

MEMORANDUM TO HON'BLE SEVENTH CENTRAL PAY COMMISSION ON PENSION MATTERS

Submitted by

**All India Bharat Sanchar Nigam Limited Retired Executives' Association
Central Headquarters, New Delhi**

Introduction:

“All India Bharat Sanchar Nigam Limited Retired Executives' Association” represents the pensioners originally recruited by Department of Telecommunications in the Officers grades who subsequently got absorbed in Bharat Sanchar Nigam Limited after its formation and thereafter retired from the various Executive grades in BSNL. The branches of the Association are spread all over India. We are also covered under Central Civil Services Pension Rules like all other Central Government Employees and our pension is being paid by the Government of India. We now submit herewith our memoranda to the Honorable Seventh Central Pay Commission on pension related issues which are of concern to us as we are also a stakeholder in this vital issue.

Bharat Sanchar Nigam Limited, a Central Public Sector Enterprise, was formed on 01-10-2000 by carving out from Department of Telecommunication, a Central Government Department. The erstwhile employees of Department of Telecommunication were given an option to get absorbed in Bharat Sanchar Nigam Limited as per Rule 37 A of CCS (Pension) Rules 1972. The Pension is being paid by the Department of Telecommunications, Government of India from Consolidated funds of India vide Rule 37 A of CCS (Pension) Rules 1972. The CCS (Pension) Rules 1972 apply in all matters in respect of fixation of pension, payment of pension and terminal benefits etc, to all the absorbed employees in Bharat Sanchar Nigam Limited, i.e., those who had served in the Department of Telecommunication upto 30/09/2000 and got absorbed in Bharat Sanchar Nigam Limited. Since we are also covered by the recommendations of the Central Pay Commissions, as far as the issues of pension and terminal benefits are concerned, we herewith submit our memorandum to the Honorable Seventh Central Pay Commission for consideration. We request that the issues brought forth here may kindly be viewed sympathetically by of the Honorable Chairman and members of the Seventh Central Pay Commission and the Honorable Commission may give favorable recommendations on these issues:

ISSUE NO. 1: GRATUITY:

The Retirement Gratuity is calculated as 0.25 times of Pay+DA for every completed six months' of service with a maximum of 16.5 times of Pay+DA. This is now restricted to a maximum limit of Rs. 10 lakhs.

The Hon'ble Sixth Central Pay Commission had opined that the limit of gratuity should be such that all employees barring those in top grades are able to get full benefit of gratuity payable as per the given formula. Keeping this in view, it is the Hon'ble Sixth Central Pay Commission which had recommended the ceiling of gratuity as Rupees ten lakhs only.

To maintain the same position of full benefit in respect of the grades that were given full benefit as on 2006, it is requested to consider to raise the present ceiling limit of gratuity to Rupees 30 lakhs. During the interim period of the next CPC due to increase in DA, the grades which got full benefit as on the year of implementation of CPC, do not get full benefit after few years. Hence to maintain the same position, it is requested that Hon'ble Seventh CPC may also kindly recommend for a periodical review of the ceiling of gratuity at least once in five years.

ISSUE NO. 2: RESTORATION OF COMMUTATION:

The Sixth Central Pay Commission had stated that the commutation factor arrived at by it was based on market interest of 8 % p.a. and also the mortality rate.

The Hon'ble Supreme Court, on the other hand, in its judgment passed in December, 1986 in Writ Petitions No. 3958-61 of 1983 had directed restoration of the commuted value of pension once the commutation amount along with the interest element thereon was recovered fully. The said judgment of Hon'ble Supreme Court was also referred to by Sixth Central Pay Commission itself in its report.

An analysis and methodology for application of interest is placed below. It can be seen that as per the method the principal with 8 % interest gets fully recovered in less than 12 years. As such, it is requested that the commutation may be restored in 10 years.

Methodology of calculation of Interest and repayment

(i) Calculation of Interest

While calculating the interest and method of repayment, following two procedures are being followed. The first procedure is that the monthly interest gets first charge on the repayment. On the monthly repayment, the interest is taken first and the balance is reduced in principal. The next month's interest is based on the reduced principal. This procedure is followed by the Banks or the Financial Institutions when they give loans to public.

The second procedure is that the principle gets first charge on the repayment. On the monthly repayment, the principle is taken first. The interest of next month is based on reduced principal. This goes on till the principal is fully cleared. The monthly interest accrued for all the months is totaled and this is repaid in further monthly repayment till it gets fully recovered. This procedure is followed when Government gives House Building Advance to its own employees.

Since the commutation amount is considered as a loan with interest and is given by the Government to its employees only when they are to retire, it would be appropriate that the second procedure is applied as the methodology for calculation of Interest and repayment.

(ii) **Rate of Interest :**

The banks or financial institutions charge interests at a lesser rate than the prevailing market rate when the loans are given by them to their own employees/ pensioners. As such the Government should also charge a lesser rate of interest than the market rate since the commutation amount is given to its own retiring employees who had served the Government all through their life and it should not act as a strict money lender to its own retiring employees at their advanced age.

