatement. Time passed under suspension adjudged as a specific penalty does not count. (Section 99.)

#### FORFEITURE OF PAST SERVICE.

(16.) An interruption in the service of an officer entails forfeiture of his past service. (Section 100.)

- (17.) Resignation of the Public Service, or removal from it for misconduct, inefficiency, or failure to pass a prescribed examination, entails forfeiture of past service. (Section 101.)
- (17a.) Resignation of an appointment to take up another appointment, service in which counts, is not held to be a resignation of the public service. (Section 101, Rule 1.)
- (18.) Upon such conditions as it may think fit, in each case, to impose—
- (a.)—The Government of India may condone all interruptions in service not exceeding twelve months in all; and the Local Government may condone all interruptions not exceeding three months in all.
- (b.)—If the proposed pension does not exceed fifty rupees a month, the Government of India may condone interruptions in service, whatever their duration: and the Local Government may exercise the same power if the pension is a provincial charge; otherwise it may condone interruptions not exceeding twelve months in all. (Section 102.)

CONDITIONS OF AWARD OF PENSION.

(19.) Pensions are of four classes :-

Compensation Pensions.
Invalid Pensions.
Superannuation Pensions.
Retiring Pensions.—(Section 103.)

#### Compensation Pensions.

(20.) A Compensation pension is awarded to an officer discharged from the Public Service, because, on a reduction of establishment, his appointment is abolished. (Section 104.)

#### INVALID PENSIONS.

- (21.) An invalid pension is awarded, on his retirement from the Public Service, to an officer who, by bodily or mental infirmity, is permanently incapacitated—
  - (a.)—For the Public Service, or
  - (b.)—For the particular branch of it to which he belongs.

To prevent undue liability for Invalid Pensions, no person may be appointed to a Superior grade in the Public service in India without a certificate in the annexed form, with any suitable modification by a Commissioned Medical Officer, or by a Medical Officer in charge of a Civil Station or (in the case of a candidate for employment in a State Railway) of a State Railway. This certificate must be annexed to the first bill submitted for the pay of the officer.

#### CERTIFICATE.

- (22.) If the officer applying for pension is sixty years old or upwards, no certificate by a Medical officer is necessary; it suffices for the Head of the office to certify to the incapacity of the applicant. Otherwise, incapacity for service must be established by a Medical certificate. (Section 107.)
- (23). If the incapacity is the result of irregular or intemperate habits, no pension can be granted. Otherwise, it is for the Local Government to decide whether the officer's incapacity is such as to render it necessary to admit him to Invalid Pension. (Section 109.)

#### SUPERANNUATION PENSIONS.

(24.) A Superannuation Pension is granted to an officer entitled or compelled, by rule, to retire at a particular age. (Section 110.)

(24a)—An officer who has attained to the age of fifty-five years may be required to retire, unless the Local Government considers him efficient, and permit him to remain in the service. (Section 110, Rule 1.)

#### RETIRING PENSIONS.

(25.) A Retiring Pension is granted to an officer who voluntarily retires after completing the prescribed period\_of service. (Section 111.)

#### AMOUNT OF PENSION.

- (26.) The amount of pension that may be granted is determined by length of service. (Section 112.)
- (27.) An officer entitled to pension may not take a gratuity instead of pension. (Section 112, Rule 1.)

#### FOR SUPERIOR SERVICE.

- (28) Compensation and Invalid Pension may be granted for Superior Qualifying Service as follows:—
  - (28a.)—After a service of less than ten years:—

A gratuity not exceeding (except in special cases and under the orders of the Government of India) one month's emoluments for each completed year of service. If the emoluments of the officer have been reduced during the last five years of his service otherwise than as a penalty, average emoluments may, at the discretion of the Local Government, be substituted for emoluments.

(28b.)—After a service of not less than 10 years:—
A pension not exceeding the following amounts:—

Years of completed service.	S	cale of	f Pens	ion,	Maximum	limit of	pensions.
10	10	Sixtie			2,000	a year.	
11	11	Do.	molun Do.	nents.	2,200	Do.	
12	12	Do.	Do.		2,400	Do.	
13	13	Do.	Do.		2,600	Do.	
14	14	Do.	Do.		2,800	Do.	
15	15	Do.	Do.		3,000	Do.	
16	16	Do.	Do.		3,200	Do.	
17	17	Do.	Do.		3,400	Do.	
18	18	Do.	Do.		3,600	Do.	t
19	19	Do.	Do.		3,800	Do.	
20	20	Do.	Do.		4,000	Do.	
21	21	Do.	Do.		4,200	Do.	
22	22	Do.	Do.		4,400	Do.	
23	23	Do.	Do.		4,600	Do.	
24	24 -	Do.	Do.		4,800	Do.	
25 and	30	Do.	Do.		5,000	Do.	- 12.47

<sup>(</sup>G. I. F. D. Order No. 414, dated 25th January, 1888.) (Section 113.)

