

No.1(5)/87/D(Pensions/Services)
Government of India/Bharat Sarkar
Ministry of Defence/Raksha Mantralaya

New Delhi, dated the 30th October, 1987.

To
The Chief of the Army Staff
The Chief of the Naval Staff
The Chief of the Air Staff

Subject:— Implementation of the Government decisions on the recommendations of the Fourth Central Pay Commission regarding pensionary benefits for the Armed Forces officers and personnel below officer rank retiring or dying in harness on or after 1.1.1986.

Sir,

I am directed to refer to the Government decisions on the recommendations of the Fourth Central Pay Commission as notified vide Government of India, Ministry of Personnel, Public Grievances and Pensions, Department of Pension & Pensioners' Welfare Resolution No.2/13/87-PIC dated 18th March, 1987 and to convey the sanction of the President to the modifications, to the extent specified in this letter, in the rules/regulations concerning pensionary benefits of the Commissioned Officers (including MNS and Territorial Army Officers) and personnel below officer rank (including NCs(E) of the three Services, Defence Security Corps and the Territorial Army) (hereinafter collectively referred to as Armed Forces personnel).

1.2 The provisions of the Pension Regulations of the three Services and various Service Instructions/Government orders, which are not affected by the provisions of this letter, will remain unchanged.

Part – I Date of effect and Definitions

2.1 The provisions of this letter shall apply to the Armed Forces personnel who were in service as on 1.1.1986 or joined/join service thereafter.

2.2 Where pension has been sanctioned provisionally in cases occurring on or after 1.1.1986, the same should be revised in terms of these orders. In cases where pension has been finally sanctioned under the pre-revised orders and if it happens to be more beneficial than the pension becoming due under these orders, the pension already sanctioned shall not be revised to the disadvantage of the pensioners.

Definitions

3. Reckonable Emoluments:

3.1 The term 'Reckonable Emoluments' shall mean:

Category	Emoluments reckonable for	
	Retiring/Service Pension	
Officers	Average of the pay, Non-practising allowance (NPA) and rank pay, if any drawn by the officer during the last 10 months of his service	All types of Gratuities and Family pension (ordinary, special and liberalised special) and war injury pension
Personnel below officer rank	Maximum pay of the pay scale including 50% of the highest classification pay, if any, of the rank held and group in which paid continuously for at least 10 months at the time of discharge	Pay plus NPA and rank pay, if any, last drawn by the officer
		Pay including classification pay, if any, last drawn by the individual

Pay, Non-Practising Allowance, Classification Pay and Rank Pay:

3.2 The Terms 'Pay', 'NPA', 'Classification Pay' and 'Rank Pay' referred to in para 3.1 shall mean respectively the basic pay in the revised pay scales, Non-practising allowance, Classification pay and the rank pay introduced with effect from 1.1.1986, vide the following Service Instructions:

- (a) **For Service Officers:** AI 1/S/87 dated 26.5.87, as amended, NI 1/S/87 dated 11.6.87, AFI/1/S/1987 dated 26.5.87
- (b) **For personnel below officer rank:** AI 3/S/86 dated 13.10.86, as amended, AI 4/S/86 dated 13.10.86, NI 1/S/86 dated 11.10.86, AFI 1/S/86 dated 13.10.86.

3.3 In the case of individuals who opt to continue to draw pay in the pre-revised scales beyond 31.12.1985 and remain in that scale till retirement/invalidment/death in harness the term "Pay", (referred to in para 3.1) will comprise of the following:-

(a) **Officers:** Basic pay in the pre-revised scales and appropriate Non-Practising allowance, if any, plus dearness allowance, additional dearness allowance and ad hoc dearness allowance admissible upto CPI 608 in terms of this Ministry's letter No.12(1)/83/D(Pay/Services) Vol.II dated 28.2.1986 appropriate to the basic pay (including NPA, if any) plus two instalments of interim relief at the rates in force on 31.12.1985 appropriate to the said basic pay.

(b) **Personnel below officer rank (including NCs(E)):** Basic pay in the pre-revised scales plus pre-revised rates of good service pay/badge pay/appointment pay/50% of the highest classification pay, appropriate to the pay group, if any, plus appropriate dearness allowance and additional dearness allowance admissible upto average CPI 608 in terms of this Ministry's letter No.12(1)/83/D(Pay/Services) Vol.II dated 28.2.1986 plus two instalments of interim relief at the rates in force on 31.12.1985, and also the Home Saving element. For calculation of gratuity and family pension, classification pay actually drawn will be included in computing reckonable emoluments.

Notes: (1) *Where an officer immediately before his/her retirement or death while in service had been absent from duty on leave (including furlough leave) for which leave salary is/was payable or having been suspended had been re-instated without forfeiture of service, the emoluments which he/she would have drawn, had he/she not been absent from duty or not been suspended shall reckon for pensionary benefits.*

Provided that any increase in pay (other than the increment referred to in Note 4 below) which is/was not actually drawn shall not form part of emoluments.

(2) *Where an officer immediately before his/her retirement or death while in service had proceeded on leave for which leave salary is payable, after having held a higher paid acting rank, the emoluments drawn in such paid acting rank shall reckon for pensionary benefits only if it is certified that he/she would have continued to hold the paid acting rank but for his/her proceeding on leave.*

(3) *Where an officer immediately before his/her retirement or death while in service had been under suspension, or absent from duty the period whereof does not count as service, the emoluments which he/she drew immediately before such absence from duty or being placed under suspension, shall reckon for pensionary benefits.*

(4) *Where an officer immediately before his/her retirement or death while in service, was on annual leave, or furlough leave and earned an increment which was not withheld, such increment, though not actually drawn, shall form part of emoluments reckonable for pensionary benefits.*

Provided that the increment was earned during the currency of such leave not exceeding 120 days or during the first 120 days of the leave where such leave was for more than 120 days.

(5) *Where an officer is serving in an organisation other than the Armed Forces, the actual pay and allowances drawn during such service shall not be treated as emoluments, but the basic pay (plus NPA and the rank pay, if any) which he/she would have drawn in the Armed Forces, had he/she not been on such service, shall alone be treated as emoluments reckonable for pensionary benefits.*

4. Average Emoluments:

4.1 Average Emoluments in the case of officers shall be determined with reference to the emoluments drawn by him during the last 10 months of his service.