We have attached herewith a worksheet based on the above for repayment of the commutation amount with 8 % interest, of course without applying the mortality rate. The sheet is attached herewith as **Annexure-I**.

It can be seen that while the procedure of interest first is followed the principal and interest at 8 % interest is fully repaid at 160 months (i.e., 13 years and 4 months). When the procedure of principal first is followed, the principal and interest at 8 % interest is fully repaid in 131 months (i.e., 10 years and 11 months).

Thus, even by not taking into account the mortality rate, the commutation amount gets fully cleared at less than 11 years when interest is charged @ 8 % by applying the procedure for reducing the principal first - similar to the procedure being followed by the Government when it grants House Building Advance to its employees.

Further, the Government should not apply market rate of interest on the commutation amount paid to its past employees. In the same manner as the Banks give loans to its employees/pensioners at a lower rate of interest in place of the normal rates of interests charged from the public, the Government should also charge only a lower rate of interest and NOT on market rate of interest. Considering the above and applying a lower rate of interest than the market rate, it is conceivable that the commutation amount would get fully repaid in 10 years.

(iii) **The mortality rate:**

The mortality rate should not be applied for the restoration. It is true that application of mortality rate was done in 1971 when the earlier commutation table was made. But during the period from 1971 till now, the Government has liberalized many issues for the benefit of

pensioners. The family pension given on the death of the pensioners have also been liberalized during the past two CPCs.

Further, even in cases when a pensioner dies before his commutation amount is fully cleared, it does not mean that the Government is at a loss. After all from the very next day of the pensioner's unfortunate demise, the pension is going to stop. Even if there is a family pensioner alive to receive the family pension (the family pension being 30 % of last pay as against the pension being 50 % last pay) would be just 60% of the pension being given till the earlier day. Therefore, the issue here is not like a financial institution granting loan to public. The Government, with a human approach and sympathy to the pensioners, should not apply the mortality rate for the restoration of commutation amount. As such, we request that the commutation be restored at ten years.

ISSUE NO. 3: ADDITIONAL PENSION FOR OLD AGE PENSIONERS:

The Sixth Central Pay Commission had recommended additional pension for old pensioners and the same was accepted by the Government and implemented w.e.f. 01-01-2006 as under:-

80 years	- 20% of basic pension
85 years	- 30% of basic pension
90 years	- 40% of basic pension
95 years	- 50% of basic pension
100 years	- 100% of basic pension

Though this was a great solace to old age pensioners, in reality the benefit does not reach the needy in time as expected. Though the life span of Indians have increased during last decade. As per the statistics, less than 12 % cross 70 years of age and those who cross 80 years of age is just 4.5 %. Further, these senior citizens spend the last decade of their life in poor health conditions and great pains. As the joint family concept is no more in vogue, the old age pensioners live in isolation and have to take the help of others for nursing them obviously on payment basis which also eats their meager pension.

Hence it is highly just and reasonable to extend the benefit of additional pension at the age of 70 years itself instead of present 80 years, so that it may partly mitigate the sufferings of those at the last decade of their earthly life who may not live to get the additional pension at 80 years of age.

It is also requested that an additional pension of 20 % be paid when the pensioner/family pensioner reaches 70 years of age. A further 10 % may be added uniformly at every 5 years up to 95 years so that the additional pension at the age of 95 years would be 70 %. Further, just the handful of pensioners, who are fortunate enough to cross 100 years, may be allowed 100 %

additional pension as at present. With this, the increase in pension due to additional pension to be paid would also be uniform over all the specified periods.

As such, we request that the additional pension for age old pensioners may be recommended as below:

70 years - 20% of basic pension
75 years - 30% of basic pension
80 years -40% of basic pension
85 years - 50% of basic pension
90 years - 60% of basic pension
95 years - 70% of basic pension
100 years - 100% of basic pension

ISSUE NO. 4: ENHANCED FAMILY PENSION:

At present the enhanced family pension on the death of a pensioner is 50 % of last pay drawn by the deceased government servant and the amount so admissible would be available for a period of 7 years or till the date the pensioner would have attained the age of 67 years whichever is earlier. It is requested that Seventh Central Pay Commission may increase this to 10 years or till the date the pensioner would have attained the age of 70 years whichever is earlier.

The enhanced family pension in case of death in harness of a Government servant is 50 % of the pay last drawn and the amount so admissible would be available for a period of 10 years. There is no restriction with reference to the age of the government servant dying in harness. Since when a government servant dies in harness, his family suddenly finds itself in darkness due to the loss of its breadwinner. It would take quite some time for the family to restore itself back. So it is requested that the enhanced family pension in case of death of a Government servant in harness may kindly be increased to 15 years without any restriction on the age limit.

OTHER ISSUES OF IMPORTANCE:

1. GRIEVANCE REDRESSAL MECHANISMS

At present, a few Grievance redressal mechanisms for the pensioners, as briefed below, are available, but these are not as effective and decisive as they should have been due to various reasons:

(a) GRIEVANCE REDRESSAL MECHANISM IN CASE OF PENSIONERS:

Normally, the grievances received by the Department of Pension & Pensioners Welfare (DoP&PW) from the individual pensioners and the pensioners' Associations are forwarded by DoP&PW to the respective Department to examine and settle the same as per extant rule with intimation to the concerned petitioner. As per DoP&PW instructions, the Department has to first send an acknowledgement to the concerned petitioner. But this is not followed by most of the Departments - specially the Department of Telecommunications. DoP&PW also does not monitor and follow up these cases. Thus, in most of the cases the grievances of the aggrieved pensioners remain unsettled.