A Table to calculate pension is annexed.

<sup>(28</sup>c.)—"Average Emoluments" means the average calculated upon the last five years of service. (Page VI. Definition.)

<sup>(29.)</sup> The amount of Superannuation Pension which may be granted for Superior Qualifying Service, is that which would be admissible as an Invalid Pension. (Section 115)

Proviso.—If an officer's qualifying service began after the 20th January, 1871, and after he attained the age of thirty years, then the pension admissible under Section 115 (para. 29) shall be reduced by one-fortieth for every year or part of a year, by which his age exceeded thirty years. Gratuities are not subject to any reduction, and in the case of pensions, the fixed limits are to be applied before, and not after, making the reduction. (Section 115 Proviso.)

(30.) A Retiring Pension may be granted for Superior Qualifying Service as follows:—

After a service of not less than thirty years:

The same in amount as an Invalid Pension admissible after twenty-five years' service. (Section 116.)

#### APPLICATIONS FOR PENSION.

- (31.) Every Non-Gazetted Officer, holding a substantive appointment on a permanent establishment, is required to keep a Service-Book, in which every step in his official life should be recorded, each entry being contemporaneously attested by the Head of his office. (Section 129.)
- (32.) An applicant for pension, not being a Gazetted Officer, should submit to the Authority whose duty it would be to fill up his appointment, if vacant, his Service-Book, and a statement of the following particulars:—
  - (a.)—The date by Christian era on which the applicant was born.
  - (b:)—List of appointments held, dates of beginning and ending of each appointment, leave enjoyed and an explanation of each interruption in service.
- (33.) The Authority receiving the application should then, in communication with the Account Department, verify the services claimed. (Section 131.)

- (34.) After completing the verification in the prescribed manner, the Authority receiving the application should draw up the application in the prescribed form, and arrange with it all the documents relied upon for a verification of the service claimed, in such a manner that they can be conveniently consulted, and then forward it, together with the officer's Service-Book, through his official superiors, to the Local Government. If an applicant for pension (not gratuity) is no longer in active service, a Last-Pay Certificate should be attached to the application. (Section 132.)
- (35.) A Gazetted Officer should submit his application, through his official superiors, to the Local Government. The application should be prepared in the Form prescribed in Section 132, either by the officer himself or by the Head of the Department in which he is serving; and the Rules under that Section apply, save that it is not necessary to have the service formally verified before forwarding the application. (Section 133.)
- (36.) The last officer, through whom the application passes, should send it to the Chief Provincial Account Officer of the Department, who will (after verifying the service) submit the application to the Local Government with a report upon the claim for pension and the Rules applicable to the case. (Section 134.)

# EXTRAORDINARY PENSIONS IN CASES OF INJURY OR DEATH.

- (37.) The following are the Rules for the grant of a pension:— (a.)—to a man so injured, in the execution of a public duty, as to be incapacitated for earning a livelihood;
  - (b.)—to the family of a man killed in the execution of a public duty.

They apply to any person employed in the service of the Government, whether permanently, temporarily, or even casually, and whether remunerated by fixed pay, or (as, for example,

miners in the salt mines) for piece-work. They apply also to Village Watchmen. (Section 156)

(38.) An Extraordinary pension is granted only when injury or death is met in the performance of a duty which is attended with extraordinary bodily risk. The Government recognises no claims on account of less of life or bodily injury resulting from an ordinary accident.

The following are examples of cases of ordinary accident:—
A policeman falling from a horse; a policeman on escort duty killed by sunstroke; a lascar killed by the snapping of a hawser; a laborer falling under a burden. (Section 157.)

(39.) The amount of pension is determined by Government, (Section 163.)

#### RE-EMPLOYMENT OF PENSIONERS.

- (40.) An officer who has obtained a Compensation Gratuity, if re-employed in qualifying service, may either retain his gratuity, in which case his former service will not count for future pension, or refund it and count his former service. (Section 181.)
- (41.) There is no bar to the re-employment of an officer who has regained health after obtaining Invalid Pension, or, if an officer is invalided as being incapacitated for employment in a particular branch of the service, to his re-employment in some other branch of the service. (Section 184.)
- (42.) An officer who has obtained a Superannuation Pension is, by the nature of the case, excluded from re-employment in the general service, but may, with the sanction of the Local Government, which should be given only on strong public grounds, be re-employed in service paid from a Local Fund. If so re-employed, he is permitted to retain his pension. (Section 185.)

