

		Current EPS	Higher EPS
rule 1	Term<10 years	no any pension only EPS amount will be returned with interest upto last contribution period	no any pension only EPS amount will be returned with interest upto last contribution period
rule 2	family pension	half of the actual pension to the spouse or for children < 25 years of age	half of the actual pension to the spouse or for children < 25 years of age
rule 3	if VRS/CRS before 58 years of age which is likely in BSNL now for us.	no any pension till attending the age of 58 years. In this case EPF amount could be withdrawn for our daily life O&M /sm business establishment/ Childrens higher education/ home loan re payment/childrens marriage purpose.	no any pension till attending the age of 58 years, all the higher fund value transferred to EPS will not be availbale for withdrawn, but only higher pension after 58 years of age. If u die during this no job period , family pension will be half.
	pension calculation		
	an example	if basic = 30000 , ida =36000 (120 %)	basic = 30000 , ida =36000 (120 %)
		service period in current eps =14 years	service period in higher eps =14 years
		pension formula = ((6500*12)+(15000*2))/70 = 1543 rs	pension formula = (last 5 years average (basic+ ida) * service years)/70 = 12060 rs nearly
		as current EPS contribution was on 6500 for 12 years and now on 15000 for last 2 years	average basic 28300 , service years 14
		so the difference is =12060-1543 =10518 rs	
assumption	now suppose 10 lakh by employee and 10 lakh by employer have been deposited in epf in last 14 years	in current EPS pension contribution deposited is =6500*12+15000*2=108000	in higher pension EPS Pension cont. will be =(1000000*8.33/12) % = 694167

	arrears to be transferred from EPF fund to EPS fund = 694167-108000=586167/-	zero	586167
	interest on this arrear amount from EPFO (586167 @8 %)now	3907.78	
CASE A	net pension	in current EPS =1543+3907=5450/-	in higher EPS=12060/-
	NET LOSS/GAIN	LOSS =12060-5450=6610/- per month till alive	Gain= 6610 /- per month till alive
CASE B	if death of employee than family pension	in current EPS =(1543/2)+3907=4678/-	in higher EPS=12060/2=6030/-
	NET LOSS/GAIN	loss= 6030-4678=1352/- till spouse death or children < 25 years of age	Gain= 1352 /- till spouse death or children <25 years of age
CASE C	if death of spouse or children age is above 25 years of age than pension	in current EPS =0+3907=3907/- forever (SOME THING as per interest rate)	in higher EPS =ZERO forever (NOTHING)
situation 1	if BSNL continue to give us regular increment and IDA till next 25 years	very low pension	very high pension
situation 2	if BSNL continue our 3 % to 12 % SAB with LIC	very low EPS pension + SAB pension , good enough for survival	very high EPS pension + SAB pension, one can go for world tour every other month
situation 3	if BSNL not able to give regular increments and IDA till next 25 years or in last 5 years of our service or VRS/CRS	access EPF AMOUNT would help at the time of retirement /VRS/CRS	pension will be low as per last 5 years wages and EPF amount will also be lower than current EPS

situation 4	If Govt. imposes tax on EPF amount withdrawal at the time of retirement	heavy tax of 20% (20 to 40 lakh) may be gone from our hands	less tax (10 to 20 lakh) may be gone from our hands
situation 5	if India developed in next 20 to 30 years	interest rates will be less(1 TO 3 %) ,than extra EPF amount will pay less bank interest ,so less pension and less interest will be heavy loss to retired employee	higher pension every month give comfortable fund in our hand
situation 6	if employee & spouse are alive till 75 years of age	low pension will effect daily life	High pension will give happy life
situation 7	if employee & spouse are alive till 65 years of age	good accumulated EPF amount will help next generations forever	Next generation and our children above age 25 years will not got any pension. We have invested lakhs of rupees in 30 years of service but not enjoyed pension for long time.
situation 8	variable or fixed scenario	Every month FD return will depend on interest rate. It may be lower , may be higher	pension will be fixed till survival
situation 9	any emergency requirement	higher epf amount could be withdrawn at the time of children education, marriage, medical requirement , home loan repayment, flat purchase etc .	access fund will not be available for these emergency requirements
situation 10	if our JOB continue till 58 years , and epf contribution is also continue	low pension option need sm other retirement planning like NPS from now on wards	higher pension option will provide higher pension so no need to plan anything else for retirement, we can enjoy our current salary in present time , no worry abt future (and that is called pleasure of life.)

conclusion :

if we think with positive attitude and think that in coming 15 to 30 years **BSNL and I**, both will be alive & healthy than Higher EPS is very excellent option.

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