Since the Department of Pension & Pensioners' Welfare is the ultimate authority on pension related issues and also since pensioners' associations are also not recognized, it is requested that strict compliance of the DOP&PW's instructions on the subject may kindly be ensured and DOP&PW is also made responsible for settlement of the grievances in a time bound manner. It must monitor the disposal of the grievance petitions sent by it to the concerned Departments.

(b) STANDING COMMITTEE OF VOLUNTARY AGENCIES (SCOVA):

The forum of SCOVA (Standing Committee of Voluntary Agencies) is facilitated by the Central Government for interaction with the Pensioners' Associations for discussing the grievances of pensioners of all Departments. At present the SCOVA has a few pensioners' associations as a 'Standing group' and a few other pensioners' associations as 'Rotating group'. There are several hundred thousand pensioners' Association in India. We appreciate that it is not possible for the Government to allow all such associations to participate in the SCOVA meeting. Moreover, as the pensioners are not the employees, there cannot be any recognition rules or channel of communications for their associations. Therefore, it is suggested that DOP&PW should accept new agenda from the interested Pensioners' Associations after due scrutiny by a duly constituted internal Screening Committee set up at its level. Once an item is found having merit for inclusion as an agenda, the concerned Association sending the item may also be given an opportunity to participate in the SCOVA meeting to discuss only the said item in agenda.

(c) PENSION AADALAT

To redress the grievances of the pensioners of Department of Telecommunication/Bharat Sanchar Nigam Limited, Pension Aadalats are being held with the objective to resolve their pension related problems. But these are mostly held in the headquarters of the Controllers of Communication Accounts of Department of Telecommunications. The pensioners living in far off areas in the state find it difficult to attend these Pension Aadalats due to their old age. Further they are also not well equipped to present their cases properly before the Pension Aadalat. Moreover, these Aadalats are also not held on regular intervals.

So it is requested that for the sake of effective functioning of the grievance redressal system, the Pension Aadalats may be held at regular intervals by the Controller of Communication Accounts of Department of Telecommunication at all levels (SSA, Circle and Central level). The notice for holding such meetings must be given wide publicity through official website of the concerned authorities holding the Pension Aadalat and the local news papers. Since the Pension Aadalats entertain individual cases, it is requested to allow the petitioner-pensioner to nominate someone of his choice to present his case on his behalf.

2. ENSURING EXPEDITIOUS SETTLEMENT OF PENSIONARY BENEFITS

(a) TIME BOUND SETTLEMENT OF VIGILANCE/DISCIPLINARY CASES AGAINST THE PENSIONERS

It is a common experience that a few government servants after their retirement, continue to suffer for years because of non-settlement of disciplinary/ vigilance cases initiated against them while in service. In addition, in many cases the charge sheets are served on the last day of their service. These cases continue for years together without any hope of their finalization in a reasonable time span. Their pensionary benefits are also withheld by granting them only a provisional pension which is insufficient for leading a decent livelihood. As such, they face immense problem to handle their family and social commitments with the meager amount at their disposal and in the absence of any other source for further reasonable income. The anxiety and tension created on this account apart from the social stigma because of the hanging of the sword over their head for a prolonged period with no settlement in sight also tells upon their health.

Though the Central Vigilance Commission has laid down certain general guidelines for Timely disposal of disciplinary/vigilance cases against the employees in general, but these are hardly being followed. Moreover, there are no special guidelines or mechanism in place for time bound disposal of the disciplinary/vigilance cases against the retiring/retired employees (pensioners). No one takes into consideration the need to settle these cases on time to give mental and financial relief to this section of the senior citizens. Thus, this section of the senior citizens has to lead the rest of their life under severe mental depression.

Under the above background, it is requested that the Hon'ble Seventh Central Pay Commission may kindly recommend to formulate guidelines to devise a special mechanism and a monitoring system for time-bound disposal of disciplinary/vigilance cases against the retiring/retired employees and also to ensure that in no case, the settlement of these cases be delayed for more than a year after retirement.

Enclosure :

Annexure-I [Linked to Issue No. 2(ii) above].