NOTE.—An officer who is superannuated may not be re-employed on the ground that he was entitled to a Retiring Pension. (Note to Section 185.)

(43.) An officer who has obtained a Retiring Pension connot be re-employed, except on strong public grounds, and with the express sanction of the Government of Iudia in the Finance

Department, or, if Pensions are a Provincial charge, of the Local Government. If so re-employed, he is permitted to draw pension in addition to full pay. (Section 186.)

#### THE CIVIL LEAVE RULES:

#### General.

- (44.) Leave of absence can never be claimed absolutely as of right. (Section 4.)
- (44a.)—An Uncovenanted Officer is eligible, after he attains the age of fifty-five years, for Privilege leave, and also for any Special leave to which he may be otherwise entitled, and also for Extraordinary leave without allowances: provided that the total leave granted, whether Special or Extraordinary, does not exceed six months in all. Any leave other than Privilege leave or Special leave, granted to such an Uncovenanted Officer, before the date on which he attains the age of fifty-five years, ceases to have effect on this date. (Section 46.)

#### PRIVILEGE LEAVE.

- (45.) The amount of Privilege leave, admissible at one time, is limited to three calendar months. (Section 71.)
- (46.) The amount of Privilege leave earned by an officer is one-eleventh part of the time during which he has been on duty without interruption: Provided that no Privilege leave can be earned by an officer by duty done while three months' such leave is due to him, and that whenever duty is interrupted, all claim to Privilege leave earned theretofore is forfeited. (Section 72.)
- (46a.)—Privilege leave is not admissible to officers servin in departments in which regular vacations are allowed, except in case of urgent necessity and on half pay. (Section 73-1.)
- (46b.)—No Non-Gazetted Officer, whose salary is less than Rs. 200 a month, can draw any allowances for the time passed on Privilege leave until he returns to duty. (Section 138.)
- (46c.)—A Non-Gazetted Officer, taking Privilege leave whose salary is less than Rs. 200 a mouth, may, with the special

sanction of the Head of his office, receive an advance not exceeding two months' salary, and, also, not exceeding the allowances which would become due to him for the whole period of leave on the expiration thereof. (Section 138, Rule 1.)

(47.) An officer on Privilege leave is entitled to a Leave Allowance equal to the salary which he would receive if he were on duty in the appointment on which he has a lien. (Section 76.)

(47a.)—Note.—The right to receive Privilege leave Allowances is contingent on the return of an officer to duty upon the expiry of such leave. (Note to Section 67.)

(48.) These Rules apply fully only to those whose pay is not less than Rs. 100. But leave may the granted under them to an officer, whether he be in Superior or Inferior Service, whose pay is less than Rs. 100, so far as it can be done without imposing any cost upon the State. The Absentee Allowance of the substantive incumbent must not exceed what remains from the pay of the appointment after provision is made for the efficient discharge of his duties during his absence.

#### LEAVE ON MEDICAL CERTIFICATE.

- (49.) Leave on Medical Certificate may be granted for three years in all, but not for more than two years at one time; and no officer can have leave on Medical Certificate out of India more than twice. (Section 128.)
- (50.) An officer on leave under this Section is entitled to half his average salary for the first fifteen months of each period of absence, but not for more than thirty months in all. For the rest of his leave, he is entitled to a quarter of his average salary. (Section 129.)

#### LEAVE ON PRIVATE AFFAIRS.

- (51.) Leave on private affairs for six months may be granted to an officer who has not had furlough after six years' service, and repeated after intervals of six years. (Section 130.)
- (1.) Leave on private affairs does not accumulate, and cannot be taken in instalments. (Section 130, Rule I.)
- (2.) Leave on Medical Certificate counts as service for Leave on Private Affairs. (Section 130, Rule 1.)

- (52.) An officer on leave under Section 130 is entitled to half his average salary. (Section 131.)
- (1.) An officer does not forfeit the allowance to which he is entitled under this Section by resigning the service at the end of the leave. (Section 131, Rule 1.)

#### FURLOUGH.

(53.) Furlough may be granted, as follows, to an officer who has not had leave on private affairs: (Section 135.)

