

F.No. 27023/01/2025-Cash
Government of India
Ministry of Environment, Forest and Climate Change

4th Floor, Agni Wing
Indira Paryavran Bhawan, Jor Bagh,
New Delhi-110003.

Dated: 25 September, 2025

OFFICE MEMORANDUM

Subject: Implementation of Unified Pension Scheme (UPS) – regarding

The undersigned is directed to refer to this Ministry's earlier O.M. dated 15.09.2025 on the subject mentioned above.

2. In this context, it is mentioned that Department of Financial Services, Ministry of Finance has issued a D.O. letter No.FX-1/3/2024-PR dated 22nd September, 2025 (copy enclosed) wherein it has been inter-alia mentioned that since June 2025, several significant clarifications and policy enhancements have been issued to strengthen and streamline the UPS framework including the Notification dated 02.09.2025 on the Central Civil Services (Implementation of UPS under NPS) Rules, 2025.

3. These clarifications and policy enhancements cover aspects such as gratuity, tax exemptions, treatment of death/disability cases, one-time one-way switch facility for all UPS optees, another chance for opting UPS till 30.09.2025 to such Central Government employees who joined between 01.04.2025 to 31.08.2025, among other operational issues. Department of Financial Services has also enclosed a **brief one-pager outlining these developments.**

4. In view of above, all administrative divisions are requested to ensure wide dissemination of the information so that all eligible employees under their administrative control may be intimated about the benefits available under UPS, including the recent enhancements in order to take an informed decision by eligible subscribers before the fast approaching **deadline of 30.09.2025.**

Enclosures: as above

Sanjay Kumar
25/09/2025
(Sanjay Kumar)
Under Secretary to the Government of India

To,

Dir. (PL)/DS (CS)/ DIG (FE)/ DIG (RT)/ DS (Admin)/ Dir. (IFS)/ US(CP)/AIG(ROHQ)/US(NMNH)/DIG(NAEB)/CZA/CCU.

Copy to:

- i. PPS to JS (Admn.)/JS(NP)/IG(IFS)/IG(ROHQ)/IG(FE)
- ii. PA to Dir.(P.I) / Consultant (IT) – with request to upload on website
- iii. Guard File



D.O. No.FX-1/3/2024-PR

22nd September, 2025

Dear Colleague,

I would like to draw your attention to the introduction of Unified Pension Scheme (UPS) notified on 24.01.2025 for the Central Government Employees covered under National Pension System (NPS) and operationalized through PFRDA (Operationalization of UPS under National Pension System) Regulations, 2025 notified on 19th March, 2025.

2. As you are aware, since June 2025, several significant clarifications and policy enhancements have been issued to strengthen and streamline the UPS framework including the Notification dated 02.09.2025 on the Central Civil Services (Implementation of UPS under NPS) Rules, 2025. These clarifications and policy enhancements cover aspects such as gratuity, tax exemptions, treatment of death/disability cases, One-time one-way switch facility for all UPS optees, another chance for opting UPS till 30.09.2025 to such Central Government employees who joined between 01.04.2025 to 31.08.2025, among other operational issues. A brief one-pager outlining these developments is enclosed herewith.

3. In order to take an informed decision by eligible subscribers before the fast approaching deadline of 30.09.2025 for opting UPS, an officer at appropriate level as nodal officer in your department may be appointed for overseeing the implementation of UPS. The Nodal Officer may also undertake awareness campaign and issue a suitable internal communication to inform eligible subscribers about the benefits available under UPS, including the recent enhancements. This communication may clearly highlight the deadline and be accompanied with one-pager on recent developments under UPS.

4. I solicit your personal attention to ensure wide dissemination of information and to extend the benefits of UPS to all eligible Government employees.

With kind regards

Yours sincerely,

(M. Nagaraju)

All Secretaries to the Government of India

Recent Developments under UPS

The following key clarifications and policy enhancements have been issued by the Government to facilitate smooth implementation of the Unified Pension Scheme (UPS) for Central Government employees:

- One-time, one-way switch facility for UPS subscribers to opt back to the NPS;
- Option for benefits under the CCS (Pension) Rules or PFRDA (Operationalization of UPS under NPS) Regulations, 2025 in the event of death or disability or invalidation of Government servant during service;
- Benefits of Retirement gratuity and Death gratuity under UPS;
- Tax benefits to UPS subscribers notified under the Income Tax Act, 2025, including exemption of lump sum benefits received at superannuation;
- Grant of benefits under UPS in cases where departmental or judicial proceedings are pending on the date of retirement;
- Provision for voluntary retirement after 20 years of qualifying service, with pro rata assured payout under UPS;
- Benefits payable on absorption in an autonomous body/PSU;
- One-time option to migrate to UPS till 30.09.2025 for Central Government employees, who joined on or after 01.04.2025 and up to 31.08.2025, and who had initially opted for the NPS.

All eligible officials may be apprised of the above developments to enable informed decision making before the cut off date.