AIBSNLREA

Calculation for Restoration of commutation Taking Interest at 8 % p.a. and Commutation factor 8.194 For age at next birthday 61 - - retiring on superannuation								Calculation for Restoration of commutation Taking Interest at 8 % p.a. and Commutation factor 8.194 For age at next birthday 61 - - retiring on superannuation								
Let Commuted pension be Rs.1000/- Commutation Factor 8.194 (Age at Next birthday 61)								Let Commuted pension be Rs.1000/- Commutation Factor 8.194 (Age at Next birthday 61)								
Commutation Amount=		98328		(1000x 12 x 8.194)				Commutation Amount=		98328		(1000x 12 x 8.194)				
Repayment at 8 % interest with Interest first Charge Procedure								Repayment at 8 % interest with Principal first charge procedure								
Commutation Amount gets adjusted approx in 160 months.(i.e. 13 y 4 m) From 161 th Month Pensioner repays higher than what he received.								Commutation Amount gets adjusted approx in 131 months.(i.e. 10 y 11 m) From 132nd Month Pensioner repays higher than what he received.								
Month	Principal	Interest	Repaid	Towards Interest	Towards Principal	Balance Principal	Balance Interest/ Note	Month	Principal	Interest	Repaid	Towards Interest	Towards Principal	Balance Principal	Balance Interest	Note
1	98328	655.52	1000	655.52	344.48	97983.52	0	1	98328	655.52	1000	0	1000	97328	655.52	
2	97983.52	653.22	1000	653.22	346.78	97636.74	0	2	97328	648.85	1000	0	1000	96328	1304.37	
3	97636.74	650.91	1000	650.91	349.09	97287.65	0	3	96328	642.19	1000	0	1000	95328	1946.56	
4	97287.65	648.58	1000	648.58	351.42	96936.23	0	4	95328	635.52	1000	0	1000	94328	2582.08	
5	96936.23	646.24	1000	646.24	353.76	96582.47	0	5	94328	628.85	1000	0	1000	93328	3210.93	
6	96582.47	643.88	1000	643.88	356.12	96226.35	0	6	93328	622.19	1000	0	1000	92328	3833.12	
7	96226.35	641.51	1000	641.51	358.49	95867.86	0	7	92328	615.52	1000	0	1000	91328	4448.64	
8	95867.86	639.12	1000	639.12	360.88	95506.98	0	8	91328	608.85	1000	0	1000	90328	5057.49	
9	95506.98	636.71	1000	636.71	363.29	95143.69	0	9	90328	602.19	1000	0	1000	89328	5659.68	
10	95143.69	634.29	1000	634.29	365.71	94777.98	0	10	89328	595.52	1000	0	1000	88328	6255.2	
11	94777.98	631.85	1000	631.85	368.15	94409.83	0	11	88328	588.85	1000	0	1000	87328	6844.05	
12	94409.83	629.4	1000	629.4	370.6	94039.23	0	12	87328	582.19	1000	0	1000	86328	7426.24	
13	94039.23	626.93	1000	626.93	373.07	93666.16	0	13	86328	575.52	1000	0	1000	85328	8001.76	
14	93666.16	624.44	1000	624.44	375.56	93290.6	0	14	85328	568.85	1000	0	1000	84328	8570.61	
15	93290.6	621.94	1000	621.94	378.06	92912.54	0	15	84328	562.19	1000	0	1000	83328	9132.8	
16	92912.54	619.42	1000	619.42	380.58	92531.96	0	16	83328	555.52	1000	0	1000	82328	9688.32	
17	92531.96	616.88	1000	616.88	383.12	92148.84	0	17	82328	548.85	1000	0	1000	81328	10237.17	
18	92148.84	614.33	1000	614.33	385.67	91763.17	0	18	81328	542.19	1000	0	1000	80328	10779.36	
19	91763.17	611.75	1000	611.75	388.25	91374.92	0	19	80328	535.52	1000	0	1000	79328	11314.88	
20	91374.92	609.17	1000	609.17	390.83	90984.09	0	20	79328	528.85	1000	0	1000	78328	11843.73	
21	90984.09	606.56	1000	606.56	393.44	90590.65	0	21	78328	522.19	1000	0	1000	77328	12365.92	
22	90590.65	603.94	1000	603.94	396.06	90194.59	0	22	77328	515.52	1000	0	1000	76328	12881.44	
23	90194.59	601.3	1000	601.3	398.7	89795.89	0	23	76328	508.85	1000	0	1000	75328	13390.29	
24	89795.89	598.64	1000	598.64	401.36	89394.53	0	24	75328	502.19	1000	0	1000	74328	13892.48	
25	89394.53	595.96	1000	595.96	404.04	88990.49	0	25	74328	495.52	1000	0	1000	73328	14388	
26	88990.49	593.27	1000	593.27	406.73	88583.76	0	26	73328	488.85	1000	0	1000	72328	14876.85	
27	88583.76	590.56	1000	590.56	409.44	88174.32	0	27	72328	482.19	1000	0	1000	71328	15359.04	