4.2 In the case of officers who have opted for the revised scales of pay and have retired within 10 months of coming over to the revised pay scales, the "average pay" for 10 months period preceding retirement shall be calculated by taking into account pay as follows:-

(a) For the period during which pay was drawn in the pre-revised scales Basic pay and NPA, if any, plus actual DA/ADA/Ad hoc DA and interim reliefs appropriate to the basic pay (including NPA, if any) at the rates in force on 31.12.1985, drawn during the relevant period and

(b) For the period during which pay is drawn in the revised scales Basic pay in the revised scale plus NPA and rank pay, if any.

Notes: (1) *If during the last 10 months of his/her service an officer had been absent from duty on leave for which leave salary is payable or having been suspended, had been re-instated without forfeiture of service, the emoluments which he/she would have drawn had he/she not been absent from duty or suspended, shall be taken into account for determining the average emoluments.*

Provided that any increase in pay (other than the increment referred to in Note 3) which is not actually drawn shall not form part of his emoluments.

(2) If during the last 10 months of the service, an officer had been absent from duty or had been under suspension the period whereof does not count as service, the aforesaid period of absence from duty or suspension, shall be dis-regarded in the calculation of the average emoluments and equal period before the 10 months shall be included.

(3) In the case of an officer who was on annual leave or furlough leave during the last 10 months of his service and earned an increment, which was not withheld, such increment though not actually drawn, shall be included in the average emoluments.

Provided that the increment was earned during the currency of such leave not exceeding 120 days or during the first 120 days of leave where such leave was for more than 120 days.

5. Qualifying service

(a) The term 'Qualifying Service' (QS) shall mean:-

Category	Pension	Qualifying service reckonable for		
		Death-cum-Retirement Gratuity	Retiring/Service/Invalid/Terminal Gratuity	Gratuity
		Retirement Gratuity	Death gratuity	
Officers	Actual qualifying service rendered by the officer plus a weightage (in yrs) appropriate to the last rank held as indicated in (b) below subject to the total qualifying service including weightage not exceeding 33 yrs.	Actual qualifying service plus a weightage of 5 years subject to the total qualifying service including weightage not exceeding 33 years.	Actual qualifying service rendered plus a weightage of 5 years subject to total qualifying service not exceeding 33 years. In case actual service is less than 5 years, no weightage shall be given.	Actual qualifying service rendered.
Personnel below officer rank (including NCs(E) and Honorary Commissioned Officers)	Actual qualifying service rendered by the individual plus a weightage of 5 years subject to the total qualifying service including weightage not exceeding 33 years.	Same as above.	Same as above.	Same as above.

(b) Weightage for the purpose of calculation of pension of Commissioned Officers will be as given below:-

(i) Service Officers (other than MNS)

Rank (ARMY)	Rank (NAVY)	Rank (AIR FORCE)	Weightage in years
Subaltern	Sub Lt.	Plt. Offr / Flg. Offr.	9
Captain	Lt.	Flt. Lt.	9
Major	Lt. Cdr.	Sqn. Ldr.	8
Lt. Col. (TS)	Cdr. (TS)	Wg. Cdr. (TS)	5
Lt. Col. (S)	Cdr. (S)	Wg. Cdr. (S)	7
Col.	Captain (With less than 3 years 10 months service)	Gp. Capt.	7
Brig.	Capt. (With 3 years 10 months service & more)	Air Cmde.	5
Maj. Gen.	Rear Admiral	AVM	3
Lt. Gen.	Vice Admiral	Air Marshal	3
Lt.Gen.(Army Commander/VCOAS)	Vice Admiral (FOC-in-C/VCNS)	Air Marshal (AOC-in-C/VCAS)	3
COAS	CNS	CAS	3

(ii) MNS Officers

Captain	7
Major	6
Lt. Col.	5
Col.	5
Brig.	5
Maj. Gen.	3

Notes: (1) There will be no weightage for officers and personnel below officer rank who retire prematurely for permanent absorption in public sector undertakings and autonomous bodies.

(2) There will be no weightage for officers and personnel below officer rank of the Territorial Army.

(3) The above weightage shall not be reckoned for determining the minimum qualifying service specified for admissibility of Retiring / Service Pension i.e. 20 years for service officers (15 years for late entrants), 15 years for personnel below officer rank and 20 years for NCs(E).

(4) Full pre-commissioned service rendered under the Central Government whether in a civil Deptt. or in the Armed Forces, shall be taken into account for working out the qualifying service for earning pensionary benefits subject to fulfilment of other conditions. This will also be counted for determining the minimum qualifying service indicated in Note 3 above for earning Retiring / Service pension.

(5) In calculating the length of qualifying service, fraction of a year equal to three months and above but less than 6 months shall be treated as a completed one half year and reckoned as qualifying service.

**PART - II Retiring/Service pension/gratuity, Invalid Pension/gratuity,
Special pension/gratuity, Ordinary Family pension,
Retirement/Death Gratuity**

6. RETIRING / SERVICE PENSION:

6.1 OFFICERS

(a) The minimum period of qualifying service (without weightage) actually rendered and required for earning retiring pension shall continue to be 20 years (15 years in the case of late entrants).

(b) Retiring pension in respect of the Commissioned Officers of the three services, including MNS and TA officers, shall be calculated at 50% of the average of emoluments reckonable for pension as defined in paras 3 and 4 above. The amount so determined shall be subject to a maximum of Rs.4,500/- p.m. and shall be the retiring pension for 33 years of reckonable qualifying service as defined in para 5 above; for lesser years of reckonable qualifying service, this amount shall be proportionately reduced.

Note: The retiring pension of an officer of the rank of Lt. Col. (TS), Brigadier or Major General and equivalent, shall not be less than the pension which would have been admissible to him as a Major, Colonel or a Brigadier and equivalent as the case may be, had he not been promoted to the higher rank.

6.2 Personnel Below Officer Rank

(a) The minimum period of qualifying service (without weightage) actually rendered and required for earning service pension will continue to be 15 years (20 years in the case of NCs (E)).

(b) Service pension in respect of the personnel below officer rank of the three services (including those of the DSC and TA but excluding reservists) for 33 years of qualifying service shall be calculated at 50% of the emoluments reckonable for pension as defined in para 3 above, and for lesser period of qualifying service (as defined in para 5 above) it shall be reduced proportionately; the amount of service pension finally arrived at shall be subject to a minimum of Rs.375/- p.m.