After ten years' service—one year or any less period; and thereafter, at intervals of not less than eight years—one year or any less period; or after eighteen years' service—two years or any less period; and thereafter, at intervals of not less than eight years—one year or any less period: provided that not more than two years in all may be granted.

- (1.) Leave on Medical Certificate counts as service for furlough.
- (2.) Leave on Private Affairs under the Rules in force before the 8th June, 1863, does not prevent the grant of furlough under this Section. (Section 132.)
- (54.). An officer on furlough is entitled to half his average salary. (Section 133.)

#### LEAVE WITHOUT ALLOWANCES.

(55.) Extraordinary leave without allowances may, in case of necessity, be granted for such time as may be necessary. Time pent on leave under this Section does not count as service for other leave. There is no limit to the length or frequency of leave under this Section, and it may be granted in continuation of leave on Medical Certificate and leave on Private Affairs or Furlough, but not in continuation of Privilege leave. (Section 134)

#### SUBSIDIARY LEAVE.

(56.) An officer going on, or returning from, leave out of India on Medical Certificate, leave on Private Affairs, on Furlough, or going on, or returning from, leave on Medical Certificate to a sanitarium, is entitled to Subsidiary leave (Section 136) which is calculated as joining time is calculated subject to a

- (57.) An officer on Subsidiary leave prefixed to other leave is entitled to half his average salary. An officer on Subsidiary leave following other leave is entitled to half his average salary, or quarter of his average salary, according to the rate of allowance to which he may be entitled at the end of the leave to which it is subsidiary. But if he is entitled to Privilege leave, he can get full pay during Subsidiary leave. (Section 70. (d.) Rule 1.)
- (2.) Subsidiary leave on half pay for a period not exceeding fourteen days, may be given to an officer preparatory to his retirement from the service, provided that the grant causes no additional expense on the State. (Section 137.)

#### EXAMINATION LEAVE.

(58.) An officer permitted to present himself at any examination which must be passed before a person is eligible for a higher subordinate appointment in any branch of the Uncovenanted Service, such as a Deputy Magistracy, may, under the orders of the Local Government, be allowed leave of absence for the number of days which is actually necessary to enable him to attend at the examination. During this absence, which is expected to be short, no deduction will be made from the officer's allowances, unless the Head of the office finds such deduction necessary to enable him to make arrangements for carrying on the work. Such leave should not be allowed more than twice for each standard of examination. (Section 139.)

#### GENERAL.

(59.) Leave on private affairs and Furlough cannot be taken in continuation of any leave except Subsidiary leave; but any leave granted under these Rules may be retrospectively changed for any other kind or amount of leave which might at first have been granted, and if an officer absent on Privilege leave, or on leave on Private Affairs, or on Furlough, take extension of leave on Medical Certificate, the whole of the absence will be treated as

- (1.) Extraordinary leave without allowances cannot be converted retrospectively into leave on Medical Certificate; but leave on Medical Certificate may be given in continuation of Extraordinary leave without allowances. (Section 141.)
- (59a). Absence without leave or after the end of the leave (excepting Privilege leave, in which case a week's grace is allowed) involves loss of appointment, and after 5 years' continuous absence, whether with or without leave, an officer is considered to be out of Government employ. (Section 142.)

#### JOINING TIME.

- 60. Joining time is the time allowed to an officer to proceed from one station to another when his appointment is changed, or when being unemployed he is appointed to any office. An officer is held to be on duty during joining time, if he is entitled to allowances.
- (1.) Only one day is allowed for joining an appointment which does not necessarily involve a change of residence.
- (2.) Otherwise, joining time is calculated as follows, excluding Sundays not actually spent in travelling:—

Six days for preparation; and, in addition thereto,-For the portion of the jour- ) A day for ney which the officer traeach. vels or might travel 200 miles. By Railway By Ocean steamer 150 Or any longer time actually occupied in the By River steamer ... 80 journey. By Mail cart or other public ) stage conveyance drawn by 80 horses In any other way ...

(Note —An extra day is allowed for any fraction of distance over that prescribed.)

The maximum joining time is 30 days. (Section 160.)

(60a.) A ministerial officer, whose salary does not exceed Rs. 100 a month, should not ordinarily be required to travel by mail cart or other public stage conveyance drawn by horses. (Section 160, Rule 15.)

#### LAST-PAY CERTIFICATE AND WARRANT.

(61.) No officer (unless he has been newly appointed to the service of Government) can begin to draw any pay or allowances at any Treasury in India, or at the Home Treasury of the Government of India, without producing a Last-Pay Certificate from the Treasury where his pay or allowances were last disbursed, or from the Accountant-General within whose jurisdiction this Treasury is. (Section 162.)