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28	88174.32	587.83	1000	587.83	412.17	87762.15	0	28	71328	475.52	1000	0	1000	70328	15834.56
29	87762.15	585.08	1000	585.08	414.92	87347.23	0	29	70328	468.85	1000	0	1000	69328	16303.41
30	87347.23	582.31	1000	582.31	417.69	86929.54	0	30	69328	462.19	1000	0	1000	68328	16765.6
31	86929.54	579.53	1000	579.53	420.47	86509.07	0	31	68328	455.52	1000	0	1000	67328	17221.12
32	86509.07	576.73	1000	576.73	423.27	86085.8	0	32	67328	448.85	1000	0	1000	66328	17669.97
33	86085.8	573.91	1000	573.91	426.09	85659.71	0	33	66328	442.19	1000	0	1000	65328	18112.16
34	85659.71	571.06	1000	571.06	428.94	85230.77	0	34	65328	435.52	1000	0	1000	64328	18547.68
35	85230.77	568.21	1000	568.21	431.79	84798.98	0	35	64328	428.85	1000	0	1000	63328	18976.53
36	84798.98	565.33	1000	565.33	434.67	84364.31	0	36	63328	422.19	1000	0	1000	62328	19398.72
37	84364.31	562.43	1000	562.43	437.57	83926.74	0	37	62328	415.52	1000	0	1000	61328	19814.24
38	83926.74	559.51	1000	559.51	440.49	83486.25	0	38	61328	408.85	1000	0	1000	60328	20223.09
39	83486.25	556.58	1000	556.58	443.42	83042.83	0	39	60328	402.19	1000	0	1000	59328	20625.28
40	83042.83	553.62	1000	553.62	446.38	82596.45	0	40	59328	395.52	1000	0	1000	58328	21020.8
41	82596.45	550.64	1000	550.64	449.36	82147.09	0	41	58328	388.85	1000	0	1000	57328	21409.65
42	82147.09	547.65	1000	547.65	452.35	81694.74	0	42	57328	382.19	1000	0	1000	56328	21791.84
43	81694.74	544.63	1000	544.63	455.37	81239.37	0	43	56328	375.52	1000	0	1000	55328	22167.36
44	81239.37	541.6	1000	541.6	458.4	80780.97	0	44	55328	368.85	1000	0	1000	54328	22536.21
45	80780.97	538.54	1000	538.54	461.46	80319.51	0	45	54328	362.19	1000	0	1000	53328	22898.4
46	80319.51	535.46	1000	535.46	464.54	79854.97	0	46	53328	355.52	1000	0	1000	52328	23253.92
47	79854.97	532.37	1000	532.37	467.63	79387.34	0	47	52328	348.85	1000	0	1000	51328	23602.77
48	79387.34	529.25	1000	529.25	470.75	78916.59	0	48	51328	342.19	1000	0	1000	50328	23944.96
49	78916.59	526.11	1000	526.11	473.89	78442.7	0	49	50328	335.52	1000	0	1000	49328	24280.48
50	78442.7	522.95	1000	522.95	477.05	77965.65	0	50	49328	328.85	1000	0	1000	48328	24609.33
51	77965.65	519.77	1000	519.77	480.23	77485.42	0	51	48328	322.19	1000	0	1000	47328	24931.52
52	77485.42	516.57	1000	516.57	483.43	77001.99	0	52	47328	315.52	1000	0	1000	46328	25247.04
53	77001.99	513.35	1000	513.35	486.65	76515.34	0	53	46328	308.85	1000	0	1000	45328	25555.89
54	76515.34	510.1	1000	510.1	489.9	76025.44	0	54	45328	302.19	1000	0	1000	44328	25858.08
55	76025.44	506.84	1000	506.84	493.16	75532.28	0	55	44328	295.52	1000	0	1000	43328	26153.6
56	75532.28	503.55	1000	503.55	496.45	75035.83	0	56	43328	288.85	1000	0	1000	42328	26442.45
57	75035.83	500.24	1000	500.24	499.76	74536.07	0	57	42328	282.19	1000	0	1000	41328	26724.64
58	74536.07	496.91	1000	496.91	503.09	74032.98	0	58	41328	275.52	1000	0	1000	40328	27000.16
59	74032.98	493.55	1000	493.55	506.45	73526.53	0	59	40328	268.85	1000	0	1000	39328	27269.01
60	73526.53	490.18	1000	490.18	509.82	73016.71	0	60	39328	262.19	1000	0	1000	38328	27531.2
61	73016.71	486.78	1000	486.78	513.22	72503.49	0	61	38328	255.52	1000	0	1000	37328	27786.72
62	72503.49	483.36	1000	483.36	516.64	71986.85	0	62	37328	248.85	1000	0	1000	36328	28035.57
63	71986.85	479.91	1000	479.91	520.09	71466.76	0	63	36328	242.19	1000	0	1000	35328	28277.76
64	71466.76	476.45	1000	476.45	523.55	70943.21	0	64	35328	235.52	1000	0	1000	34328	28513.28
65	70943.21	472.95	1000	472.95	527.05	70416.16	0	65	34328	228.85	1000	0	1000	33328	28742.13
66	70416.16	469.44	1000	469.44	530.56	69885.6	0	66	33328	222.19	1000	0	1000	32328	28964.32
67	69885.6	465.9	1000	465.9	534.1	69351.5	0	67	32328	215.52	1000	0	1000	31328	29179.84
68	69351.5	462.34	1000	462.34	537.66	68813.84	0	68	31328	208.85	1000	0	1000	30328	29388.69
69	68813.84	458.76	1000	458.76	541.24	68272.6	0	69	30328	202.19	1000	0	1000	29328	29590.88
70	68272.6	455.15	1000	455.15	544.85	67727.75	0	70	29328	195.52	1000	0	1000	28328	29786.4
71	67727.75	451.52	1000	451.52	548.48	67179.27	0	71	28328	188.85	1000	0	1000	27328	29975.25
72	67179.27	447.86	1000	447.86	552.14	66627.13	0	72	27328	182.19	1000	0	1000	26328	30157.44
73	66627.13	444.18	1000	444.18	555.82	66071.31	0	73	26328	175.52	1000	0	1000	25328	30332.96
74	66071.31	440.48	1000	440.48	559.52	65511.79	0	74	25328	168.85	1000	0	1000	24328	30501.81
75	65511.79	436.75	1000	436.75	563.25	64948.54	0	75	24328	162.19	1000	0	1000	23328	30664
76	64948.54	432.99	1000	432.99	567.01	64381.53	0	76	23328	155.52	1000	0	1000	22328	30819.52
77	64381.53	429.21	1000	429.21	570.79	63810.74	0	77	22328	148.85	1000	0	1000	21328	30968.37