Note:- The existing provisions for assessing the service pension of the rank/pay group on the basis of the rank actually held continuously at least for 10 months at the time of discharge, shall continue to be applicable. This is also applicable in the case of Honorary Commissioned Officers. However, this condition will not be required to be fulfilled in the case of JCOs and equivalents who are granted Hony. Commission and who retire on completion of their tenure of appointment or are discharged on account of causes beyond their control

(c) Based on (a) and (b) above, tables of rates of service pension for various ranks/groups of personnel below officer rank and Honorary Commissioned Officers of the three Services who have opted for the revised scales of pay are given in Annexures A, B, C, D and E attached to this letter. The rates of pension have been arrived at by adding a weightage of 5 years to the qualifying service actually rendered. For instance, the pension for 15 years service has been arrived by taking into account qualifying service of 20 years (including a weightage of 5 years). Service pension in the case of TA personnel will be determined by the CDA(P) by taking into account the reckonable emoluments and qualifying service as defined in paras 3 and 5.

(d) Tables showing the rates of service pension of personnel below officer rank with pre-revised scales of pay are not being prescribed, as it is considered unlikely that anybody would have opted for the pre-revised scales of pay. In odd cases where individuals might have opted for the pre-revised scales of pay, CDA(P), CDA(N) and CDA(AF) shall calculate and authorise service pension taking into account the reckonable emoluments as per para 3.3 (b) ante, after getting the necessary particulars.

6.3 (a) All other conditions governing the grant of retiring/service pension shall continue to be applicable as hithertofore except that the requirement of 'satisfactory service certificate' prescribed at present shall be dispensed with. However, while issuing retirement notification in the case of service officers and while submitting pension claims in respect of personnel below officer rank, the Service Headquarters/Record Offices, shall invariably indicate whether or not any disciplinary/quasi-judicial/judicial proceedings are pending against the individual. In the event of the fact of involvement of the individual in any disciplinary/quasi-judicial/judicial proceedings coming to the notice of Service Headquarters/Record Offices subsequent to the issuing of retirement notification/submission of pension claims until the date of retirement of the individual, the Service Headquarters/Record Offices shall intimate immediately this fact to the Pension Sanctioning Authority.

(b) The existing provisions contained in Ministry of Defence letter No. 12(1)74/S/556/D(Pens/Sers) dated 20.7.1974, as amended, regarding grant of provisional pension to Armed Forces personnel who at the time of their discharge/retirement are found to be involved in disciplinary/quasi-judicial/judicial proceedings, shall continue to be applicable.

7. RETIRING/SERVICE GRATUITY

7.1 The minimum period of qualifying service shall continue to be 10 years (without weightage) for earning retiring gratuity in the case of officers, and 5 years (without weightage) for earning service gratuity in the case of personnel below officer rank (including NCs(E)).

7.2 The retiring gratuity to officers and service gratuity to personnel below officer rank shall be admissible at a **uniform** rate of 1/2 a month's emoluments as defined in para 3 above for each completed six monthly period of qualifying service as defined in para 5 above. There shall be no deduction in the quantum of retiring/service gratuity so arrived at in respect of officers and personnel below officer rank who are permitted to retire or are discharged prematurely on compassionate grounds/personal reasons.

8. RESERVIST PENSION : A reservist who is not in receipt of service pension shall be granted, on completion of the prescribed combined colour and reserve qualifying service of not less than 15 years, a reservist pension equal to 2/3rd of the lowest pension admissible to a Sepoy, but in no case less than Rs.375/- p.m.

9. INVALID PENSION/GRATUITY: When an individual is invalided out of service with a disability neither attributable to nor aggravated by service, he will be entitled to invalid pension, if the service actually rendered is 10 years or more, and invalid gratuity if it is less than 10 years, at the rates indicated below:-

- i) Invalid pension - Amount equal to the service element of disability pension that would have been admissible in case the causes were attributable to or aggravated by service.
- ii) Invalid gratuity- At half a month's emoluments as defined in para 3 above for each six monthly period of service.

10. TERMINAL GRATUITY IN RESPECT OF SSCOs: Short Service Commissioned Officers shall be entitled to Terminal Gratuity at the rate of 1/2 a month's emoluments as defined in para 3 above, for each completed six monthly period of service.

11. SPECIAL PENSION AND GRATUITY: Special pension and gratuity to personnel below officer rank (including NCs (E)) who are not transferred to the reserve, but are discharged in large number in pursuance of the Government policy -

- i) of reducing the strength of establishment of the Armed Forces; or
- ii) of re-organisation, which results in disbandment of any unit/formation.

shall be admissible at the following scales:-

Length of actual qualifying service rendered (without weightage)	Scale of special pension/gratuity
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A. COMBATANTS

(a) Special pension

- | | |
|---|---|
| i) 15 years or more | Equal to normal service pension |
| ii) 10 years or more but less than 15 years | Equal to the service pension as determined as per para 6.2(b) |

(b) Special gratuity

- | | |
|---|--|
| i) 5 years or more but less than 10 years | Equal to 1 1/3 month's emoluments as defined in para 3 above for each completed year of qualifying service |
| ii) Less than 5 years | Equal to 3 months' emoluments as defined in para 3 above. |

B. NON-COMBATANTS (ENROLLED)

(a) Special pension

- | | |
|---|--|
| i) 20 years or more | Equal to normal service pension |
| ii) 15 years or more but less than 20 years | Equal to the service pension determined as per para 6.2(b) |

(b) Special gratuity

- | | |
|---|---|
| i) 5 years or more but less than 15 years | Equal to 1 1/3 months emoluments as defined in para 3 above for each completed year of qualifying service |
| ii) Less than 5 years | Equal to 3 months' emoluments as defined in para 3 above |

12. RETIREMENT GRATUITY/DEATH GRATUITY:**12.1 Retirement gratuity:**

An individual who has completed 5 years qualifying service, and is eligible for service/invalid gratuity or pension of any type, shall be granted on the termination of his service a retirement gratuity equal to one fourth of reckonable emoluments for each completed six monthly period of qualifying service subject to a maximum of 16 1/2 times the reckonable emoluments, provided that the amount of retirement gratuity payable shall in no case exceed Rupees One lakh. There will also be no ceiling on reckonable emoluments for calculating the gratuity. The emoluments and qualifying service for this purpose shall be as defined in paras 3 and 5 above, respectively.

