

FACILITIES EXTENDED TO THE GOVT SERVANTS POSTED TO NE REGION

- (a) Claim of 1/3rd of entitled freight charges for transportation of personal effects without production of money receipts while on transfer to NE region and vice-versa.
- (b) Journey time in excess of two days is allowed as additional joining time while proceeding/returning from leave once in a year.
- (c) Family (restricted to spouse and two dependent children only) can visit once in a year from place of residence to the employee's place of posting. LTC can be availed for the purpose in addition to the concession for himself once in a year.
- (d) Additional LTC on two occasions during entire service career as "Emergency Passage Concession" to Govt servant and his family (spouse and two dependent children up to 18 years of age for boys and 24 years of age for girls) to visit home town of the Govt servant and back or vice versa in an emergency.
- (e) Retention of Govt family accommodation at last place of posting.
- (f) Benefit of double HRA in case the Govt employees is already drawing HRA at his last place of posting and left his family in old location and the employee is residing at his new place posting in a rented accommodation.
- (g) Special Duty Allowance (SDA) @ 12.5% of Basic Pay.
- (h) Special Compensatory (Remote Locality) Allowance.
- (i) Air travel facilities between Agartala and Kolkata on tour/transfer those posted in Tripura.

FACILITIES/FINANCIAL BENEFITS TO BSF PERSONNEL AT A GLANCE

(1) SALARY STRUCTURE

Rank	Pay Band	Band Pay	Grade Pay
Class-IV	IS	Rs.4440-7440	Rs.1300/1400/1600
CONST	PB-I	Rs.5200-20200	Rs.2000
HC	PB-I	Rs.5200-20200	Rs.2400
ASI	PB-I	Rs.5200-20200	Rs.2800
SI	PB-2	Rs.9300-34800	Rs.4200
INSPR	PB-2	Rs.9300-34800	Rs.4600
Sub Major	PB-2	Rs.9300-34800	Rs.4800
AC	PB-3	Rs.15600-39100	Rs.5400
DC	PB-3	Rs.15600-39100	Rs.6600
2IC	PB-3	Rs.15600-39100	Rs.7600
COMDT	PB-4	Rs.37400-67000	Rs.8700
DIG	PB-4	Rs.37400-67000	Rs.8900
IG	PB-4	Rs.37400-67000	Rs.10000
Addl DG	PB-4	Rs.37400-67000	Rs.12000
Spl DG	HAG + scale	Rs.75500 (Annual increment @ 3%) – 80000/-	Nil
DG	Apex Scale	Rs.80000 Fixed	-

(2) DETACHMENT ALLOWANCES

Revised pay in the pay band	‘A-1’ Class cities	‘A’-Class cities and specially expensive localities	‘B’-Class cities and specially expensive localities	Other localities
	Ordy.	Ordy	Ordy.	Ordy
	(Rs.)	(Rs.)	(Rs.)	(Rs.)
Rs.30,500 and above	520	420	340	270
Rs.15,000 and above but less than Rs. 30,500	460	370	300	240
Rs.12,500 and above but less than Rs. 15,000	400	320	260	210
Rs.8,000 and above but less than Rs. 12,500	340	270	220	180
Below Rs.8000	210	170	140	110

(3) **TRAVEL ENTITLEMENT ON TOUR/TRANSFER**

(a)	Grade Pay Rs.7,600/- and above	AC I st Class by train
(b)	Grade Pay 4,200/- to Rs.6,600/-	AC-II Tier by train
(c)	Grade Pay below Rs.4,200/-	I st Class/AC-III/AC Chair Car by train

Note :- Grade Pay Rs.5,400/- and above are entitled to travel by air.

(a) **TRANSFER GRANT AND PACKING ALLOWANCE**

- Composite transfer grant equal to one month Basic Pay is admissible in case of transfer involving distance more than 20 Kms.
- 1/3rd of Basic Pay is admissible in case transfer within 20 Kms and there is change of residence is involved.
- Transportation of personal effects as per details given below is admissible:-

Grade Pay	By train/steamer	Rate per km for transport by road
Rs.7600/- and above	6000 Kgs by goods train/4 wheeler wagon/1 double container	Rs.18/- per km.
Rs.2400, Rs.4600, Rs.4800, Rs.5400 and Rs,6600/-	6000 Kgs by goods train/4 wheeler wagon/1 single container	Rs.18/- per km.
Rs.2,800/-	3000 Kgs	Rs.9/- per km.
Below Rs.2800/-	1500 Kgs	Rs.4.60 per Km

(b) **TRANSPORTATION OF CONVEYANCE**

Grade Pay	Scale
Rs.4200 and above	One motor car etc or one motor cycle/scooter, or one horse.
Less than Rs.4,200/-	One motor cycle/scooter/Moped or one bicycle

(4) **LEAVE TRAVEL CONCESSION (LTC)**

- (a) Once in every year for self from duty place to home town and back.
- (b) **One side Additional LTC** once in a year in the event of death/serious illness/ marriage of the members of the family which can be availed before normal LTC or after that as the case may be.

