

JCM

STAFF SIDE OF NATIONAL COUNCIL – JCM

for

CENTRAL GOVERNMENT EMPLOYEES

MEMORANDUM

Submitted to

**8th Central Pay
Commission**

On Common Service Matters of
Central Government Employees
&
Existing Pensioners Demands

14th of April, 2026







7. Cadre Management


The following categories on the Cadre Management are applicable:

- Cadre Management
- Any other

JCM STAFF SIDE OF NATIONAL COUNCIL - JCM
SUBMITTED TO 8TH CENTRAL PAY COMMISSION
MEMORANDUM ON CADRE MANAGEMENT | FOR CENTRAL GOVERNMENT EMPLOYEES

Q 7: WHAT CONCERNS / VIEWS DO YOU FACE RELATED TO CADRE MANAGEMENT?

- 1**
IRREGULAR CADRE REVIEWS & DELAYS

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 - Periodical Review (5 yrs Group A), but none for Group B & C (decades delay).
 - Eg: Artisan Staff MoD (post-2010).
 - Approved reviews delayed by Recruitment Rules (no OTR).
- 2**
DELAYED PROMOTIONS & DPCs

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 - DPCs postponed for years despite DoP&T calendar.
 - Vacancies & eligibility exist, but no promotions.
 - Belated promotions without retrospective effect.
 - Proposal: Give retrospective promotion if administration is at fault.
- 3**
LACK OF CONSULTATION & POST ABOLITION

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 - No consultation with employee representatives despite guidelines.
 - Lower/promotional posts abolished to create higher posts ("Matching Saving").
- 4**
EQUAL PAY FOR EQUAL WORK & PARITY

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 - Same qualifications/skills must have same Pay Scales & Progression.
 - Maintain parity between Secretariat & Field Units (up to Under Secretary).
 - Dispense with ministry disparities.
- 5**
REGIONAL RECRUITMENT TO AVOID ATTRITION

REGIONAL RECRUITMENT TO AVOID ATTRITION
 - Recruitment for Non-Gazetted should be at Regional Level (not All India).
 - Reason: Reduce high rate of attrition in departments.
- 6**
STOP OUTSOURCING & FILL VACANCIES

15 LAKH OUTSOURCING
STOP OUTSOURCING & FILL VACANCIES
 - Outsourcing increasing, 15 Lakh vacancies = extra pressure on staff.
 - Exploitation of workers.
 - Recommend: Fill Railway, Defence, Postal, etc., vacancies via direct recruitment & promotion.
 - Risked lives during COVID, no compassionate appointments.

 www.staffnews.in
Web Diary for Central Govt Employees, Defence Personnel, Railway Employees, Pensioner, Ex-servicemen etc.

Cadre Management

Q 7 What concerns / views do you face related to Cadre Management ?

Select those which are applicable

Cadre Management

Any Other

(1002 WORDS & 6012 CHARACTERS)

What concerns / views do you face related to Cadre Management ?

Cadre Management in the Central Government involves the structured Administration of the Civil Services, which consists of recruitment policy, training, Career progression, Periodical Cadre Review to balance the functional needs with the aspirations of the employees to move to the higher post in the ladder of hierarchy. While periodical and mandatory review take place every five years for Group A services, no such review take place with regard to Group B & C. No Cadre Review take place for more than a decades in different categories. For eg., the Cadre Review / Inter Grade Revision of the Artisan Staff has not taken place in the Ministry of Defence after 2010. Even if Cadre Review is approved after prolonged correspondence between the concerned Ministry / DoP&T and Department of Expenditure the same will not be implemented with a One Time Relaxation and the whole exercise will be once again delayed in the name of framing of Recruitment Rules. Despite, the Calendar published by DoP&T for conducting DPC and effecting Promotions in the lower formations / Field Units, DPC's will be delayed for years together for no fault of the employees and despite the eligibility of the employees and availability of the vacancy's promotions are not given due to non-holding of DPC's. Whenever belated promotions are given retrospective promotions are not given to the employees even though the delay was due to the fault of Administration. We propose that in accordance with various Court Judgments when ever promotion of the employees are delay due to the mistake of administration in such cases promotion may be given retrospectively from the date of availability of vacancy. The DoP&T instructions dated.30.09.2022, clearly stipulates that every cadre should be reviewed once in five years and such review should be done in consultation with the representatives of the service / cadre in question no such consultation take place and in the name of creating some higher posts entry level post / lower-level post including promotional posts are abolished in the name of matching saving. These are all the major concerns which the employees and their organization are facing.

In view of the above Cadre Management requires proper planning and periodical review, stagnation must be addressed through creation of Promotional Post and Restructuring. Promotional Post should not be abolished to create higher post. The

process must be transparent and proper consultations and participative management through the employees' representatives should be ensured. Effective Cadre Management ensures proper utilization of talent and enhances productivity and morale. Equal Pay for Equal Work should be ensured. Categories having the same qualification and skill requirement etc., should not be discriminated in the matter of Pay Scales and Career Progression. The Hon'ble Supreme Court have several times upheld the constitutional principle of equal pay for equal work.

The categorization of discrimination between Central Secretariat and Field Unit Cadre created by the Britishers continuous even today. Higher Pay Structure is provided for employees working in the secretariat and employees of Subordinate offices (Field Offices) were placed in comparatively lower pay scale structure. The 8th CPC may take a serious note of this and recommend to ensure that the parity of pay structure of timing in the secretariat and the Field Offices is maintained and it is extended to all Pay scales beyond that of the Assistants up to the level of Under Secretary. Similarly disparity in the matter of pay scales, promotional prospects etc between one ministry and the other may also be dispensed with in identical categories.

Recruitment of all Non-Gazetted Categories should be made at the Regional Level instead of All India Level to avoid the rate of attrition in the Central Government Departments / Establishments.

Outsourcing of permanent jobs in the Central Government Departments / Establishments is increasing day by day. This is not in the interest of quality job / quality services and in the national interest. There are almost 15 lakh posts lying vacant in all the Central Government Ministries / Departments. It is not that these posts are not required to be filled. Non filling of these posts result in added work pressure and stress on the existing employees. Moreover the out sourced workers / contract workers are exploited and government being a model employer should not allow such exploitation. It is pertinent to mention here that during COVID-19 pandemic when the entire nation went on Lock Down it was only the government employees who worked risking their life day and night to keep the government machinery running. Many employees died due to Corona infection. Even compassionate appointment was not given to the dependents of the employees who died in the pandemic. Therefore 8th CPC may recommend that outsourcing of Central Government jobs may be dispensed with and all the posts lying vacant in Railways, Defence, Postal, Income Tax, Audit & Accounts etc may be filled up through direct recruitment and promotion.