12.2 Death Gratuity:

Death gratuity at the following rates shall be admissible in the event of death in harness:

Length of qualifying service	Rate of death gratuity
i) Less than one year	2 times
ii) One year or more but less than 5 years	6 times
iii) Five years or more but less than 20 year	12 times
iv) 20 years or more	Half of reckonable emoluments as defined in para 3 above for each completed six monthly period of qualifying service as defined in para 5 above, subject to a minimum of 12 times and a maximum of 33 times the reckonable emoluments provided that the amount of Death Gratuity shall in no case exceed Rs. 1 lakh.

Notes: (1) Death Gratuity at the rates indicated in (i) to (iii) above will be admissible also to the families of short service/emergency commissioned officers in the event of their death while in service.
(2) The emoluments and qualifying service for this purpose shall be as defined in paras 3 and 5 above, respectively. There will be no ceiling on reckonable emoluments for calculating Death Gratuity.

13. ORDINARY FAMILY PENSION:

(a) Ordinary family pension shall continue to be admissible to the families of the Armed Forces personnel (excluding families of reservists) under the same conditions as in force hithertofore. This will also be admissible to the families of MNS officers. The rates of ordinary family pension shall be as follows:

Reckonable emoluments as defined in para 3	Rate of family pension p.m. including dearness relief upto CPI 608
i) Not exceeding Rs.1500/- p.m.	30% of reckonable emoluments, subject to a minimum of Rs.375/- p.m.
ii) Exceeding Rs.1500/- p.m. but not exceeding Rs.3000/- p.m.	20% of reckonable emoluments, subject to a minimum of Rs.450/- p.m.
iii) Exceeding Rs.3000/- p.m.	15% of reckonable emoluments subject to a minimum of Rs.600/- p.m. and a maximum of Rs.1250/- p.m.

(b) The existing provisions for payment of ordinary family pension at enhanced rates where an individual who has rendered a minimum of 7 years of continuous qualifying service dies while in service or after retirement with pension, for a period of seven years from the date following the date of death of the individual or upto the date on which the deceased would have attained the age of 65 years had he been alive, whichever is earlier, shall continue. The amount of enhanced ordinary family pension for this period shall be the lowest of the following amounts:

- i) 50% of the reckonable emoluments as defined in para 3 above.
- ii) Twice the normal rate of ordinary family pension as determined vide (a) above.
- iii) The amount of retiring/service/invalid pension/service element of disability pension/special pension(before commutation) admissible under this letter, in cases where the deceased was a pensioner.

(c) Families of reservist pensioners shall be entitled to a family pension at the rate of Rs.375/- p.m.

(d) In case children become the beneficiaries, the family pension would be admissible upto the age of 25 years in the case of sons and unmarried daughters, provided that eligibility would cease from the date of the marriage of the daughter or if the son or daughter starts earning his or her livelihood before attaining the age of 25 years. However, in case the eligible child is physically or mentally handicapped and is unable to earn a livelihood, the family pension would be admissible for life to such a child.

PART-III - Pensionary Awards in attributable/aggravated cases other than battle Casualty cases

14. DISABILITY PENSION

14.1 As hitherto, Disability Pension will continue to consist of service element and disability element and shall continue to be admissible under the same conditions as specified in various orders/regulations. However, the amounts of these element shall be arrived at in the manner and at the rates specified in paras 14.2 and 14.3 below.

14.2 SERVICE ELEMENT

(a) **OFFICERS: (INCLUDING OFFICERS OF MNS AND TA):** The amount of service element shall be equal to the retiring pension determined as per para 6.1(b) above. For this purpose the reckonable qualifying service shall mean the actual service rendered by an officer plus the full weightage appropriate to the rank held at the time of invalidment (except in the case of TA Officers) as given in para 5(b) above. There shall be no condition of minimum qualifying service having been actually rendered for earning this element, if otherwise due.

(b) **PERSONNEL BELOW OFFICER RANK:** Service element will be determined as follows:-

Length of actual qualifying service rendered (without weightage)	Entitlement of service element
15 years or more (20 years or more in the case of NCs (E))	Equal to normal service pension relevant to the length of qualifying service actually rendered, plus weightage of service as given in para 5.
Less than 15 years (20 years in the case of NCs(E))	Equal to the service pension as determined as per para 6.2(b), but it shall in no case, be less than 2/3rd of the minimum service pension admissible to the rank/pay group.

Note: *The existing provisions in the case of JCOs/ OR/ NCs(E) regarding grant of service element equal to minimum service pension appropriate to the rank and group in cases where the service is less than 15 years (20 years in case of NCs(E)) and the disability is sustained while on flying/parachute jumping duty or while being carried on duty in an aircraft under proper authority, shall continue.*

14.3 DISABILITY ELEMENT

(a) The rates of disability element for 100% disability for the various ranks shall be as follows:-

Rank	Amount p.m.
i) Commissioned Officers and Honorary Commissioned Officers of the three services, MNS, TA and DSC	Rs.750/-
ii) Junior Commissioned Officers and equivalent ranks of the three services, TA and DSC	Rs.550/-
iii) Other ranks/NCs(E) of the three services, TA and DSC	Rs.450/-

(b) For disabilities less than 100% but not less than 20%, the above rates shall be proportionately reduced.

Provided that where permanent disability is not less than 60% the disability pension (i.e. total of service element and disability element) shall not be less than the special family pension admissible vide para 15.2(b), i.e. it shall not be less than 60% of emoluments as defined in para 3 above subject to a minimum of Rs.750/- p.m.

COMPENSATION IN LIEU OF DISABILITY ELEMENT

14.4 In case a person belonging to the Armed Forces is found to have a disability which is (i) accepted by the competent authority as attributable to/aggravated by service factors, and (ii) assessed at 20% or

more for life but the individual is retained in service, despite such disability, he shall be paid a compensation in lump sum (in lieu of the disability element) equal to the capitalised value of disability element. For this purpose, the rank for disability element shall be the rank held at the time of onset of the disability and age next birth-day will be reckoned with reference to the date of onset of disability with loading to age, if any, recommended by the Medical Board. Once a compensation has been paid in lieu of the disability element, there shall be no further entitlement to the disability element for the same disability. Such disability shall also not qualify for grant of any pensionary benefit or relief subsequently.

CONSTANT ATTENDANCE ALLOWANCE

14.5 The rate of Constant Attendance Allowance will be Rs.300/- p.m. irrespective of the rank, where admissible under the conditions as heretofore.

