

Definition of Family – Limit on Income for Determining ‘Wholly Dependent’ Family Members of Employees:

a. “Family” of an employee means the employee's spouse, wholly dependent unmarried children (including step children and legally adopted children), wholly dependent physically challenged brother/sister with 40% or more disability as also parents ordinarily residing with and wholly dependent on the employee.

b. The term wholly dependent child / parent, physically challenged brother / sister mean such member of the family having a monthly income not exceeding Rs.3,500/- p.m.

If the income of one of the parents exceeds Rs.3,500/- p.m. or the aggregate income of both the parents exceeds Rs.3,500/- p.m., both the parents shall not be considered as wholly dependent on the employee.

c. A married female employee may include her natural parents or parents-in-law under the definition of family- but not both- provided that the parents/parents-in-law are ordinarily residing with and wholly dependent on her.

(Ref. – 9th Bi-Partite Settlement dated 27-04-2010)