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78	63810.74	425.4	1000	425.4	574.6	63236.14	0	78	21328	142.19	1000	0	1000	20328	31110.56	
79	63236.14	421.57	1000	421.57	578.43	62657.71	0	79	20328	135.52	1000	0	1000	19328	31246.08	
80	62657.71	417.72	1000	417.72	582.28	62075.43	0	80	19328	128.85	1000	0	1000	18328	31374.93	
81	62075.43	413.84	1000	413.84	586.16	61489.27	0	81	18328	122.19	1000	0	1000	17328	31497.12	
82	61489.27	409.93	1000	409.93	590.07	60899.2	0	82	17328	115.52	1000	0	1000	16328	31612.64	
83	60899.2	405.99	1000	405.99	594.01	60305.19	0	83	16328	108.85	1000	0	1000	15328	31721.49	
84	60305.19	402.03	1000	402.03	597.97	59707.22	0	84	15328	102.19	1000	0	1000	14328	31823.68	
85	59707.22	398.05	1000	398.05	601.95	59105.27	0	85	14328	95.52	1000	0	1000	13328	31919.2	
86	59105.27	394.04	1000	394.04	605.96	58499.31	0	86	13328	88.85	1000	0	1000	12328	32008.05	
87	58499.31	390	1000	390	610	57889.31	0	87	12328	82.19	1000	0	1000	11328	32090.24	
88	57889.31	385.93	1000	385.93	614.07	57275.24	0	88	11328	75.52	1000	0	1000	10328	32165.76	
89	57275.24	381.83	1000	381.83	618.17	56657.07	0	89	10328	68.85	1000	0	1000	9328	32234.61	
90	56657.07	377.71	1000	377.71	622.29	56034.78	0	90	9328	62.19	1000	0	1000	8328	32296.8	
91	56034.78	373.57	1000	373.57	626.43	55408.35	0	91	8328	55.52	1000	0	1000	7328	32352.32	
92	55408.35	369.39	1000	369.39	630.61	54777.74	0	92	7328	48.85	1000	0	1000	6328	32401.17	
93	54777.74	365.18	1000	365.18	634.82	54142.92	0	93	6328	42.19	1000	0	1000	5328	32443.36	
94	54142.92	360.95	1000	360.95	639.05	53503.87	0	94	5328	35.52	1000	0	1000	4328	32478.88	
95	53503.87	356.69	1000	356.69	643.31	52860.56	0	95	4328	28.85	1000	0	1000	3328	32507.73	
96	52860.56	352.4	1000	352.4	647.6	52212.96	0	96	3328	22.19	1000	0	1000	2328	32529.92	
97	52212.96	348.09	1000	348.09	651.91	51561.05	0	97	2328	15.52	1000	0	1000	1328	32545.44	
98	51561.05	343.74	1000	343.74	656.26	50904.79	0	98	1328	8.85	1000	0	1000	328	32554.29	
99	50904.79	339.37	1000	339.37	660.63	50244.16	0	99	328	2.19	1000	672	328	0	31884.48	**
100	50244.16	334.96	1000	334.96	665.04	49579.12	0	100	31884.48	0	1000	0	0	0	30884.48	@@
101	49579.12	330.53	1000	330.53	669.47	48909.65	0	101	30884.48	0	1000	0	0	0	29884.48	
102	48909.65	326.06	1000	326.06	673.94	48235.71	0	102	29884.48	0	1000	0	0	0	28884.48	
103	48235.71	321.57	1000	321.57	678.43	47557.28	0	103	28884.48	0	1000	0	0	0	27884.48	
104	47557.28	317.05	1000	317.05	682.95	46874.33	0	104	27884.48	0	1000	0	0	0	26884.48	
105	46874.33	312.5	1000	312.5	687.5	46186.83	0	105	26884.48	0	1000	0	0	0	25884.48	
106	46186.83	307.91	1000	307.91	692.09	45494.74	0	106	25884.48	0	1000	0	0	0	24884.48	
107	45494.74	303.3	1000	303.3	696.7	44798.04	0	107	24884.48	0	1000	0	0	0	23884.48	
108	44798.04	298.65	1000	298.65	701.35	44096.69	0	108	23884.48	0	1000	0	0	0	22884.48	
109	44096.69	293.98	1000	293.98	706.02	43390.67	0	109	22884.48	0	1000	0	0	0	21884.48	
110	43390.67	289.27	1000	289.27	710.73	42679.94	0	110	21884.48	0	1000	0	0	0	20884.48	
111	42679.94	284.53	1000	284.53	715.47	41964.47	0	111	20884.48	0	1000	0	0	0	19884.48	
112	41964.47	279.76	1000	279.76	720.24	41244.23	0	112	19884.48	0	1000	0	0	0	18884.48	
113	41244.23	274.96	1000	274.96	725.04	40519.19	0	113	18884.48	0	1000	0	0	0	17884.48	
114	40519.19	270.13	1000	270.13	729.87	39789.32	0	114	17884.48	0	1000	0	0	0	16884.48	
115	39789.32	265.26	1000	265.26	734.74	39054.58	0	115	16884.48	0	1000	0	0	0	15884.48	
116	39054.58	260.36	1000	260.36	739.64	38314.94	0	116	15884.48	0	1000	0	0	0	14884.48	
117	38314.94	255.43	1000	255.43	744.57	37570.37	0	117	14884.48	0	1000	0	0	0	13884.48	
118	37570.37	250.47	1000	250.47	749.53	36820.84	0	118	13884.48	0	1000	0	0	0	12884.48	
119	36820.84	245.47	1000	245.47	754.53	36066.31	0	119	12884.48	0	1000	0	0	0	11884.48	
120	36066.31	240.44	1000	240.44	759.56	35306.75	0	120	11884.48	0	1000	0	0	0	10884.48	
121	35306.75	235.38	1000	235.38	764.62	34542.13	0	121	10884.48	0	1000	0	0	0	9884.48	
122	34542.13	230.28	1000	230.28	769.72	33772.41	0	122	9884.48	0	1000	0	0	0	8884.48	
123	33772.41	225.15	1000	225.15	774.85	32997.56	0	123	8884.48	0	1000	0	0	0	7884.48	
124	32997.56	219.98	1000	219.98	780.02	32217.54	0	124	7884.48	0	1000	0	0	0	6884.48	
125	32217.54	214.78	1000	214.78	785.22	31432.32	0	125	6884.48	0	1000	0	0	0	5884.48	
126	31432.32	209.55	1000	209.55	790.45	30641.87	0	126	5884.48	0	1000	0	0	0	4884.48	