15. Special Family Pension

15.1 The existing system of sanctioning Special Family Pension to the widow/widower/eligible heir and children allowance and children education allowance to each eligible child separately shall be discontinued. Instead, one Consolidated Special Family Pension shall be payable to the eligible/nominated heir. This will be applicable in cases where Defence personnel die on account of causes which are accepted as attributable to or aggravated by service, irrespective of the length of their service on the date of death. The families of those who die after retirement are also eligible for this if their death is due to or hastened by service factors, and subject to fulfilment of existing conditions for grant of special family pension.

15.2 The rates of Special Family Pension inclusive of children allowance and children education allowance shall be as under, irrespective of whether the deceased person of the Armed Forces had completed 7 years of service or not :-

	Reckonable emoluments	Rate of Special Family pension (p.m.)
(a) If the widow is childless	(i) Not exceeding Rs. 1500/-	50% of reckonable emoluments
	(ii) Exceeding Rs.1500/-but not exceeding Rs.3000/-	40% of reckonable emoluments subject to a minimum of Rs.750/-
	(iii) Exceeding Rs.3000/-	30% of reckonable emoluments subject to a minimum of Rs.1200/- and maximum of Rs.2500/-
(b) If the widow has child/children	In all cases	60% of reckonable emoluments subject to a minimum of Rs.750/- and maximum of Rs.2500/-

Note:- Reckonable emoluments for this purpose will be as defined in para 3.

15.3 Special Family Pension at the rates indicated in para 15.2(b) above shall be admissible to the widow till the child/children attain the age prescribed under the rules and thereafter the widow shall be paid family pension at the rates indicated at 15.2(a) above. Special family pension shall be regulated similarly where parents in the case of personnel below officer rank, have been nominated as the first awardee.

15.4 In cases where Special Family pension is granted to the widow and she dies or remarries, the children shall be paid special family pension at the rates indicated in para 15.2(a) above and the same rate shall also apply to fatherless/motherless children. In both cases, Special family pension shall be paid to the children for the period during which they would have been eligible, as in the case of ordinary family pension.

15.5 In the case of personnel below officer rank, the existing provisions of nominating anyone of the eligible nominees of the family for the first award of special family pension and of transferring the same in full to the widow regardless of her financial position in the event of death of parents, where they were nominated as the original awardees, shall continue.

15.6 Families of SSCOs and ECOs who die on account of causes attributable to or aggravated by military service will also be entitled to special family pension as indicated in para 15.2 above.

16. **Dependants pension in respect of Officers (Including MNS Officers, TA Officers and ECOs/SSCOs):** Dependants pension shall be admissible to the parent(s)/eligible brothers and sisters (in the absence of the parents) of the deceased officer at a rate equal to 50% of the notional Special Family pension that would have been admissible as per para 15.2(a) above, if they were largely dependent on the deceased officer for support and are in pecuniary need. The existing condition regarding "means limit" is dispensed with.

17. **Second Life Awards in respect of Personnel Below Officer Rank (Including NCs(E):** Second Life Awards (Special Family Pension) shall be admissible to the parent(s) of the deceased and in the absence of the parents, eligible brothers and sisters of the deceased, at the rate of 50% of the special family pension determined vide para 15.2(a) above, if the claimant(s) was/were largely dependent on the deceased for support and is/are in pecuniary need.

**PART - IV - Liberalised Pensionary Awards
(Battle Casualty and such other cases as may be
specially notified by Government)**

18. War Injury Pension

18.1 War Injury Pay will now be known as War Injury Pension which will henceforth not consist of service element and disability element but will be a consolidated amount. War Injury Pension for 100% disability shall be equal to the reckonable emoluments last drawn, as defined in para 3 above on the date of invalidment.

18.2 Where disability is less than 100%, the amount of War Injury Pension as in para 18.1 above shall be proportionately reduced. In no case, however, the amount of War Injury Pension shall be less than 60% of the reckonable emoluments last drawn in the case of officers and 80% of the reckonable emoluments last drawn in the case of personnel below officer rank.

18.3 The minimum amounts of War Injury Pension prescribed in para 18.2 above shall also be admissible in case the degree of disability is assessed at below 20% at the time of invalidment or at any subsequent reassessment stage.

18.4 In addition to the War Injury Pension, the individual shall be entitled to Retirement Gratuity as per para 12.1. Retirement Gratuity shall be calculated on the basis of reckonable emoluments on the date of invalidment but counting of service upto the date on which he would have normally retired in that rank plus weightage of 5 years (total not exceeding 33 years).

18.5 Separate orders will be issued (i) for regulating commutation of War Injury Pension and (ii) regarding the War Injury Pension that would be admissible to Armed Forces personnel who are retained in service in spite of the disability due to war injury and retire subsequently.

19. Liberalised Special Family Pension :

19.1 Liberalised Special Family pension shall be equal to the reckonable emoluments last drawn, as defined in para 3 above, both for the officers and the personnel below officer rank. No children allowance or children education allowance shall be payable in addition. Liberalised Special Family pension at this rate shall be admissible to the widow in the case of officers and to the nominated heir in the case of personnel below officer rank until death or disqualification.

Note:- *In the case of both officers and personnel below officer rank, if a widow re-marries her deceased husband's real brother and continues to live a communal life with and/or contributes to the support of other living eligible heirs, she will continue to be eligible to the liberalised special family pension at the rate indicated in para 19.1 above. On re-marriage with any other person, she will forfeit her right to the liberalised special family pension, but will be given ordinary family pension at the rates indicated in para 13 from the date following the date of her re-marriage, and from the said date children will be allowed children allowance as specified in para 22 below.*

19.2 If the Government servant is not survived by widow but is survived by child/children only, all children together shall be eligible for family pension at the rates specified in para 15.2 (a) and also draw in addition the children allowance specified in para 22.

Note :- *Liberalised Special family pension shall be payable to the children for the period during which they would have been eligible as in the case of ordinary family pension. The liberalised special family pension shall be paid to the senior-most eligible child at a time.*

Dependent pension in respect of Officers (Including MNS Officers, TA Officers and ECOs/SSCOs).

20. Where an officer dies as a bachelor or as a widower without children, Dependant Pension will be admissible to parents without reference to their pecuniary circumstances, at 3/4th of the reckonable emoluments last drawn by the deceased officer, for both parents and at 3/4th of this rate for a single parent. On the death of one parent, Dependant Pension at the latter rate will be admissible to the surviving parent.