- (c) **Two Years Block LTC** :- Admissible once in a block of two calendar years. The blocks are 2006-07, 2008-09 and so on. An employee with his family can visit from duty place to his home town and back.
- (d) **LTC to visit any place in India (Four years block)** :- This concession is admissible in lieu one of the two journeys to home town in block of four years to visit self and family to anywhere in India restricted to reimbursement from Govt servant's HQ to declared visit. The blocks are 2006-09, 2010-13 and so on.
- (e) **LTC for fresh recruits** :- On three occasions in a block of four years to their home town with their families and any place in India on fourth occasion. This facility shall be available to Govt servant only for the first two blocks of four years after joining the Govt servant for the first time.
- (f) **Encashment of EL during LTC** :- A Govt servant is allowed to encash 10 days EL at the time of LTC to the extent of 60 days during entire service career which will not be deducted from the maximum amount of EL encashable at the time of retirement.

Notes :-

- Officials availing LTC to the home town for self alone once in every year are not entitled to avail block years LTCs.
- Grade Pay Rs.5,400/- and above are entitled to travel by air.

(5) **HOUSE RENT ALLOWANCE (HRA)**

X (A-I Class)	Y (B-I & B-2 Class)	Z (C & Unclassified)
30% (Band Pay + Grade Pay)	20% (Band Pay + Grade Pay)	10% (Band Pay + Grade Pay)

Family Accommodation Allowance is applicable @ Rs.700/- per month for all BSF personnel those who are not eligible for rent free family accommodation/HRA and CILQ.

(6) **TRANSPORT ALLOWANCE**

Grade Pay	A-I/A Class Cities	Other places
Rs.5,400/- and above	Rs.3,200/- + DA thereon	Rs.1,600/- + DA thereon
Rs.4,200/- to 4,800/-	Rs.1,600/- + DA thereon	Rs.800/- + DA thereon
Below Rs.4,200/-	Rs. 600/- + DA thereon	Rs.400/- + DA thereon

(7) **WASHING ALLOWANCES**

Washing Allowance @ Rs.60/- per month is entitled for Group 'C' & 'D' employees.

(8) RATION MONEY ALLOWANCE (RMA)

Rs.1,123/- per month is admissible irrespective of the place of posting whether in unit or at static formations. This amount revises from time to time.

(9) FAMILY PLANNING ALLOWANCES

Family planning allowance is admissible to Govt servants for having undergone sterilization operation by Govt servant/spouse as per scales given below:-

Grade Pay	Amount admissible
Rs.1,300 to 2,400/-	Rs.210/- p.m.
Rs.2,800/-	Rs.250/- p.m.
Rs.4,200/-	Rs.400/- p.m.
Rs.4,600/-	Rs.450/- p.m.
Rs.4,800/-	Rs.500/- p.m.
Rs.5,400/-	Rs.550/- p.m.
Rs.6,600/-	Rs.650/- p.m.
Rs.7,600/-	Rs.750/- p.m.
Rs.8,700/-	Rs.800/- p.m.
Rs.8,900/-	Rs.900/- p.m.
Rs.10,000/-	Rs.1,000/- p.m.

(10) CHILDREN EDUCATION ALLOWANCE (CEA)

- (a) Reimbursable maximum of Rs.12,000/- per Academic session from Nursery to Class-XII for two children subject to production of money receipts/bills.
- (b) Hostel subsidy @ Rs.3,000/- per month is reimbursable for two children studying as boarder and not drawing CEA.

FINANCIAL ASSISTANCE ADMISSIBLE TO BSF PERSONNEL/NOK AT A GLANCE

(1) PENSION

(a) RETIRING PENSION

- Minimum qualifying service 20 years.
- Benefits of adding years of qualifying service (5 years) for computation of pension stands withdrawn.
- Shall be paid 50% of emoluments or average emoluments received during the last 10 months, whichever is more beneficial.

