

THE TENTH STATUTES OF THE UNIVERSITY

Dhaka University Employee's Pension/Gratuity Statutes

1. These statutes shall apply to every employee of the University except :

- (i) Persons who are in receipt of pension from the Government or any other Organization,
- (ii) Part-time employees,
- (iii) Persons who are on deputation from the Government or any other organization,
- (iv) Persons appointed on a purely temporary basis for a period not exceeding six months,
- (v) Persons appointed against leave vacancies,
- (vi) Persons appointed on a daily basis, and
- (vii) Persons appointed in different research/ survey/ projects/ bureaus/ centres and any other establishment of a purely temporary nature.

Commencement

2. These rules shall come into effect from the 1st July, 1974 provided that the Pension/Gratuity benefits under these Statutes shall be applicable to the existing employees as on the 30th June, 1974 from the date of their joining the University if they opt for these benefits and surrender the accumulation of the University's contribution plus the accrued interest on the University's contribution in their Provident Fund Account as constituted under section 24 of the First Statutes under the Dhaka University Order, 1973 as on the 1st July, 1974 to the University:

Provided that the employees who opted for contributory provident fund at the initial stage of starting Pension Statutes may subsequently be allowed to opt for pension in lieu of contributory provident fund on surrender of the accumulation of the University's contribution plus the accrued interest on the University's contribution in their Provident Fund Account:

Provided further that the employees who will be allowed to opt for pension on subsequent dates shall be members of the Non-contributory Provident Fund from the 1st July, 1974.

3. In lieu of the University's contribution to the Provident Fund Account of the employees of the University as constituted under section 24 of the First Statutes under the Dhaka University Order, 1973 the University shall pay Gratuity or Pension to the employees of the University as applicable under these Statutes.

Gratuity

* 4. (1) If an employee of the University retires, resigns, or is selected for discharge owing to abolition of his post, or dies, after completing a qualifying service of 3 years or more but less than 5 years, he or his family in case of his death while in service, may be granted a gratuity equal to his three months 'emoluments'. This shall have the effect from 1st July, 1977.

(2) If an employee of the University retires, resigns or is selected for discharge owing to abolition of his post, or dies after completing a qualifying service of 5 years but less than 10 years, he or his family in case of his death may be granted a gratuity not exceeding one month's last emoluments drawn by him for each completed year of qualifying service.

* *(Amended vide Senate dated 10.8.1983)*

Pension

5. If an employee of the University retires, resigns or is selected for discharge, or dies after completing qualifying service of 10 years or more, pension shall be paid to him or his family in case of his death at the rates as may be prescribed by the Government from time to time:

Provided that an employee who was granted extension of service beyond 60 years prior to coming into force of this Statute shall be entitled to get pension benefits on his salary as on the 1st July, 1974:

* Provided further that the pensioners including family pensioners who were drawing on or before 30.6.77 a net pension of less than Tk.100/- including ad-hoc increases allowed from time to time and such pensioners have retired or will retire after 30.6.77, shall now get a net pension of not less than Tk. 100/-per month inclusive of ad-hoc increases.

Invalid Pension

6. If any employee of the University in the opinion of the Syndicate is disabled permanently due to bodily or mental infirmity while in the service of the University, he or his family in case of his death shall be entitled to the usual Gratuity or pension benefit as per rules under sections 4 and 5 above.

Family Pension

- * 7. (i) In the event of death of an employee before retirement, but after completion of a qualifying service of 15 years or more, his family will get the pension for a period of 10 years at the normal rate of pension as per Section 5.

* *(Amended vide Senate dated 10.8.1983)*

- (ii) In the event of the death of an employee after retirement, but before the expiry of 15 years after retirement, his family will be entitled to the benefit of Pension as per rules under section 5 above for the unexpired portion of the period of 15 years counted from the date of retirement of the employee.

Surrender of Pension

8. Every employee of the University who has rendered qualifying service for a period of ten years or more and is eligible for a pension shall have the right under these statutes to opt for a lump sum benefit according to the rates prescribed by the Government from time to time by surrendering upto a maximum of one-half of the amount of the pension admissible to him under these Statutes.

Revocation of the surrender of pension

9. Any option for the surrender of pension under rule 8 may be revoked at any time before retirement in writing to the University authority.

Definition of Family

10. Family means :

- (i) Wife or wives of a male University employee,
- (ii) Husband in the case of a female University employee,
- (iii) Children of the University employee, and
- (iv) Widow or widows and children of a deceased son of a University employee:

Provided that the Syndicate may in special cases accept any other person not falling under any of the categories (i)—(iv) above as a member of the family of a University employee.