#### RETURN TO DUTY.

(62.) An officer who remains absent after the end of his leave is entitled to no allowance for the period of such absence and ceases to have a lien on any appointment,

If his leave was Furlough,—immediately; and if it was Special or Privilege leave,—after a week. (Section 165.)

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# A TABLE TO CALCULATE PENSION UNDER SECTION 113 OF THE C- P- C.

# A Table to Calculate Pension under Section 113 of the Civil Pension Code.

Years of completed service		10		1	11		J	12			13			14			15			16		]	17		
Maximum limit of pension per mensem	166	10	8	183	5	4	200	0	0	216	•10	8	233	5	4	250	0	0	 266	10	8	283	5	4	
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## A Table to Calculate Pension under Section 113 of the C. P. C.—Continued.

Years of completed service		18		1	19		1	20			21			22			23			24			and	
Maximum limit of pension per mensem	300	0	0	316	10	8	333	5	4	350	0	0	366	10	8	383	5	4	400	0	0	416	10	8
Average emoluments	Rs.	Α.	P.	Rs.	Α.	P.	Ra.	Α.	P.	Rs,	Α.	P.	Rs.	Α.	P.	Rs.	Α.	P.	Rs.	A.	P.	Rs.	Α.	— Р.
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3	0		4	0	15	2	1	0	0	1	0	9	1	1	7	1	2	4	1	3	2 7	_1	S	0
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10	3		0	3	2	8	3	5	4	3	-	0	3	10	- 8	- 3	13	4	4	0	0	5	0	0
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14	4		2		6	11	4	10	8	4		4	5	2	1	5	5	10	5	100	7	7	0	0
15	4	8	0	4	12	0	5	0	U	5	182	0	5	8	0	5	12	0	6	0	0	7	8	0
16	4	1000			1	0		5	4	5		7	5	13	- 100	6	2	1	6		4	8	0	0
17	5	1	7	5	6	1	b	10	8	5	15	2	6	3	8	6	8	3	6	12	9	8	8	0

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24	7 3	2 7	9 7	8 0	0	8 6	4	8 12 9	9 3	2		2 7	11	8	0	
25	7 8		14 8	8 5	4	8 12	0	9 2 8	9 9	4			12	0	0	
26	7 12	8 8	3 8	8 10	8	9 1	7	9 8 6	9 15	5	$\begin{array}{ccc} 10 & 0 \\ 10 & 6 \end{array}$	0 4	12	8	0	
27	8 1	7 8	8 9	9 0	0	9 7	2	9 14 4	10 5	7	10 12	9	13	0	0	
28	8 6		13 10	9 5	4	9 12	9	10 4 3	10 11	8	11 3	2	13	8	0	
29	8 11	2 9	2 11	9 10	8	10 2	4	10 10 1	11 1	10	11 9	7	14	0	0	
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31	9 4	9 9	13 0	10 5	4	10 13	7	11 5 10	11 14	1	12 6	4		0	0	
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41	12 4	9 12	15 8	13 10	8	14 5	7	15 0 6	15 11	5	16 6	4	20	8	0	
42	12 9	7 13	4 9	14 0	0	14 11	2	15 6 4	16 1	9	16 12	9	21	0	0	
43	12 14	4 13	9 10	14 5	4	15 0	9	15 12 3	16 7	8	17 3	9	21	8	0	
44	13 3	2 13	14 11	14 10	8	15 6	4	16 2 1	16 13	10	17 9	2 7	22	0	0	

A Table to Calculate Pension under Section 113 of the C. P. C.—Continued.