- Amount of Pension: - Minimum Rs.3,500/- and maximum up to 50% of highest pay in the Government (The highest pay in the Government is Rs.90,000/- since 01.01.2006).
- The quantum of pension as stated above shall be increased additionally according to age factors of pensioner as per details given below:-

Age of pensioner	Additional quantum of pension
From 80 years to less than 85 years	20% of the Basic Pension
From 85 years to less than 90 years	30% of the Basic Pension
From 90 years to less than 95 years	40% of the Basic Pension
From 95 years to less than 100 years	50% of the Basic Pension
100 years or more	100% of the Basic Pension

(a) **FAMILY PENSION**

- A uniform rate of 30% of Basic Pay in all cases and shall be subject to a minimum of Rs.3,500/- per month and Maximum and maximum 30% of the highest pay in the Government.
- The enhanced family pension (50% of pay last drawn) shall be payable to the family of a Govt servant **who dies in service** from the date of death of Government servant for a period 10 years without any upper age limit.
- The quantum of pension as stated above shall be increased additionally according to age factors of pensioner as per details given below:-

Age of pensioner	Additional quantum of pension
From 80 years to less than 85 years	20% of the Basic Pension
From 85 years to less than 90 years	30% of the Basic Pension
From 90 years to less than 95 years	40% of the Basic Pension
From 95 years to less than 100 years	50% of the Basic Pension
100 years or more	100% of the Basic Pension

(2) **GRATUITY**

(a) **SERVICE GRATUITY**

A lumpsum payment known as service gratuity at the rate of half months emoluments (Basic Pay + DA) for every completed six monthly period of qualifying service will be paid

(b) **RETIREMENT GRATUITY**

Rate of retirement gratuity is 1/4th of the emoluments last drawn for each completed six monthly period of qualifying service subject to a maximum of 16^{1/2} times of the emoluments or Rs.10 lakhs, whichever is less.

(c) **DEATH GRATUITY**

Death gratuity is admissible in the case of death in service of an employee at the following rates:-

Length of Service	Death Gratuity payable to family
Less than one year	2 times of emoluments
One year or more, but less than 5 years	6 times of emoluments
5 years or more, but less than 20 years	12 times of emoluments
20 years or more	Half of emoluments for every completed six-monthly period of qualifying service subject to a maximum of 33 times emoluments or Rs.10 lakhs, whichever is less.

(3) **COMMUTATION OF PENSION**

Commutation factor (As per commutation table) x 12 x 40% of Pension.

(4) **LEAVE ENCASHMENT**

(a) **ENCASHMENT OF EARNED LEAVE**

Cash equivalent of leave salary (Basic Pay + DA) admissible for number of earned leave at the credit of employee on the last day his service.

(b) **ENCASHMENT OF HPL**

Cash equivalent of **half pay** leave salary admissible for number of earned leave at the credit of employee on the last day his service.

Note:- The Maximum EL + HPL to be encashed should not be exceeded 300 days together.

(5) **CENTRAL GOVT EMPLOYEES GROUP INSURANCE SCHME (CGEGIS)**

Monthly subscription and amount of insurance cover:-

Group	Rate of Subscription	Amount of Insurance
'A'	Rs.120/- p.m.	Rs.1,20,000/-
'B'	Rs. 60/- p.m.	Rs. 60,000/-
'C'	Rs. 30/- p.m.	Rs. 30,000/-
'D'	Rs. 15/- p.m.	Rs. 15,000/-

- Entitlement on death : Amount of insurance plus saving Fund.
- Entitlement of retirement : Only saving Fund as per table from time to time.

(6) **GPF FINAL PAYMENT**

The amount standing at credit including interest shall become payable when the subscriber;

- Quits service
- Dismiss/removed from service
- Proceeds on retirement incl medically boarded out
- Death while in service

(7) **DEPOSIT LINKED INSURANCE (DLI) – Death cases only**

When a subscriber dies after having put in 5 years service, the NOK will be paid an additional amount in addition GPF final payment, as per scales and conditions prescribed by the Govt.

(8) **MEDICAL ALLOWANCE/CGHS FACILITIES.**

As per option to be exercised by the pensioner, a sum of Rs.100/- per month will be paid on a/c of medical allowance.

(9) **TA ON RETIREMENT**

Same as TA on transfer.

