

# 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**

# 4. Facilities

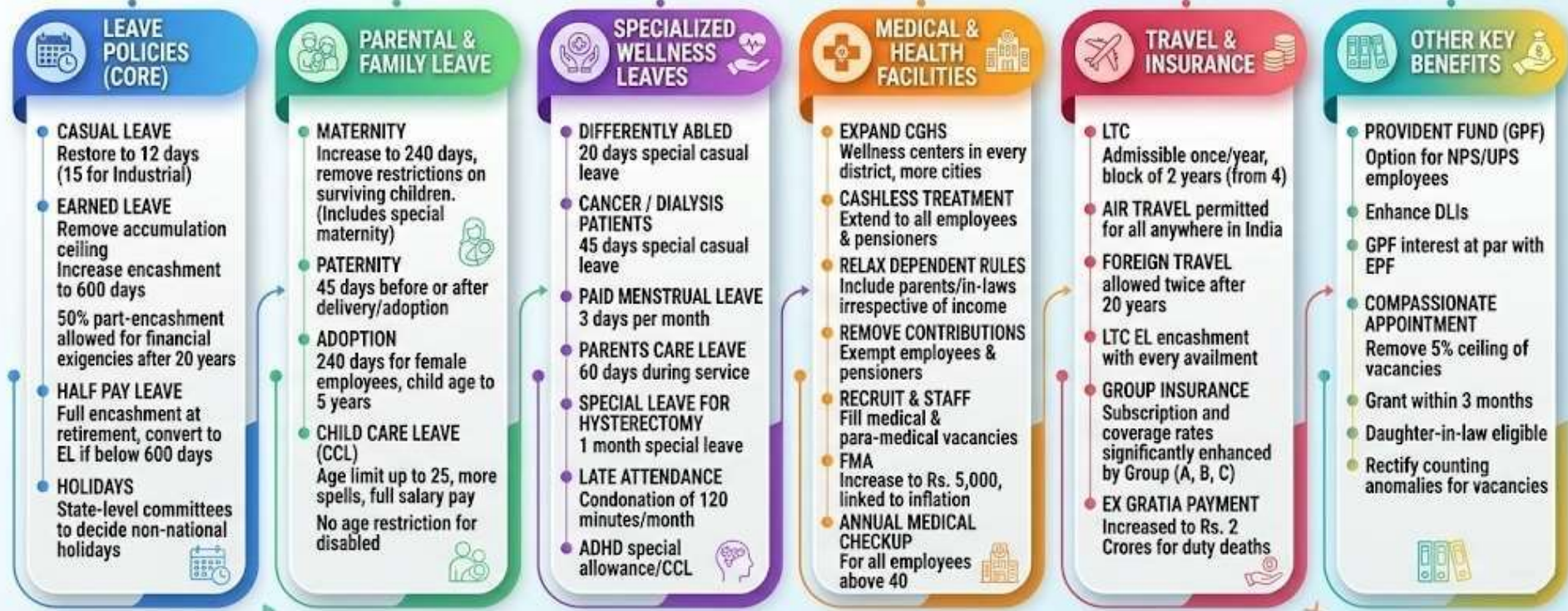
The following categories on the Facilities are applicable:

Leave	Group Insurance including CGEGIS	Ex-gratia / Compensation	Any other
Medical Facility	Provident Fund Including GPF	Leave Travel Concession	



## JCM STAFF SIDE OF NATIONAL COUNCIL - JCM MEMORANDUM ON FACILITIES Submitted to 8th Central Pay Commission for Central Government Employees

**FACILITIES ARE THE BACKBONE OF SOCIAL SECURITY** - Strengthening them supports a human & efficient workforce



## **Facilities**

Q 4 What concerns / views do you face related to Facilities ?

Select those which are applicable

Leave

Group Insurance including CGEGIS

Exgratia / Compensation

Medical Facility

Provident Fund Including GPF

Leave Travel Concession

Any other

**(2361 WORDS & 14166 CHARACTERS)**

## **What concerns / views do you face related to Facilities ?**

Facilities are the back bone of the social security and must be strengthened. Facilities ensure dignity, reduce stress and improve productivity. Strengthening them supports a human and efficient work force.

**Leave** :- A fair and human leave policy is essential for maintaining the physical, mental and social well being of the employees. Government employees both Industrial and Non-Industrial work under demanding administrative conditions / working conditions and often face social, family and health related responsibilities. Therefore, the leave framework should adequately support employees in managing personal contingencies while maintaining work place productivity.