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127	30641.87	204.28	1000	204.28	795.72	29846.15	0	127	4884.48	0	1000	0	0	0	3884.48	
128	29846.15	198.97	1000	198.97	801.03	29045.12	0	128	3884.48	0	1000	0	0	0	2884.48	
129	29045.12	193.63	1000	193.63	806.37	28238.75	0	129	2884.48	0	1000	0	0	0	1884.48	
130	28238.75	188.26	1000	188.26	811.74	27427.01	0	130	1884.48	0	1000	0	0	0	884.48	
131	27427.01	182.85	1000	182.85	817.15	26609.86	0	131	884.48	0	1000	0	0	0	-115.52	##
132	26609.86	177.4	1000	177.4	822.6	25787.26	0	132	-115.52	0	1000	0	0	0	-1115.52	
133	25787.26	171.92	1000	171.92	828.08	24959.18	0	133	-1115.52	0	1000	0	0	0	-2115.52	
134	24959.18	166.39	1000	166.39	833.61	24125.57	0	134	-2115.52	0	1000	0	0	0	-3115.52	
135	24125.57	160.84	1000	160.84	839.16	23286.41	0	135	-3115.52	0	1000	0	0	0	-4115.52	
136	23286.41	155.24	1000	155.24	844.76	22441.65	0	136	-4115.52	0	1000	0	0	0	-5115.52	
137	22441.65	149.61	1000	149.61	850.39	21591.26	0	137	-5115.52	0	1000	0	0	0	-6115.52	
138	21591.26	143.94	1000	143.94	856.06	20735.2	0	138	-6115.52	0	1000	0	0	0	-7115.52	
139	20735.2	138.23	1000	138.23	861.77	19873.43	0	139	-7115.52	0	1000	0	0	0	-8115.52	
140	19873.43	132.49	1000	132.49	867.51	19005.92	0	140	-8115.52	0	1000	0	0	0	-9115.52	
141	19005.92	126.71	1000	126.71	873.29	18132.63	0	141	-9115.52	0	1000	0	0	0	-10115.52	
142	18132.63	120.88	1000	120.88	879.12	17253.51	0	142	-10115.52	0	1000	0	0	0	-11115.52	
143	17253.51	115.02	1000	115.02	884.98	16368.53	0	143	-11115.52	0	1000	0	0	0	-12115.52	
144	16368.53	109.12	1000	109.12	890.88	15477.65	0	144	-12115.52	0	1000	0	0	0	-13115.52	
145	15477.65	103.18	1000	103.18	896.82	14580.83	0	145	-13115.52	0	1000	0	0	0	-14115.52	
146	14580.83	97.21	1000	97.21	902.79	13678.04	0	146	-14115.52	0	1000	0	0	0	-15115.52	
147	13678.04	91.19	1000	91.19	908.81	12769.23	0	147	-15115.52	0	1000	0	0	0	-16115.52	
148	12769.23	85.13	1000	85.13	914.87	11854.36	0	148	-16115.52	0	1000	0	0	0	-17115.52	
149	11854.36	79.03	1000	79.03	920.97	10933.39	0	149	-17115.52	0	1000	0	0	0	-18115.52	
150	10933.39	72.89	1000	72.89	927.11	10006.28	0	150	-18115.52	0	1000	0	0	0	-19115.52	
151	10006.28	66.71	1000	66.71	933.29	9072.99	0	151	-19115.52	0	1000	0	0	0	-20115.52	
152	9072.99	60.49	1000	60.49	939.51	8133.48	0	152	-20115.52	0	1000	0	0	0	-21115.52	
153	8133.48	54.22	1000	54.22	945.78	7187.7	0	153	-21115.52	0	1000	0	0	0	-22115.52	
154	7187.7	47.92	1000	47.92	952.08	6235.62	0	154	-22115.52	0	1000	0	0	0	-23115.52	
