

## **CALCULATION OF PENSION AND GRATUITY**

### **FROM: THE INDUSTRIAL RELATIONS DEPARTMENT**

1. Locate the period of service in Column 1.
2. Identify the % of Salary as Pension in corresponding Column 2.
3. Find this percentage of the Teacher's last salary. This gives the monthly pension.
4. Multiply this pension by fifty (50) to calculate Teacher's Gratuity.

### **WORKED EXAMPLE**

Teacher B has 27 years 4 months of service and a last salary of \$4,791.00.  
Calculate his Pension and Gratuity.

1. In Column 1, check 27 years 4 months.
2. The % of last salary as Pension is 41% in Column 2.
3. Find 41% of \$4,791.00
4. This figure is \$1,964.31 as Pension.
5. To find Gratuity multiply \$1,964.31 x 50.
6. The Gratuity is \$98,215.50

Period of Service		% of last Salary as Pension	Period of Service		% of last Salary as Pension
Years	Months		Years	Months	
10	0	15.000	13	0	19.500
	1	15.125		1	19.625
	2	15.250		2	19.750
	3	15.375		3	19.875
	4	15.500		4	20.000
	5	15.625		5	20.125
	6	15.750		6	20.250
	7	15.875		7	20.375
	8	16.000		8	20.500
	9	16.125		9	20.625
	10	16.250		10	20.750
	11	16.375		11	20.875
11	0	16.500	14	0	21.000
	1	16.625		1	21.125
	2	16.750		2	21.250
	3	16.875		3	21.375
	4	17.000		4	21.500
	5	17.125		5	21.625
	6	17.250		6	21.750
	7	17.375		7	21.875
	8	17.500		8	22.000
	9	17.625		9	22.125
	10	17.750		10	22.250
	11	17.875		11	22.375
12	0	18.000	15	0	22.500
	1	18.125		1	22.625
	2	18.250		2	22.750
	3	18.375		3	22.875
	4	18.500		4	23.000
	5	18.625		5	23.125
	6	18.750		6	23.250
	7	18.875		7	23.375
	8	19.000		8	23.500
	9	19.125		9	23.625
	10	19.250		10	23.750
	11	19.375		11	23.875

Period of Service		% of last Salary as Pension	Period of Service		% of last Salary as Pension
Years	Months		Years	Months	
16	0	24.000	19	0	28.500
	1	24.125		1	28.625
	2	24.250		2	28.750
	3	24.375		3	28.875
	4	24.500		4	29.000
	5	24.625		5	29.125
	6	24.750		6	29.250
	7	24.875		7	29.375
	8	25.000		8	29.500
	9	25.125		9	29.625
	10	25.250		10	29.750
	11	25.375		11	29.875
17	0	25.500	20	0	30.000
	1	25.625		1	30.125
	2	25.750		2	30.250
	3	25.875		3	30.375
	4	26.000		4	30.500
	5	26.125		5	30.625
	6	26.250		6	30.750
	7	26.375		7	30.875
	8	26.500		8	31.000
	9	26.625		9	31.125
	10	26.750		10	31.250
	11	26.875		11	31.375
18	0	27.000	21	0	31.500
	1	27.125		1	31.625
	2	27.250		2	31.750
	3	27.375		3	31.875
	4	27.500		4	32.000
	5	27.625		5	32.125
	6	27.750		6	32.250
	7	27.875		7	32.375
	8	28.000		8	32.500
	9	28.125		9	32.625
	10	28.250		10	32.750
	11	28.375		11	32.875

Period of Service		% of last Salary as Pension	Period of Service		% of last Salary as Pension
Years	Months		Years	Months	
22	0	33.000	25	0	37.500
	1	33.125		1	37.625
	2	33.250		2	37.750
	3	33.375		3	37.875
	4	33.500		4	38.000
	5	33.625		5	38.125
	6	33.750		6	38.250
	7	33.875		7	38.375
	8	34.000		8	38.500
	9	34.125		9	38.625
	10	34.250		10	38.750
	11	34.375		11	38.875
23	0	34.500	26	0	39.000
	1	34.625		1	39.125
	2	34.750		2	39.250
	3	34.875		3	39.375
	4	35.000		4	39.500
	5	35.125		5	39.625
	6	35.250		6	39.750
	7	35.375		7	39.875
	8	35.500		8	40.000
	9	35.625		9	40.125
	10	35.750		10	40.250
	11	35.875		11	40.375
24	0	36.000	27	0	40.500
	1	36.125		1	40.625
	2	36.250		2	40.750
	3	36.375		3	40.875
	4	36.500		4	41.000
	5	36.625		5	41.125
	6	36.750		6	41.250
	7	36.875		7	41.375
	8	37.000		8	41.500
	9	37.125		9	41.625
	10	37.250		10	41.750
	11	37.375		11	41.875

Period of Service		% of last Salary as Pension	Period of Service		% of last Salary as Pension
Years	Months		Years	Months	
28	0	42.000	31	0	46.500
	1	42.125		1	46.625
	2	42.250		2	46.750
	3	42.375		3	46.875
	4	42.500		4	47.000
	5	42.625		5	47.125
	6	42.750		6	47.250
	7	42.875		7	47.375
	8	43.000		8	47.500
	9	43.125		9	47.625
	10	43.250		10	47.750
	11	43.375		11	47.875
29	0	43.500	32	0	48.000
	1	43.625		1	48.125
	2	43.750		2	48.250
	3	43.875		3	48.375
	4	44.000		4	48.500
	5	44.125		5	48.625
	6	44.250		6	48.750
	7	44.375		7	48.875
	8	44.500		8	49.000
	9	44.625		9	49.125
	10	44.750		10	49.250
	11	44.875		11	49.375
30	0	45.000	33	0	49.500
	1	45.125		1	49.625
	2	45.250		2	49.750
	3	45.375		3	49.875
	4	45.500		4	50.000
	5	45.625		5	
	6	45.750		6	
	7	45.875		7	
	8	46.000		8	
	9	46.125		9	
	10	46.250		10	
	11	46.375		11	