

# JCM

**STAFF SIDE OF NATIONAL COUNCIL – JCM**

*for*

**CENTRAL GOVERNMENT EMPLOYEES**

**MEMORANDUM**

Submitted to

<sup>th</sup>  
**8** Central Pay  
Commission


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

**14<sup>th</sup> of April, 2026**

# 6. Empanelment / Postings in GOI

The following categories on the Empanelment/Postings are applicable:

- Empanelment
- Postings in GOI
- Any other




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 Submitted to 8th Central Pay Commission | for Central Government Employees

## Empanelment/Postings in GOI


### PRINCIPLES FOR EMPANELMENT & POSTINGS

- Transparent & Criteria-based
- Unbiased Selection




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- Equal Opportunity
- Transparent Vacancy Notification
- Fair Selection




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- Consideration of Personal Circumstances
- Protect Financial Conditions




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**Protect Cadre Interests**



**Incentives for Difficult Postings**




**Safeguards against Arbitrary Transfers**

Transparency builds trust and motivation. Fair systems ensure optimal talent utilization and improve administrative efficiency.

### TRANSFER POLICY PROPOSALS (REITERATING 5th CPC SUGGESTIONS)


- 1

**Group C & D Employees:**  
No involuntary transfer (unless requested / compassionate grounds)




No family dislocation
- 2

Evolve Transfer Policy via Mutual Agreement in Departmental Councils




Agreed Guidelines
- 3

Instant Cancellation for violating agreed policy (by HoD/Secretary)




INSTANT CANCELLED
- 4

Unresolved disputes to Standing Committee (JCM)




Decision is FINAL
- 5

DoPT to issue instructions for other categories as per CPC recommendations




Clear Rules

### KEY REQUESTS TO 8<sup>th</sup> CPC



**1. Recommend ALL Non-Gazetted employees** only transferred if they apply for personal reasons.



**2. Mandatory Spouse Posting** in same station if requested.

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## **Performance Incentive**

Q 6 What concerns / views do you face related to Empanelment / Postings in GOI ?

Select those which are applicable

Empanelment

Postings in GOI any

Other

**(545 WORDS & 3396 CHARACTERS)**

### **What concerns / views do you face related to Empanelment / Postings in GOI?**

Empanelment must be transparent, criteria based, and free from bias, considering experience, performance and expertise. Postings should ensure equal opportunity with transparent vacancy notification and fair selection. Personal circumstance should be consider and financial conditions must be protected. Additional concerns include protection of Cadre interest, incentives for difficult postings, and safeguards against arbitrary transfers. Transparency builds trust and motivation. Fair systems ensure optimal utilization of talent and improve administrative efficiency.

### **Transfer Policy :-**

Government employees by virtue of the terms and conditions of employment are liable to be posted anywhere in India. The Group C & B employees in larger organizations have the facility of such transfer being restricted to a pre defined area or region or zone. But in smaller department they are transferred one corner country to another. Transfer especially when one is promoted from one grade / cadre to another is painful for it involves dislocation of the family with concomitant difficulties. It is a common knowledge that higher authorities often invoke the power to transfer as a potent weapon to punish their sub ordinates or to mentally harass them with the threat of transfer. Since the transfer are said to be made in "Public Interest", a phrase with wider purport, the malafide transfers cannot be questioned with success even in courts. The 5<sup>th</sup> CPC has considered these issues and has given certain suggestions which was not accepted and implemented by the Government. We reiterate some of the suggestions made by the 5<sup>th</sup> CPC as under.

- a) The Group C & D employees, taking into account the fact that their emoluments do not even enable them to make the both ends meet, should not be transferred at all except on their request / compassionate grounds.
- b) If transfer becomes necessary on promotion, or due to other administrative exigencies, the same should be subjected to a policy evolved in the Departmental councils. Every department should therefore, evolve a transfer policy on mutual agreement being reached at the respective Department Council or through bilateral discussions. The official side in the counsel will place an item for discussion in the counsel on transfer guidelines.

- c) No transfer be permitted, which is violative of such an agreement or in the absence of such an agreement having reached in the council. If such transfers are made in violation such an agreement, it shall be instantly cancelled by the Head of Department or Secretary to the Ministry concerned on receipt of a representation for the concerned employee.
- d) In case, no agreement is reached in the Departmental Council, the same should be referred to the Standing Committee of the National Council (JCM) whose decision is to be treated as final.
- e) In respect of other category of officials, the Department of Personnel must be asked to issue instruction in clear terms as per the above quoted recommendation of the 5<sup>th</sup> CPC.

We request that the 8<sup>th</sup> CPC may recommend to the Government to not subject all non gazetted employees to any transfer unless they themselves apply for the same for their personal reasons. Apart from this posting of spouse in the same station should be made mandatory if the concerned employees applies, so that the same cannot be left to the mercy of the higher officials.