(10) **EX-GRATIA FROM CENTRAL GOVT – Death cases only**

(a)	Death occurring due to accidents in the course of performance of duties	Rs.10 lakhs
(b)	Death occurring in the course of performance of duties attributable to acts of violence by terrorists, anti-social elements, etc.	Rs.10 lakhs
(c)	Death occurring (a) enemy action in international war or border	Rs.15 lakhs

	skirmishes and (b) action against militants, terrorists, extremists etc.	
(d)	Death occurring while on duty in the specified high altitude, in accessible border posts, etc on account of natural disasters, extreme weather conditions.	Rs.15 lakhs

- (11) **EX-GRATIA FROM STATE GOVT** - Death/Disability cases wherever applicable as per lumpsum payment prescribed by concerned state Govt.

BENEFITS OUT OF PRIVATE FUNDS TO BSF SERVING PERSONNEL

- (i) Loan out of Loan fund at a nominal interest of 6.25% per annum.
- (ii) Reimbursement of cost of spectacle charges to all Non gazetted staff @ Rs.700/- within a spell of 05 years.
- (iii) FA for education of wards studying in higher classes i.e. above class XII at the rates given below:-

Class	Classification	FA admissible
University (Non Tech) (for graduation/ post graduate classes starting from BA I st year B.Com, MSc (Final) or equivalent courses like BEd/LLB)	Day Scholar Boarder	Rs.1500/- Rs.2500/-
Technical/Professional/Vocational Course Leading to Diploma All courses starting after passing Matric/Hr. Sec/ Intermediate etc.	Day Scholar Boarder	Rs.1500/- Rs.2500/-
University (Tech)	Day Scholar Boarder	Rs.2000/- Rs.4000/-

BENEFITS OUT OF PRIVATE FUNDS TO NOK OF DECEASED BSF PERSONNEL

- (a) A lump sum grant of Rs.50,000/-out of Contributory Benevolent Fund/ Spl Relief Fund.
- (b) One sewing machine or Rs.2,000/- in cash out of SRF.
- (c) Financial Assistance of Rs.30,000/- for one daughter marriage in case of the Govt servant killed in action/accident and Rs.40,000/- in case of normal death.
- (d) In case of decease is a bachelor, a sum of Rs.40,000/- is admissible for only one sister marriage if NOK is not entitled for EOP/Ex-gratia.
- (e) Under SPBY (LIC) a sum of Rs.10 lakhs in case of killed in action/accident/due to cerebral malaria and Rs.5 lakhs in case of normal death/suicide. Disability arising due to accidental

injury is entitled for a lump sum at the rate percentage of disability fixed under SPBY policy.

- (f) Financial Assistance for two children till he/she completes the maximum higher education up to 24 years of age out of Education fund.
- (g) Book grant to the ward of deceased BSF personnel admissible in the scale mentioned below out of Education fund:-

Class-I to V	- Rs.200/- per annum
Class VI to X	- Rs.400/- per annum
Class XI to XII	- Rs.500/- per annum

- (h) Medical facilities from nearest BSF hospital.

BENEFITS TO MEDICALLY BOARDED OUT PERSONNEL OUT OF PVT FUNDS

A lumpsum amount at the rates mentioned below is admissible out of BSF Contributory Benevolent Fund.

Description	Lumpsum admissible
(a) <u>Injured while in action</u> (i) Invalidation due to injury sustained while on duty With 60% & above disability With less than 60%	- Rs.16,500/- - Rs.16,000/-
(b) <u>Injured while on duty</u> With 60% & above disability With less than 60%	- Rs.13,500/- - Rs.12,500/-
(c) <u>Invalidation due to aggravation in health due to difficult condition of duty/terrain</u> With more than 10 years of service Less than 10 years of service	- Rs.10,000/- - Rs.15,000/-
(d) <u>Normal case of invalidation</u> With more than 10 years of service With less than 10 years but more than 03 yrs With less than 03 years of service	- Rs. 6,000/- - Rs.10,000/- - Rs. 4,500/-

BENEFITS TO RETIRING PERSONNEL OUT OF PRIVATE FUNDS

- (a) Personnel retiring on voluntary retirement with 20-25 years of qualifying service will get Rs.3,500/- as FA out of CBF.
- (b) Personnel retiring on superannuation/voluntary retirement with more than 25 years of qualifying service will get Rs.8,000/- as FA out of CBF.
- (c) One memento amounting to Rs.1,000/- for GOs and Rs.750/- for NGOs will be provided out of Welfare fund at the time of retirement.
- (d) Medical facilities from nearest BSF hospital.