

Islamabad, the 21<sup>st</sup> January, 2015.

**OFFICE MEMORANDUM**

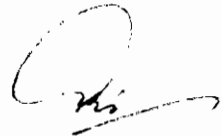
Subject: **PAYMENT OF GRATUITY IN ADDITION TO CONTRIBUTORY PROVIDENT FUND (CPF).**

The undersigned is directed to refer to this Division's O.M.No.F.15(3)R-14/84 dated 16.10.1984 on the subject noted above and to say that Finance Division has received some references from different Organizations for regularization of un-authorized payment of gratuity in addition to paid Contributory Provident Fund (CPF) in violation of Finance Division's policy dated 16.10.1984. Some Autonomous/Semi-autonomous Bodies /Corporations etc. have also requested Finance Division that the benefits of gratuity, in addition to CPF, may be allowed to their employees.

2. For this purpose, a committee was constituted to review the issues and Finance Division's policy dated 16.10.1984, wherein the payment of gratuity was disallowed in addition to CPF contribution.

3. In the light of recommendations of the committee, Finance Division has decided that the policy regarding non-payment of gratuity in addition to Contributory Provident Fund issued vide O.M. dated 16.10.1984 will remain intact.

4. All Ministries / Divisions are requested to implement the said policy in true spirit and direct all such Autonomous / Semi-Autonomous Bodies and Corporations etc. under their administrative control where the pension scheme does not exist that the payment of 'gratuity' in addition to Contributory Provident Fund should not be allowed to their employees on their quitting service.



(Muhammad Shahid Ahmed Ch.)  
Deputy Secretary (R-III)

All Ministries / Divisions etc.