Ye <sup>ars</sup> ofcompleted service		10		1	11		1	2			13			14			15			16			17	
Average emoluments	R.	A.	P.	R.	▲.	P.	R.	▲.	P.	R.	A.	P.	R.	A.	P.	R.	A.	P.	R.	A.	P.	R.	A.	Р.
45	7	8	0	.8	4	0	9	0	0	9	12	0	10	8	0	11	4	0	12	0	0	12	12	0
46	7	10	8	8	6	11	9	3	2	9	15	5	10	11	8	11	8	0	12	4	3	13	0	6
47	7	13	4	8	9	10	9	6	4	10	2	11	10	15	5	11	12	0	12	8	6	13	5	0
48	8	11.00	0	.8	12	9	9	9	7	. 10	6	4	11	3	2	12	0	0	12	12	9	13		7
49	8	2	8	8	15	8	9	12	9	10	9	10	11	6	11	12	4	0	13	1	0	13		i
.50	8	.5	4	.9	5	8	10	0	0	10	13	4	11	10	8	12	8	0	13	5	4	14	2	8
51	8	. 8	0	9	5	7	10	3	2	11	0	9	11	14	4	12	12	0	13	9	7	14	7	2
,52	.8	Section 1	8	9	8	6	10	6	4	11	4	3	12	2	1	13	0	0	13	13	10	14	11	8
53	8	13	4	9	11	5	10	9	7	11	7	4	12	5	10	13	4	0	14	2	1	. 15	0	3
54	9	0	.0	9	14	4	10	12	9	11	11	2	12	9	7	13	8	0	14	6	4	15	4	9
55	9		8	10	1	4	11	0	0	11	14	8	12	13	4	13	12	0	14	10	8	15	9	4
56 57	9	5	.4	10	4	3	11	3	2	12	2	1	13	1	0	14	0	0	14	14	11	15	13	10
57	9	8	0	10	7	2	11	6	4	12	5	7	13	4	9	14	4	0	15	3	2	16	2	4
58	9	10	8	10	10	1	11	9	7	12	9	0	13	8	6	14	8	0	15	7	5	16	6	11
59	9	13	4	10	13	0	11		9	12	12	6	13	12	-3	14	12	0	15	11	8	16	11	5
.60	10	0	0	11	0	0	12.	0	0	13	0	0	14	0	0	15	0	0	16	0	0	17	0	0
61	10	2	8	11	2	11	12	3	2	13	3	5	14	3	8	15	4	0	16	4	3	17	4	6
62	10	5	4	11	5	10	12	6	4	13	6	11	14	7	5	15	8	0	16	8	6	17	9	0
63	10	8	0	11	8	9	12	9	7	13	10	4	14	11	2	15	12	0	16	12	9	17	13	7
64	10	10	8	11	11	8	12	12	9	13	13	10	14	14	11	16	0	0	17	1	0	18	2	1

		100									RESTRICTED FOR THE STATE OF THE	
65	10 13	4	11 14 8	13 0	0	14 1 4	15 2 8	16 4	0	17 5 4	18 6 8	
66	11 0	0	12 1 7	13 3	2	14 4 9	15 6 4	16 8	0	17 9 7	18 11 2	
67	11 2	8	12 4 6	13 6	4	14 8 3	15 10 1	16 12	0	17 13 10	18 15 8	
68	11 5	4	12 7 5	13 9	7	14 11 8	15 13 10	17 0	0	18 2 1	19 4 3	
69	11 8	0	12 10 4	13 12	9	14 15 2	16 1 7	17 4	0	18 6 4	19 8 9	
70	11 10	8	12 13 4	14 0	0	15 2 8	16 5 4	17 8	0	18 10 8	19 13 4	
71	11 13	4	13 0 3	14 3	2	15 6 1	16 9 0	17 12	0	18 14 11	20 1 10	
72	12 0	0	13 3 2	14 6	4	15 9 7	16 12 9	18 0	0	19 3 2	20 6 4	
73	12 2	8	13 6 1	14 9	7	15 13 0	17 0 6	18 4	0	19 7 5	20 10 11	
74	12 5	4	13 9 0	14 12	9	16 0 6	17 4 3	18 8	0	19 11 8	20 15 5	
75	12 8	0	13 12 0	15 0	0	16 4 0	17 8 0	18 12	0	20 0 0	21 4 0	
76	12 10	8	13 14 11	15 3	2	16 7 - 5	17 11 8	19 0	0	20 4 3	21 8 6	
77	12 13	4	14 1 10	15 6	4	16 10 11	17 15 5	19 4	0	20 8 6	21 13 0	
78	13 0	0	14 4 9	15 9	7	16 14 4	18 3 2	19 8	0	20 12 9	22 1 7	-7
79	13 2	8	14 7 8	15 12	9	17 1 10	18 6 11	19 12	0	21 1 0	22 6 1	<b>1</b> .
80	13 5	4	14 10 8	16 0	0	17 5 4	18 10 8	20 0	0	21 5 4	22 10 8.	
81	13 8	0	14 13 7	16 3	2	17 8 9	18 14 4	20 4	0	21 9 7	22 15 2	
82	13 10	8	15 0 6	16 6	4	17 12 3	19 2 1	20 8	0	21 13 10	23 3 8	
83	13 13	4	15 3 5	16 9	7	17 15 8	19 5 10	20 12	0	22 2 1	23 8 3	
-84	14 0	0	15 6 4	I6 12	9	18 3 2	19 9 7	21 0	0	22 6 4	23 12 9	
85	14 2	8	15 9 4	17 0	0	18 6 8	19 13 4	21 4	0	22 10 8	24 1 4	
86	14 5	4	15 12 3	17 3	2	18 10 1	20 1 0	21 8	0	22 14 11	24 5 10	
87	14 8	0	15 15 2	17 6	4	18 13 7	20 4 9	21 12	0	23 3 2	24 10 4	
88	14 10	8	16 2 1	17 9	7	19 1 0	20 8 6	22 0	0	23 7 5	24 14 11	
89	14 13	4	16 5 6	17 12	9	19 4 6	20 12 3	22 4	0	23 11 8	25 3 5	
90	15 0	0	16 8 0	18 0	0	19 8 0	21 0 0	22 8	0	24 0 0	25 8 0	
91	15 2	8	16 10 11	18 3	2	19 11 5	21 3 8	22 12	0	24 4 3	25 12 6	
92	15 5	4	16 13 10	18 6	4	19 14 11	21 7 5	23 0	0	24 8 6	26 1 0	
		18.2		South Field	8	and the state of	White Tape Action	or Physical				
							MANAGEMENT OF THE PARTY OF THE		-			