Second Life Award (Liberalised special family pension) in respect of personnel below officer rank (Including NCs(E))

21. Second life award in respect of battle casualties in the case of personnel below officer rank shall be regulated as under :

(a) If the first recipient (other than the parents) of the family pensionary award dies or is disqualified earlier than 7 years (counting from the date of casualty), the award will be continued at the same rate to the parents if still alive, for the balance of 7 years without any reduction.

(b) After the initial period of 7 years the award to be continued will be equal to half of the Liberalised special family pension.

(c) If the first life award was in favour of the widow and she remarries with a person other than the real brother of her deceased husband, she would get an amount equal to ordinary family pension and the second life award will be sanctioned to a parent if still alive, at the rates mentioned in sub paras (a) and (b) above, depending upon whether the claim had arisen within 7 years or after 7 years of the casualty, subject to the provisions of sub para (d).

(d) Where the first life award was given to a parent and the widow remarries with a person other than the real brother of her deceased husband, within seven years counting from the date of casualty, she would get an amount equal to the ordinary family pension, and the original recipient (parent) will continue to receive the first life award at the same rate, for the balance of 7 years without any reduction; and thereafter the award will be at half of the liberalised special family pension.

(e) Where the first life award was given to a parent and the widow remarries with a person other than the real brother of her deceased husband, after seven years counting from the date of casualty, she will get an amount equal to the ordinary family pension, and the amount to the original recipient (parent) will be reduced to half of the liberalised special family pension.

(f) Children allowance if otherwise admissible will be payable at the rates specified in para 22, in cases falling under sub para (b) above.

Children Allowance and Children Education Allowance:

22. The Children allowance and children education allowance will be merged together. A consolidated

allowance at the following rates shall be allowed in case covered by Note under para 19.1 and by paras 19.2 and 21(b):-

- (i) In the case of Service officers - Rs.150/- p.m. per child
- (ii) In the case of personnel below officer rank - Rs.100/- p.m. per child

Constant Attendance Allowance:

23. Constant Attendance Allowance shall continue to be admissible under the conditions in force hitherto. However, it shall be admissible at a uniform rate of Rs.300/- p.m., irrespective of the rank.

Liberalised Pensionary awards to casualties occurring in battle inoculation exercises:

24. Subject to fulfilment of other conditions in force hitherto, disability and family pensionary awards shall continue to be granted at 90% of the notional liberalised pensionary awards in addition to the retirement/death gratuity becoming due as per the provisions of this letter in respect of casualties occurring in battle inoculation exercises, covered by this Ministry's letter No.B/41022/AG/PS4(d)/5/S/Pen-C dated the 5th March, 1984.

PART-V - GENERAL

Rounding off of Pensionary Awards

25. The amount of various pensionary awards admissible as per this letter shall be rounded off to the next higher rupee by the Pension Sanctioning Authorities.

Minimum Pension

26. If the amount of any monthly pension (viz. retiring/ Service/ Invalid/ Disability/ Reservist/ Dependants/Ordinary or Special Family pension (excluding Constant Attendance allowance) admissible under the provisions of this letter works out to less than Rs.375/- p.m., it shall be stepped up to Rs.375/- and authorised for payment at this rate.

Dearness Relief

27. Dearness relief shall be admissible only beyond average CPI 608 on the new pattern introduced vide Ministry of Personnel, Public Grievances and Pension, Department of Pension & Pensioners' Welfare Office Memorandum 2/5/87-PIC dated 22nd April, 1987, on various types of pensions/family pensions admissible under the provisions of this letter. Constant Attendance Allowance shall not, however, qualify for the grant of dearness relief.

Commutation of Additional Pension

28. The additional amount of retiring/service pension becoming due under the provisions of this letter to those who have already retired shall also qualify for commutation upto the existing limits. Accordingly, in their cases commutation of additional amount of pension should be allowed by the Pension Sanctioning Authorities without waiting for any application from them, on the basis of the percentage indicated in the commutation application already furnished by the individuals, and by taking into account the same age next birth-day (including loading age, if any) which was taken earlier while computing the capitalised value of a portion of pre-revised pension. Medical Board for the purpose of commutation of additional amount of pension, has also been dispensed with even in cases where one had retired more than a year back, provided

- i) either one had applied for commutation of original pension within a year of retirement, OR
- ii) where one had applied for commutation of original pension after a year from the date of retirement, a medical board for the purpose had already been held.

Procedure for sanction of Revised Pension in respect of those who have already retired

29. The procedure for revision of pensionary awards as per provisions of this letter, in respect of those who have already retired on or after 1.1.1986 and in whose cases pensionary benefits at pre-revised

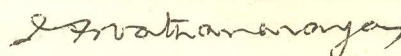
rate have already been notified will be prescribed by the CGDA and intimated to service Headquarters and Record Offices.

30. Pension Regulations of the three Services will be amended in due course.

31. This issues with the concurrence of the Finance Division of this Ministry vide their U.O.No. 286-Pension of 1987.

32. Hindi version will follow.

Yours faithfully,



(G. Asvathanarayan)

Additional Secretary to the Government of India.

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**Annexure 'A' to M of D letter
No.1(5)/87/D(Pens/Sers), dated
30.10.1987**

Rates of Service Pension of personnel below officer rank of the Regular Army (excluding Honorary Commissioned Officers) who retired/retire on or after 1st January 1986 on revised scales of pay.

OR and JCOs

Rank	Legth of Ser. (years)	Rates of Service pension(Rs.p.m.)					
		Group 'A'	Group 'B'	Group 'C'	Group 'D'	Group 'E'	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	
Sepoy	15	410	375	375	375	375	
	16	430	385	375	375	375	
	17	450	403	390	381	375	
	18	471	421	408	399	384	
	19	491	440	426	416	400	
	20	512	458	444	433	417	
Naik	15	463	422	408	400	387	
	16	486	444	428	420	406	
	17	509	465	449	440	425	
	18	532	486	469	460	445	
	19	555	507	490	480	464	
	20	578	528	510	500	483	
	21	601	549	530	520	503	
	22	624	570	551	539	522	
	Havildar	15	525	475	455	447	434
		16	551	499	478	469	455
17		577	523	500	491	477	
18		603	547	523	514	499	
19		630	570	546	536	520	
20		656	594	569	558	542	
21		682	618	591	581	564	
22		708	642	614	603	585	
23		734	665	637	625	607	
24		761	689	660	647	629	
Naib	15	728	682	664	652	637	
Subedar	16	764	716	697	685	669	
	17	800	750	730	717	700	
	18	837	785	764	750	732	
	19	873	819	797	782	764	
	20	910	853	830	815	796	
	21	946	887	863	847	828	
	22	982	921	896	880	860	
	23	1019	955	930	913	891	
	24	1055	989	963	945	923	
	25	1091	1023	996	978	955	
26	1128	1057	1029	1010	987		
Subedar	15	840	788	770	758	746	
	16	882	828	809	796	783	

