



सरकारी कर्मचारी राष्ट्रीय परिसंघ Govt. Employees National Confederation (AFFILIATED TO B.M.S.)

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GENC / PMO / MEMO

Date: 04.08.2025

To,

Dr. Jitendra Singh ji, M.B.B.S., M.D., Ph.D.

MoS (I C) Min of Science & Technology,

MoS PMO, Government of India

Parliament House, New Delhi

Submission of Memorandum

Respected Sir,

We, on behalf of the **Government Employees National Confederation (GENC)** - the apex body representing lakhs of Central and State Government employees, including those in Autonomous and Local Bodies take this opportunity to convey our deepest gratitude for granting us the privilege of this meeting today, i.e. 04.08.2025. GENC, as the united voice of industrial federations affiliated with the **Bharatiya Mazdoor Sangh (BMS)**, has consistently worked in a constructive and cooperative spirit to strengthen the efficiency of public services while safeguarding the legitimate rights of employees. It is in this spirit of mutual commitment to nation-building that we humbly place before your esteemed self the following key demands, which we believe deserve immediate attention in the larger interest of both the workforce and the governance framework.

1. Immediate Constitution of the 8th Central Pay Commission (CPC):

The recommendations of the 7th CPC came into effect from 01.01.2016. As per established practice, Pay Commissions are constituted well in advance to ensure timely implementation. Delay in setting up the 8th CPC will adversely affect the timely pay revision due on 01.01.2026. Hence, the Government should immediately constitute the 8th CPC to examine and recommend revised pay structures, allowances, and pensionary benefits for Central Government employees and pensioners.

2. Scrapping of NPS & UPS and Restoration of Old Pension Scheme (OPS):

The National Pension System (NPS) and the recently proposed Unified Pension Scheme (UPS) fail to provide assured and adequate post-retirement financial security. Unlike OPS, these schemes are market-linked, exposing employees to uncertainty. Several State Governments have already reverted to OPS. We urge the Government of India to restore the defined-benefit Old Pension Scheme for all Central Government employees, ensuring social security in old age.

3. Enhancement of Compassionate Appointment Quota from 5% and One-time Relaxation:

The current 5% ceiling on Compassionate Appointments leaves many deserving cases unresolved for years. The quota should be enhanced, and a one-time relaxation granted to clear all pending genuine cases, ensuring relief to bereaved families.

4. Cadre Review for Administrative Staff in ISRO:

The last Cadre Review for Administrative Staff in ISRO was conducted in 2003. More than two decades have passed without any review, leading to stagnation and limited promotional avenues. Immediate cadre restructuring is necessary to ensure career progression and efficiency.

5. Release of Dearness Allowance (DA) Arrears for 18 Months Frozen During COVID-19:

During the pandemic, DA/DR increments for 18 months (January 2020 to June 2021) were frozen for all Central Government employees and pensioners. With economic conditions stabilising, it is requested that these arrears be released to restore fairness and purchasing power.

6. Restoration of Commuted Pension After 12 Years Instead of 15 Years:

Presently, the commuted portion of pension is restored after 15 years, which is unduly long. Considering life expectancy and fairness to pensioners, restoration after 12 years would provide timely relief to retired employees and is in line with the principles of social justice.

7. Transfer of Unfilled Direct Recruitment (DR) Vacancies to Departmental Promotee (DP) Quota in Armed Forces HQrs Civil Services:

Ad-hocism in promotions persists due to unfilled DR vacancies. Allowing their transfer to DP quota within the same recruitment year will ensure career progression for eligible departmental candidates and improve administrative efficiency.

8. Reduction in Residency Period for Promotion:

Many cadres have disproportionately long residency requirements for promotion, causing stagnation. Reducing the residency period, in line with functional needs, will motivate employees, improve retention, and increase productivity.

9. Credit Facility (Cashless Treatment) to All CG Employees in All CGHS/CS(MA) Empanelled Hospitals:

At present, cashless treatment in empanelled hospitals is largely limited to serving employees of the Ministry of Health & Family Welfare. This facility should be extended to all serving Central Government employees under CGHS or CS(MA) to ensure timely access to quality healthcare without financial hardship.

10. Regular Meetings of JCMs as per DoPT Instructions:

The Joint Consultative Machinery (JCM) is an important forum for grievance redressal and policy consultation. However, meetings are irregular. We request that JCM meetings at all levels be conducted regularly as per DoPT guidelines to maintain healthy employer-employee relations.

11. Pay Fixation & Leave Encashment to Re-employed Ex-servicemen (PBOR):

Persons Below Officer Rank (PBOR) re-employed in civilian posts after defence service often face anomalies in pay fixation and are denied leave encashment benefits, unlike other categories. Granting proper pay fixation benefits and leave encashment would not only uphold service parity but also honour their contribution to national security.

12. Model Recruitment Rules for Common Cadres like Fire Fighting Staff:

Absence of uniform recruitment rules for certain common cadres such as Fire Fighting Staff leads to disparity and administrative inconvenience across departments. DoPT should frame Model Recruitment Rules to ensure standardisation and fairness.

13. Clarification/Amendment in CCS (Leave) Rules, 1972 regarding Conversion of Half Pay Leave (up to 3 Days without Medical Certificate) into Commuted Leave:

As per **Rule 19(6)** of the CCS (Leave) Rules, 1972, an employee may avail Half Pay Leave (HPL) for a period not exceeding three days at a time without the requirement of a medical certificate. However, such leave is not treated as leave on medical grounds and is debited against leave other than leave on medical grounds. On the other hand, **Rule 30(1)** provides for the grant of Commuted Leave on medical certificate, wherein twice the amount of such leave is debited against the HPL due. A practical difficulty arises when an employee wishes to avail up to three days of HPL without a medical certificate and seeks its conversion into Commuted Leave. Presently, there is no provision covering this specific scenario, leading to inconsistent interpretations and inconvenience to employees across departments. It is therefore proposed that the competent authority to grant leave may, at its discretion, waive

the requirement of a medical certificate for leave up to three days and treat such leave as Commuted Leave, debiting twice the amount against the HPL due as per **Rule 30(1)**. Issuing a Government clarification or amending the relevant provisions of the CCS (Leave) Rules, 1972 in this regard would:

- Streamline the leave application process
- Remove ambiguity and ensure uniformity in application of rules across departments
- Prevent unnecessary hardship to employees for short-duration leave.

Hon'ble Sir, the issues outlined above are not merely service-related matters but are directly linked to the morale, efficiency, and long-term welfare of the nation's public servants. Addressing them will not only remove long-pending disparities and anomalies but also infuse renewed motivation among employees to deliver their best in the service of the nation. We are confident that, under your visionary leadership and with your kind intervention, these matters will receive due consideration and resolution. We assure you of our continued cooperation and constructive engagement with the Government in all endeavours aimed at strengthening governance and fostering national development.

With warm regards,

Sincerely yours,



(MUKESH SINGH)

Secretary General, GENC &
Member, National Council (JCM),
Govt of India