# A Table to Calculate Pension under Section 113 of the C. P. C.—Continued.

Years of completed service		18		1	9		2	20			21		2	22		2	23	1	2	24			and	
Average emoluments	Rs	Α.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.
45	1:	8	0	14	4	0	15	0	0	15	12	0	16	8	0	17	4	0	18	0	0	22	8	0
46	12		9	14	9	0	15	5	4	16	1	7	16	13	10	17	10	1	18	6	4	23	0	0
47	14		7	14	14	0	15	10	8	16	7	2	17	3	8	18	0	3	18	12	9	23	8	0
48	14		4	15	3	2	16	0	0	16	12	9	17	9	7	18	6	4	19	3	2 7	24	0	0
49	14	See Section	2	15	8	3	16	5	4.	17	2	4	17	15	5	18	12	6	19	9	7	24	8	0
50	1.		0	15	13	4	16	10	8	17	8	0	18	5	4	19	2	.8	20	0	0	25	0	0
51	15		9	16	2	4	17	0	0	17	13	7	18	11	2	19	8	0	20	6	4	25	8	0
52	15		7	16	7	5	17	5	4	18	3	2	19	-1	0	19	14	11	20	12	8	26	0	0
53	15	14	4	16	12	6	17	10	. 8	18	8	9	19	6	11	20	5	0	21	3	2	26	8	0.
54	16	3	2	17	1	7	18	0	C	18	14	4	19	12	9	20	11	2	21	9	7	27	0	0.
55	1.6		0	17	6	8	18	5	4	19	4	0	20	2	8	21	1	4	22	0	0	27	8	0
56	16	12	9	17	11	8	18	10	8	19	9	7	20	8	6	21	7	5	22	6	4	28	. 0	0
57	17	1 0 1 -	7	18	0	9	19	0	0	19	15	2	20	14	4	21	13	7	22	12	9	28	- 8	0
58	17		4	18	5	10	19	5	4	20	4	9	21	4	3	22	3	8	23	3	2	29	0	0
59	17	11	2	18	10	11		10	8	20	10	4	21	10	1	22	9	10	23	9	7	29	8	0
60	18		0	19	0	0	20	0	0	21	0	0	22	0	0	23	0	0	24	-0	0	30		0
61	18	100	9	19	5	0	20	5	4	21	5	7	22		10	23	6	1	24	6	4	30		0
62	18		7	19	10	1	20	10	8	21	11	2	22	11	8	23	12	3	24	12	9	31	0	0
63	18		4	19	15	2	21	0	0	22	0	9	23	1	7	24	2	4	25	3	2	31	8	0
64	19	3	2	20	4	3	21	5	4	22	6	4	23	7	5	24	8	6	25	9	7	32	0	0