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Subedar	17	924	867	847	834	820	
	18	966	907	886	872	858	
	19	1008	946	924	910	895	
	20	1050	985	963	947	932	
	21	1092	1025	1001	985	970	
	22	1134	1064	1040	1023	1007	
	23	1176	1104	1078	1061	1044	
	24	1218	1143	1117	1099	1081	
	25	1260	1182	1155	1137	1119	
	26	1302	1222	1194	1175	1156	
	27	1344	1261	1232	1213	1193	
	28	1385	1300	1270	1250	1230	
	Subedar	15	963	904	904	904	884
Major	16	1011	949	949	949	928	
	17	1059	994	994	994	972	
	18	1107	1039	1039	1039	1016	
	19	1155	1084	1084	1084	1060	
	20	1203	1129	1129	1129	1105	
	21	1251	1174	1174	1174	1149	
	22	1299	1220	1220	1220	1193	
	23	1347	1265	1265	1265	1237	
	24	1396	1310	1310	1310	1281	
	25	1444	1355	1355	1355	1325	
	26	1492	1400	1400	1400	1370	
	27	1540	1445	1445	1445	1414	
	28	1588	1490	1490	1490	1458	
	29	1588	1490	1490	1490	1458	
	30	1588	1490	1490	1490	1458	
31	1588	1490	1490	1490	1458		
32	1588	1490	1490	1490	1458		

Non-Combatants (Enrolled)

Revised rates of service pension

Completed years of qualifying Service	Lower and Higher Category	Highest Category
	Sweeper, Masalchi, Waiter Mess, Waiter Wine, Syce, Messenger, Kennelman, Cook Mess, Washerman, Barber, Tent Maker, Saddler, Tailor and Bootmaker	Cook Spl.

Year	Rs. PM	Rs. PM
20	375	436
21	375	454
22	385	471
23	399	488
24	414	506
25	428	523
26	442	541
27	456	558
28	470	575
29	470	575
30	470	575

**Annexure 'B' to Ministry of Defence
letter No.1(5)/87/D(Pens/Sers) dated
30.10.1987.**

REVISED RATES OF SERVICE PENSION OF PERSONNEL BELOW OFFICER RANK OF THE DSC (EXCLUDING HONORARY COMMISSIONED OFFICERS) WHO RETIRED/RETIRE ON OR AFTER 1.1.1986 ON REVISED SCALES OF PAY.

Rank	Length of ser. (Years)	Rates of service pension		
		For those employed on clerical duties (Rs. pm)	Others (Rs. pm)	
1	2	3	4	
Sepoy	15	375	375	
	16	375	375	
	17	390	375	
	18	408	380	
	19	426	397	
	20	444	413	
Naik	15	411	384	
	16	432	403	
	17	452	422	
	18	473	441	
	19	493	460	
	20	514	480	
	21	534	499	
	22	555	518	
	Havildar	15	464	431
		16	487	452
17		510	474	
18		534	495	
19		557	517	
20		580	538	
21		603	560	
22		626	581	
23		650	603	
24		673	624	
Naib Subedar	15	682	637	
	16	716	669	
	17	750	700	
	18	785	732	
	19	819	764	
	20	853	796	
	21	887	828	
	22	921	860	
	23	955	891	
	24	989	923	
	25	1023	955	
	26	1057	987	

1	2	3	4
Subedar	15	788	746
	16	828	783
	17	867	820
	18	907	858
	19	946	895
	20	985	932
	21	1025	970
	22	1064	1007
	23	1104	1044
	24	1143	1081
	25	1182	1119
	26	1222	1156
	27	1261	1193
	28	1300	1230
Subedar Major	15	904	884
	16	949	928
	17	994	972
	18	1039	1016
	19	1084	1060
	20	1129	1105
	21	1174	1149
	22	1220	1193
	23	1265	1237
	24	1310	1281
	25	1355	1325
	26	1400	1370
	27	1445	1414
	28	1490	1458
29			
30			
31			
32			

**Annexure 'C' to Ministry of Defence
letter No.1(5)/87/D (Pen/Ser) dated
30-10-87.**

REVISED RATES OF SERVICE PENSION OF SAILORS (EXCLUDING HONORARY COMMISSIONED OFFICERS) WHO RETIRED/RETIRE ON OR AFTER 01 JAN 1986 ON REVISED SCALES OF PAY

Rank	Rates of Service Pension (Rs.p.m.)					
	Group 'A'			Naval		
Length of Service (Years)	Naval	Aviation & Submarine	Naval	Aviation & Submarine	Naval	Aviation & Submarine
	sailors on Gp. 'A' rates of pay	sailors on Gp. 'A' rates of pay	sailors on Gp. 'A' rates of pay	sailors on Gp. 'A' rates of pay	sailors on Gp. 'A' rates of pay	sailors on Gp. 'A' rates of pay
1	2	3	4	5	6	
Seaman I	15	-	419	376	375	
and	16	-	440	395	382	
Equiva-	17	-	460	414	400	
lant	18	-	481	433	419	
	19	-	502	451	437	
	20	-	523	470	455	
	21	-	544	489	473	

1	2	3	4	5	6
Leading Seaman and Equivalent	15	-	472	417	405
	16	-	495	438	425
	17	-	519	459	445
	18	-	542	480	466
	19	-	566	500	486
	20	-	590	521	506
	21	-	613	542	526
	22	-	637	563	547
	23	-	660	584	567
	24	-	684	605	587
	25	-	707	625	607

Petty Officer/Mechanician IV/Artificer IV	15	410	531	479	479
	16	430	557	503	503
	17	450	584	527	527
	18	471	610	551	551
	19	491	637	575	575
	20	512	663	599	599
	21	532	690	623	623
	22	553	716	647	647
	23	573	743	671	671
	24	594	769	695	695
	25	614	796	719	719
	26	635	822	743	743
	27	655	849	767	767
	28	675	875	790	790