155	6235.62	41.57	1000	41.57	958.43	5277.19	0	155	-23115.52	0	1000	0	0	0	-24115.52	
156	5277.19	35.18	1000	35.18	964.82	4312.37	0	156	-24115.52	0	1000	0	0	0	-25115.52	
157	4312.37	28.75	1000	28.75	971.25	3341.12	0	157	-25115.52	0	1000	0	0	0	-26115.52	
158	3341.12	22.27	1000	22.27	977.73	2363.39	0	158	-26115.52	0	1000	0	0	0	-27115.52	
159	2363.39	15.76	1000	15.76	984.24	1379.15	0	159	-27115.52	0	1000	0	0	0	-28115.52	
160	1379.15	9.19	1000	9.19	990.81	388.34	0	160	-28115.52	0	1000	0	0	0	-29115.52	
161	388.34	2.59	1000	2.59	997.41	-609.07	##	161	-29115.52	0	1000	0	0	0	-30115.52	
162	-609.07	-4.06	1000	-4.06	1004.06	-1613.13	0	162	-30115.52	0	1000	0	0	0	-31115.52	
163	-1613.13	-10.75	1000	-10.75	1010.75	-2623.88	0	163	-31115.52	0	1000	0	0	0	-32115.52	
164	-2623.88	-17.49	1000	-17.49	1017.49	-3641.37	0	164	-32115.52	0	1000	0	0	0	-33115.52	
165	-3641.37	-24.28	1000	-24.28	1024.28	-4665.65	0	165	-33115.52	0	1000	0	0	0	-34115.52	
166	-4665.65	-31.1	1000	-31.1	1031.1	-5696.75	0	166	-34115.52	0	1000	0	0	0	-35115.52	
167	-5696.75	-37.98	1000	-37.98	1037.98	-6734.73	0	167	-35115.52	0	1000	0	0	0	-36115.52	
168	-6734.73	-44.9	1000	-44.9	1044.9	-7779.63	0	168	-36115.52	0	1000	0	0	0	-37115.52	
169	-7779.63	-51.86	1000	-51.86	1051.86	-8831.49	0	169	-37115.52	0	1000	0	0	0	-38115.52	
170	-8831.49	-58.88	1000	-58.88	1058.88	-9890.37	0	170	-38115.52	0	1000	0	0	0	-39115.52	
171	-9890.37	-65.94	1000	-65.94	1065.94	-10956.31	0	171	-39115.52	0	1000	0	0	0	-40115.52	
172	-10956.31	-73.04	1000	-73.04	1073.04	-12029.35	0	172	-40115.52	0	1000	0	0	0	-41115.52	
173	-12029.35	-80.2	1000	-80.2	1080.2	-13109.55	0	173	-41115.52	0	1000	0	0	0	-42115.52	
174	-13109.55	-87.4	1000	-87.4	1087.4	-14196.95	0	174	-42115.52	0	1000	0	0	0	-43115.52	
175	-14196.95	-94.65	1000	-94.65	1094.65	-15291.6	0	175	-43115.52	0	1000	0	0	0	-44115.52	

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176	-15291.6	-101.94	1000	-101.94	1101.94	-16393.54	0	176	-44115.52	0	1000	0	0	0	-45115.52
177	-16393.54	-109.29	1000	-109.29	1109.29	-17502.83	0	177	-45115.52	0	1000	0	0	0	-46115.52
178	-17502.83	-116.69	1000	-116.69	1116.69	-18619.52	0	178	-46115.52	0	1000	0	0	0	-47115.52
179	-18619.52	-124.13	1000	-124.13	1124.13	-19743.65	0	179	-47115.52	0	1000	0	0	0	-48115.52
180	-19743.65	-131.62	1000	-131.62	1131.62	-20875.27	0	180	-48115.52	0	1000	0	0	0	-49115.52
				<u>Note :</u>					<u>Note :</u>						
									**	Principal Settled Fully					
				##	Full Recovery Completec				@@	Repayment of Interest					
									##	Full Recovery Completec					