Qualifying Service

11. “Qualifying Service” means the period of service beginning from the date of joining the University in a full-time paid post by an employee and ending with date of termination of his service caused by retirement, resignation, removal or death:

Provided that if a person prior to his joining the University has served the Government of Bangladesh, Central/Provincial Government of erstwhile Pakistan, any recognized University or educational institution in Bangladesh, not below the status of a Degree College or any recognized autonomous or semi-autonomous organization or corporation, his past services will be counted towards qualifying service up to a maximum period of 10 years upon his contribution to the University of 10% of his total gross salary for the period of his past services immediately preceding the date of joining the University however disregarding any interruption in the continuity of service and regardless of the number of institutions/offices served as specified before but not exceeding 10 years:

Provided further that if any employee of the University served or serves, on deputation or with leave from the University, the Government of the People’s Republic of Bangladesh or the Central/Provincial Government of erstwhile Pakistan, or any recognized University or educational institution not below the status of a degree college in or outside Bangladesh, or any other recognized autonomous or semi-autonomous

organization or Corporation, the full period of his service with the said bodies, or such portion thereof immediately preceding the date of his returning to University service as he may desire, as the case may be, shall count towards qualifying service if he pays to the University 10% of the salary drawn by him for the period from the said bodies or 12.5 % of the salary that he would have drawn at the University during the same period of service but for his deputation/leave:

Provided further that if an employee of the University, having served the University for a continuous period of not less than 10 years, resigned from the University service before these Statutes came into force and has served the Government of the People's Republic of Bangladesh, or any recognized University or educational institution not below the status of a degree college in or outside Bangladesh or any other recognized autonomous or semi-autonomous organization or Corporation and then again joins the University and serves it till his retirement, his past service in the University shall, notwithstanding the resignation, be counted towards qualifying service upto a maximum period of 15 years immediately preceding his resignation if he pays to the University 10% of the salary drawn by him for the period:

* Provided further that in case of an employee of a Government College/Institute subsequently merged with the University the period from the date of his joining the Government College/Institute, as the case may be, to the date of merger of the Government College/Institute with the University shall count towards qualifying service if he pays to the University 10% of the salary drawn by him for the period from the Government.

* (Amended vide Senate dated 22.6.1984)

Emoluments

12. For the purposes of these Statutes, the term 'emoluments' shall have the same meaning, as may be assigned to it by the Government of the People's Republic of Bangladesh from time to time.

13. A deficiency of six months or less in the qualifying service of a University employee shall be deemed to have been condoned. A deficiency of more than six months but not exceeding a year may be condoned if the University employee dies in service or retires under circumstances beyond his control, such as invalidation or abolition of his post and, if but for such contingency, he would have completed another year of qualifying service. A deficiency of more than one full year shall not be condoned.

Pension on dismissal

14. No pension shall be granted to a University employee dismissed from service unless otherwise decided by the Syndicate in special cases.

Nomination

* 15. Every employee of the University entitled to a gratuity or pension under these rules shall be required to file a declaration to the University Authority forthwith after promulgation of the rules or on new appointment as the case may be in the form approved by the Syndicate.

* *(Amended vide Senate dated 07.12.1985)*

Entitlement of Retiring Pension

16. Every employee of the University entitled to a pension or gratuity under these rules shall normally have the right to retire after completing 25 years of qualifying service provided that the Syndicate may in any special case on the ground of essential service require an employee to complete his service upto the age of superannuation.

Payment of Pension/Gratuity

17. The payment of pension/gratuity under these Statutes will be made according to Ordinances and Regulations as may be made by the University from time to time.

General Provident Fund

18. The University shall establish a General (non-contributory) Provident Fund for its employees and frame Regulations and Ordinances for the operation of the General (non-contributory) Provident Fund. The contributions of the existing employees of the University as on the 30th June, 1974 who opt for pension/gratuity under these Statutes, in their Provident Fund Account as constituted under section 31 of the First Statutes under the Dhaka University Order, 1973, and the accrued interest thereon, shall be credited to their General (non-contributory) Provident Fund.

Retirement

* 19. All employees of the University except teachers shall retire at the end of the session in which they attain the age of 60 years, subject to their right of retirement after completing 25 years of qualifying service as provided in Section 16 above. The Syndicate may, however, grant re-employment in suitable cases for a period not exceeding five years for which period no pension benefit shall be granted. The teachers of the University shall retire at the end of the session in which they attain the age of 65 years, subject to their right of retirement after completing 25 years of qualifying service as provided in section 16 above.

This shall take effect from 20th June, 1995.

** Provided that every such employee shall be entitled to such leave preparatory to retirement as is admissible to him and the period of such leave may extend beyond the date of his retirement, or ceasing to be in service, as the case may be, but shall not exceed twelve months from June 30, of the session in which the age of retirement is attained or from the date of his duties finally cease, as the case may be and if he proceeds on such leave before the date of his retirement or ceasing to be in service, his retirement or ceasing to be in service shall take effect on the expiry of the leave. This shall be deemed to have taken effect from 1st January, 2005.

* (Amended vide Senate dated 29.12.1996)

** (Amended vide Senate dated 12.12.2005)