Chief Petty Officer/Mechanician III/Artificer III	15	628	728	664	664
	16	659	764	697	697
	17	690	800	730	730
	18	722	837	764	764
	19	753	873	797	797
	20	785	910	830	830
	21	816	946	863	863
	22	847	982	896	896
	23	879	1019	930	930
	24	910	1055	963	963
	25	941	1091	996	996
	26	973	1128	1029	1029
	27	1004	1164	1062	1062
	28	1035	1200	1095	1095

Artificer II/Mechanician II	15	693	-	-	-
	16	728	-	-	-
	17	762	-	-	-
	18	797	-	-	-
	19	831	-	-	-
	20	866	-	-	-
	21	901	-	-	-
	22	935	-	-	-
	23	970	-	-	-
	24	1005	-	-	-
	25	1039	-	-	-
	26	1074	-	-	-
	27	1108	-	-	-
	28	1143	-	-	-

1	2	3	4	5	6
Artificer I/Mechanician I	15	726	-	-	-
	16	763	-	-	-
	17	799	-	-	-
	18	835	-	-	-
	19	871	-	-	-
	20	908	-	-	-
	21	944	-	-	-
	22	980	-	-	-
	23	1017	-	-	-
	24	1053	-	-	-
	25	1089	-	-	-
	26	1125	-	-	-
	27	1162	-	-	-
	28	1198	-	-	-

Chief Artificer/Chief Mechanician	15	828	-	-	-
	16	869	-	-	-
	17	910	-	-	-
	18	952	-	-	-
	19	993	-	-	-
	20	1035	-	-	-
	21	1076	-	-	-
	22	1117	-	-	-
	23	1159	-	-	-
	24	1200	-	-	-
	25	1241	-	-	-
	26	1283	-	-	-
	27	1324	-	-	-
	28	1365	-	-	-

Master Chief Petty Officer II	15	896	840	770	770
	16	941	882	809	809
	17	985	924	847	847
	18	1030	966	886	886
	19	1075	1008	924	924
	20	1120	1050	963	963
	21	1165	1092	1001	1001
	22	1209	1134	1040	1040
	23	1254	1176	1078	1078
	24	1299	1218	1117	1117
	25	1344	1260	1155	1155
	26	1388	1302	1194	1194
	27	1433	1344	1232	1232
	28	1478	1385	1270	1270

Master Chief Petty Officer I	15	982	904	884	884
	16	1031	949	928	928
	17	1080	994	972	972
	18	1130	1039	1016	1016
	19	1179	1084	1060	1060
	20	1228	1129	1105	1105
	21	1277	1174	1149	1149
	22	1326	1220	1193	1193
	23	1375	1265	1237	1237
	24	1424	1310	1281	1281
	25	1473	1355	1325	1325
	26	1522	1400	1370	1370
	27	1571	1445	1414	1414
	28	1620	1490	1458	1458

**Annexure 'D' to Ministry Defence Letter
No.1(5)87/D(Pen/Ser) Dated 30-10-87**

Revised rates of Service Pension of Airmen
(Excluding Honorary Commissioned Officers)
Who retired/retire on or after 1.1.1986 on
revised scale of pay.

Rank	Legth of Ser. (years)	Rates of Service pension(Rs.p.m.)			
		Group I	Group II	Group III	Group IV
(1)	(2)	(3)	(4)	(5)	(6)
AC	15	375	375	375	375
LAC	15	455	419	376	375
CPL	15	496	472	417	405
	16	521	495	438	425
	17	545	519	459	445
	18	570	542	480	466
	19	595	566	500	486
	20	620	590	521	506
	21	645	613	542	526
SGT	15	564	531	479	Same
	16	592	557	503	as
	17	620	584	527	GP III
	18	649	610	551	
	19	677	637	575	
	20	705	663	599	
	21	733	690	623	
	22	761	716	647	
	23	790	743	671	
	24	818	769	695	
	25	846	796	719	
JWO	15	770	728	664	Same
	16	809	764	697	as
	17	847	800	730	GP III
	18	886	837	764	
	19	924	873	797	
	20	963	910	830	
	21	1001	946	863	
	22	1040	982	896	
	23	1078	1019	930	
	24	1117	1055	963	
	25	1155	1091	996	
	26	1194	1128	1029	
	27	1232	1164	1062	
	28 to 33	1270	1200	1095	
WO	15	896	840	770	SAME
	16	941	882	809	AS
	17	985	924	847	GP III
	18	1030	966	886	
	19	1075	1008	924	
	20	1120	1050	963	
	21	1165	1092	1001	
	22	1209	1134	1040	
	23	1254	1176	1078	
	24	1299	1218	1117	

(1)	(2)	(3)	(4)	(5)	(6)
	25	1344	1260	1155	
	26	1388	1302	1194	
	27	1433	1344	1232	
	28 to 33	1478	1385	1270	
MWO	15	982	904	884	SAME
	16	1031	949	928	AS
	17	1080	994	972	GP III
	18	1130	1039	1016	
	19	1179	1084	1060	
	20	1228	1129	1105	
	21	1277	1174	1149	
	22	1326	1220	1193	
	23	1375	1265	1237	
	24	1424	1310	1281	
	25	1473	1355	1325	
	26	1522	1400	1370	
	27	1571	1445	1414	
	28 to 33	1620	1490	1458	

Non-Combatants (Enrolled)		
NCs(E)	20	375
	21	375
	22	385
	23	399
	24	414
	25	428
	26	442
	27	456
	28 to 33	470

**Annexure 'E' to Ministry of Defence
letter No.1(5)/87/D(Pen/Sers) dated
30-10-87**

Revised rates of service pension-JCOs of the
Army and DSC and equivalent ranks of the Navy
and Air Force granted honorary commission while
on the active list and who retired/retire on or
after 1st January, 1986

Rank	Lenght of Service (Years)	Pension (Rs.p.m.)
(A) Subedar (Hony Lt)	21	1300
Sub Maj (Hony Lt)	22	1350
MCPO II (Hony Sub Lt)	23	1400
MCPO I (Hony Sub Lt)	24	1450
WO (Hony Flying Officer)	25	1500
MWO (Hony Flying Officer)	26	1550
	27	1600
	28	1650
(B) Subedar (Hony Capt)	21	1340
Sub Maj (Hony Capt)	22	1391
MCPO II (Hony Lt)	23	1443
MCPO I (Hony Lt)	24	1494
WO (Hony Flt Lt)	25	1546
MWO (Hony Flt Lt)	26	1597
	27	1649
	28	1700