

# Higher Pension Option under Employees' Pension Scheme 1995 (under PF Act)

Consequent to the circular / notification issued by the EPFO dated 20th February 2023, and based on the judgement of the Hon'ble Supreme Court dated 4th Nov 2022, we are inviting Joint Option Forms from active and separated / retired employees ( on or after 1st Sep 2014) who are willing to exercise the option of higher pension.

## **Eligible employee ( Active and Separated / retired):**

- All working / retired / separated employees' of the Company who are / were member of the EPS'95 Scheme as on 01 Sep 2014.
- Employees' who had not attained the age of 58 years as on 01 Sep 2014.

## **Excluded Employees (Active and Separated / retired):**

- Employees who joined Siemens Ltd. / Other employer as their first employment on or after 1<sup>st</sup> Sep 2014 with PF wages more than 15,000/- and there is no EPS pension contribution.
- Employees who became members of EPS on or after 1 Sept 2014 with PF Wages below Rs.15,000 do not have any option to make pension contributions on higher salary even if subsequently their PF wages increased beyond Rs. 15,000.
- The employees who have retired prior to 01 Sep 2014 and are no longer EPS members, therefore, such ex-employees would not be eligible to file joint option form for Higher Pension Option as per above Judgement as per the above mentioned EPFO circular.

## **Action required from applicants opting to participate in higher Pension option :**

Following Joint Option forms are to be accessed from the following link, printed, physically signed (with blue ink) and scanned in color format (in only pdf format) and to uploaded on the link provided latest by 28<sup>th</sup> February 2023 :

- Annexure -A
- Annexure -B (along with annexure -A wherever applicable – as defined above)
- Jointed Declaration Form – along with self attested Aadhar and PAN Card ( both side) – applicable to active / Separated employees if KYC is not completed.

## **Action required by Employer:**

- The Joint Option Form shall be physically filed with EPFO only in case the online link to make joint application is not notified by the EPFO within due date or if the online link is not working for any reasons. The joint option form shall be subject to only on acceptance by EPFO as per Rules.

## **Please note:**

- Since EPFO is yet to enable link for above category of eligible employees to file an on-line application and issue any format for joint option, the present joint option form is subject to any

clarification(s)/guideline(s)/circular(s) that may be issued by EPFO from time to time, including re-submission of joint option as directed by EPFO. Once notified, the application link is likely to be available on the EPFO's unified portal.

- On acceptance of joint option by Bandra RPF Office EPS Contribution @8.33% from employer's share of PF on actual salary along with interest thereon as to be prescribed by EPFO or contribution as mandated by EPFO will be required to be remitted to EPFO within the timeline. In respect of existing and Separated employees (for whom PF yet not settled) , the differential contribution and interest will be diverted from accumulation of **employer's PF share balance** of respective employees.
- Former employees who exercise the option and have already withdrawn the Provident Fund from Siemens PF Trust **shall have to arrange the funds for payment of arrears to EPFO, within the prescribed time.** Mode & manner of deposit of arrears shall be informed in due course in consultation with EPFO or as may be notified by the EPFO.

#### **Note:**

- All the signed documents should be uploaded on the link latest by 1st March 2023.
- In case we do not receive the Joint Option Form / declaration by the above-mentioned date, it will be assumed that you are not interested in exercising this option. No follow up on the subject will be made unless there is a further notification by EPFO.

#### **Disclaimer :**

All concerned please note that this internal circular is being issued for the purposes of spreading awareness among employees about the Employees' Pension Scheme and facilitate timely implementation of Hon'ble Supreme Court's Order dated 4th November 2022. Since EPFO is yet to enable link for certain category of employees to file an on-line application and issue any format for joint option for certain category of employees, the present joint option form is subject to any clarification(s)/guideline(s)/circular(s) that may be issued by EPFO from time to time, including re-submission of joint option as directed by EPFO.

The joint option form submitted by eligible employee/ former employee does not confer any right to receive higher pension nor does it create any liability / obligation of any kind for Siemens Ltd. as Employer in case the format is not accepted / entertained by EPFO. Also, the Joint Option submission by eligible employees / ex-employees do not confer any right to receive or obligation upon Siemens Ltd. to pay higher pension to them. The physical copy of the joint option form is collected only as a precautionary measure so that an attempt could be made to physically file the same with EPFO in case the link is not available within the due date or if there are any technical issues on the EPFO portal which prevent on-line filing of the application within due date.

A letter has been submitted to the EPFO-Bandra, seeking guidelines of Joint Option Form / submission of the same / methodology of calculation of arrears with Interest / mode of payment, etc. however, reply to the same still awaited.

For further assistance / clarification you may please write onto our email id : [askhr.in@siemens.com](mailto:askhr.in@siemens.com)