

CO/Mktg/ZD/ FPDO/23 /2024

Date: 30.08.2024

To

All Zonal Managers, Regional Managers (Marketing)  
Officers In-Charge of Divisions  
Audit And Inspection Centres]

**Re: LIC of India (Revision of Terms and Conditions of service) Amendment Rules, 2024**  
**(Wage revision Notification-30.04.2024) Distribution of Equitable Relief in respect of**  
**Retiring Development officers**

This is with reference to the Circular- CO/PER/ER-A/335/2024 dated 07.05.2024, issued by Personnel Dept./Central Office, being the instructions for implementation of LIC of India (Revision of Terms and Conditions of service) Amendment Rules, 2024. The Clause 15 & Clause 16 of this Circular explains about the Equitable Relief. Accounting of 25% of Equitable Relief for the purpose of the Annual Remuneration of the Development officers is summarised below :

**TABLE 1**

	Equitable Relief paid for the period	25% of ER paid shall form part of the annual remuneration for the Appraisal Years, commencing from
1.	01.08.2022 to 31.03.2023	01.05.2024 - 01.04.2025
2.	01.04.2023 to 31.03.2024	01.05.2025 - 01.04.2026

There might be cases, where the Development officers are having less than two full appraisal years after 30.04.2024 till their retirement. It has been decided by the Competent Authority that in such cases, Equitable Relief paid for the respective financial year will only form part of the annual remuneration of the full appraisal year , that commence after 30.04.2024.

In case of those retiring development officers who are not having one full appraisal year, commencing after 30.04.2024, the entire amount of Equitable Relief paid will not form part of Annual Remuneration.

Few Examples are given in the Table 2 below for reference:

**TABLE 2**

Sr.	Date of Retirement	Appraisal Year	Full Appraisal Years commencing After 30.04.2024	Remarks
1	30.09.2024	Aug-July	NIL	25% of ER paid will <b>NOT</b> form part of Annual Remuneration.
2	30.09.2025	Aug-July	One full Appraisal Aug 2024 to July 2025	25% of ER paid for the period (01.08.2022 to 31.03.2023) only shall form part of Annual Remuneration of Appraisal Year ending July 2025.
3	30.09.2026	Aug-July	Two full Appraisal years Aug 2024 to July 2025. Aug 2025 to July 2026.	25% of ER paid shall form part of Annual Remuneration of respective Appraisal years, i.e. Appraisal Year ending 31 07.2025 and Appraisal Year ending July 2026.

You are requested to bring these instructions to the notice of all the offices under your jurisdiction.



Executive Director (Marketing/PD) & CMO