### A.—Table to Calculate Pension under Section 113 of the C. P. C.—Concluded.

Years of completed service.		10			11			12			13			14			15			16			17	
Average emoluments	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	Α.	P.	Rs.	A.	P.	Rs.	Α.	P.	Rs.	Α.	P.	Rs.	A.	P.
93	15	8	0	17	0	9	18	9	7	20	2	4	21	11	2	23	4	0	24	12	9	26	5	7
94	15	10	8	17	3	8	18	12	9	20	5	10	21	14	11	23		0	25	1	0	26	10	i
95	15	13	4	17	6	8	19	0	0	20	9	4	22	2	8	23	12	0	25	5	4	26	14	8
.96	16	0	0	17	9	7	19	3	2	20	12	9	22	6	4	24	0	0	25	9	7	27	3	2
97	16	2	8	17	12	6	19	6	4	21	0	3	22	10	1	24	4	0	25	13	10	27	7	8
98	16	5	4	17	15	5	19	9	7	21	3	8	22	13	10	24	8	0	26	2	1	27	12	3
99	16	8	0	18	2	4	19	12	9	21	7	2	23	1	7	24	12	0	26	6	4	28	0	9
100	16	10	8	18	5	4	20	0	0	21	10	8	23	5	4	25	0	- 0	26	10	8	28	5	4
200	33	5	4	36	10	8	40	0	0	43	5	4	46	10	8	50	0	0	58	5	4	56	10	8
300	50	0	0	55	0	0	60	0	0	65	0	0	70	0	0	75	0	0	80	0	0	85	0	0
400	66	10	8	. 73	5	4	80	0	0	86	10	8	93	5	4	100	0	0	106	10	8	113	5	4
500	83	5	4	91	10	8	100	0	0	108	5	4	116	10	8	125	0	0	133	5	4	141	10	8
600	100	0	0	110	0	0	120	0	0	130	0	0	140	0	0	150	0	0	160	0	0	170	0	0
700	116	10	. 8	128	5	4	140	0	0	151	10	8	163	5	4	175	0	0	186	10	8	198	5	4
800	133	5	4	146	10	8	160	0	0	173	5	4	186	10	8	200	0	0	213	5	4	226	10	8
900	150	0	0	165	0	0	180	0	0	195	0	0	210	0	0	225	0	0	240	0	0	255	0	0
1000 to 2000	166	10	8	183	5	4	200	0	0	216	10	8	233	5	4	250	0	0	266	10	8	283	5	4

### A.—Table to Calculate Pension under Section 113 of the C P. C.—Concluded.

Yearsofcomp service.	8/23EPES30EPE	1	8			19	- 1	w 2	20			21			22			23		5	24			and	
Average emolu	ments	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	Α.	P.	Rs.	Α.	P	Rs.	Α.	P.	Rs.	A.	P.
93		27	14	4	• 29	7	0	31	0	0	32	8	9	34	1	7	35	10	4	37	3	2	46	8	0
94		28	3	2	29	12	3	31	5	4	32	14	4	34	7	5	36	0	6	37	9	7	47	0	0
95		28	8	0	30	1	4	31	10	8	33	4	0	34	13	4	36	6	8	38	0	0	47	8	0
96	1000年	28	12	9	30	6	4	32	0	0	33	9	7	35	3	2	36	12	9	38	6	4	48	0	0
97	1	29	1	7	30		5	32	5	4	33	15	2	35	9	0	37	2	11	38	12	9	48	8	0
98		29	6	4	31	0	6	32	10	8	34	4	9	35		11	37	9	0	39	3	2	49	0	.0
99		29	11	2	31	5	7	33	0	0	34	10	4	36	1.3.3.16.10	9	37	15	2	39	9	7	49	8	0
100	10.00	30	0	0	31	10	8	33	5	4	35	0	0	36	10	8	38	5	4	40	0	0	50	0	0
200	10	60	0	0	63	5	4	66	10	8	70	0	0	73	5	4	76	10	8	80	0	0	100	0	0
300		90	0	0	95	0	0	100	0	0	105	0	0	110	0	0	115	0	0	120	0	0	150	0	0
400	0.4	120	0	0	126		8	133	5	4	140	0	0	146	10	8	153	5	4	160	0	0	200	0	0
500		150	0	0	158	5	4	166	10	8	175	0	0	183		4		10	8	200	0	0	250	0	0
600		180	0	0	190	0	0	200	0	0	210	0	0	220	0	0	230	0	0	240.	10.475	0	300	0	0
700		210	0	0	221	10	8	233	5	4	245	0	0	256	10		268	5	4	280	0	0	350	0	0
800		230	0	0	253	5	4	266	10	8	280	0	0	293	5	4	306	10	8	320	0	0	400	0	0
900	2000	270	0	0	285	0	0	300	0	0	315	0	0	330	0	0	345	0	0	360	0	0		10	8
1000 to	2000	300	0	0	316	10	8	333	5	4	350	0	0	366	10	8	383	5	4	400	0	0	416	10	- 8