

Rules for payment of Compassionate Gratuity in respect of employees  
of the Reserve Bank of India who die while in service

[ Updated as on November 2018]

**Rules for payment of Compassionate Gratuity in respect of employees of the Reserve Bank of India who die while in service**

1. (i) Eligibility: A dependent of every full-time employee of the Bank (and also a part-time employee who has put in a continuous service of 2 years) who dies while in service will be eligible for the compassionate gratuity. It will be in addition to any other superannuation benefit payable to such dependent.

(ii) Compassionate gratuity shall be payable to the person who may have been nominated by the employee in terms of Regulation 15 of the Reserve Bank of India Employees' Provident Fund Regulations or be deemed to have been so nominated under Regulation 20(iii) of the said Regulations; and if there are more persons than one so nominated or deemed to have been nominated, the amount of compassionate gratuity shall be distributed among such persons in the same proportion in which the employee has distributed the amount standing to his/her credit in the Provident Fund.

If the employee is not covered under the Reserve Bank of India Employees' Provident Fund Regulations, 1935, then the compassionate gratuity shall be payable to the person or persons nominated under sub-section (1) of Section 6 of the Payment of Gratuity Act, 1972 in the same proportion as indicated by the employee in the nomination.

If no such nomination has been made or is subsisting, compassionate gratuity shall be payable to the dependent or dependents of the deceased employee as may be recognised by the Competent Authority in this behalf on the basis of affidavit to be produced by the dependent or dependents as per the prescribed proforma. Provided if more than one person is recognised as a dependent, the amount of compassionate gratuity shall be distributed among them in the proportion as shall be determined by the Competent Authority.

**Explanation -1:** In this rule, "dependent" means anyone of the following relatives of the deceased employee, namely, a wife, husband, parent, child, minor brother, unmarried sister and a deceased son's widow and child and where no parent of the deceased employee is alive, a paternal grand-parent.

**Explanation - 2:** In this rule, "Competent Authority" shall have the same meaning as in sub-Regulation (e) of Regulation 3 of the Reserve Bank of India (Staff) Regulations, 1948.

2. **Amount of Compassionate Gratuity:** Two months' pay and allowances admissible to the deceased employee in the grade held by him/her as on the date of death subject to minimum of Rs. 25,000/-

**Note:** - In cases where an employee is killed or permanently disabled as a direct consequence of the performance of some action beyond the normal call of duty or where such death or accident occurs as a direct consequence of the performance of a normal duty, a higher amount may be sanctioned by the Committee of the Central Board.

3. **Payment:** The amount will be paid in one lump sum to the person/s eligible for such payment, as provided in Rule 1 above.

Address \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Date-

The \_\_\_\_\_  
Reserve Bank of India  
\_\_\_\_\_  
\_\_\_\_\_

Dear Sir / Madam,

**Grant of Compassionate Gratuity**

As, Shri /Smt \_\_\_\_\_ was employed as \_\_\_\_\_, in the, \_\_\_\_\_, Reserve Bank of India, \_\_\_\_\_  
(Department) (place)  
died on \_\_\_\_\_ due to \_\_\_\_\_ at \_\_\_\_\_  
(place)

I request that the compassionate gratuity payable in respect of him/her may be paid to me.

2 My relation with the deceased employee is \_\_\_\_\_ and I have been nominated by the deceased employee to receive his/her Provident Fund balance under the Reserve Bank of India Employees' Provident Fund Regulations, 1935 / Gratuity amount under Payment of Gratuity Act, 1972 (strike out whichever is not applicable).

3 I undertake to produce the death certificate from an appropriate authority (Municipality /Corporation, etc.) In due course.

Yours faithfully

(Signature \_\_\_\_\_)

Full name of applicant and Provident Fund / Gratuity nominee) \_\_\_\_\_

(Attestation by Bank's confirmed employee)

I hereby certify that the information furnished above by Shri/Smt. \_\_\_\_\_  
\_\_\_\_\_ is to the best of my knowledge, correct in all particulars.

\_\_\_\_\_  
(Signature of attesting Bank employee)

\_\_\_\_\_  
(Full name and designation of the attesting employee)

**Note:** The applicant may ensure that the attesting person is Bank's confirmed employee.