**Casual Leave** :- Casual Leave to be restored to 12 days per year for all Central Government Employees. For employees working in Industrial Establishment and entitled for 16 Holidays (including 03 compulsory holidays) only in a year should be entitled for 15 days per year.

**Earned Leave** :- The present ceiling of Earned Leave (EL) accumulation may be removed and encashment may be enhanced from the existing 300 days to 600 days. The Government employee may be permitted to encash part of such accumulated leave say 50% to meet certain Financial Exigencies if he/she has put in 20 years of service or more. Ex service man after joining as civilian employee should also be permitted encashment of EL as above. 20 days EL encashment may be allowed every time the employees avail LTC.

**Half Pay Leave** :- We suggest that the Half Pay at the credit of an employees may be allowed to be encashed at the time of superannuation / retirement in full. Apart from this

if any employee is having less than 600 days EL while on superannuation / retirement etc then the half pay leave in his account may be converted to full pay leave to compensate the gap between 600 days EL and available EL in the leave account of the employee. Commuted Leave of the Half Pay Leave may be permitted without conditions of producing Medical Certificate.

**Holidays:-** other than three National Holidays all other holidays may be left to the State Level Central Government Employees Welfare Committees to decide aligning with the particular state Government holidays and cultural needs.

**Maternity & Paternity Leave :-** The entitlement of Maternity Leave may be increased to 240 days and the restriction imposed to only 2 surviving children's may be withdrawn in accordance with the Maternity Benefit (Amendment) Act 2017.

In case of surrogacy, 240 days for both the surrogate and the commissioning mother with fewer than two surviving children if either or both are Government Servants. A Surrogate mother is the women who bear the child on behalf of the commissioning mother.

**Miscarriage / abortion leave should be enhanced to 120 days in the entire service.**

Special Maternity Leave may be increased to 120 days from the date of expiry of the child soon after birth / still birth/. In case maternity leave has already been availed and her leave continues till the date of expiry of child soon after birth / still birth the Maternity Leave already availed till the death of the child may be allowed and thereafter the Special Maternity Leave of 120 days may be granted from the date of expiry of child soon after birth / still birth. All other existing conditions may be removed.

**Paternity Leave :-** Male Government servant without any restriction of the number of child may be sanctioned 45 days Paternity Leave before or up to 6 months from the date of delivery of the child and for 45 days within 6 months from the date of accepting the child in pre adoption foster care from the date of valid adoption of a child.

**Leave to female Government Servant on adoption of Child :-** The present limit of 180 days may be increased to 240 days. The limit of adoption of one year child may be increased to at least Five-year child.

**Child Care Leave :-** The condition of 2 surviving children for availing CCL may be removed. CCL may be granted for at least 6 spells in a calendar year and in case of single

female Government employees, the grant of leave shall be extended to 12 spells in calendar year. The age limit of the children for grant of CCL may be enhanced from 18 years to 25 years age since up to 25 years children are the dependents of the employees. The condition imposed that CCL salary shall be paid on a hundred percent for the first 365 days and at 80 percent for the next 365 days should be removed. No restriction being imposed on age of the child for grant of the leave especially in the case of children with mental or physical disabilities, or of prolonged illness. A women employee also must be allowed to avail the CCL for her own biological disorders.

**Work related illness and injury leave :-** The condition that in the case of persons to whom the Workman Compensation Act 1923 applies the amount of leave salary payable under WRIL shall be reduced by the amount of compensation payable under the Act and no earned leave or Half Pay leave will be credited during the period that the employees is on WRIL may be withdrawn. Since, it is causing hardship to the employees for no fault of theirs.

**Special Leave for Union / Association activities and other purposes :-**

- a) It is proposed that the existing ceiling limit for grant of Special Casual Leave may be removed.
- a) Special Casual Leave for differently abled Central Government Employees may be increased from the present 10 days in a Calendar Year to 20 days in a calendar year.
- b) Special Casual Leave may also be sanctioned for Central Government Employees who are Cancer Patients and subjected to Chemotherapy / Radiotherapy and who are subjected to Dialysis may be granted 45 days Special Casual Leave in a year.

**Menstrual Leave :-**

To support the health and wellbeing of women employees, three days of special leave per month may be granted in connection with the menstrual cycle. Some states, such as Karnataka and Kerala, introduced policies in 2025 providing one paid menstrual leave day per month for women employees in both public and private sectors. Similar progressive provisions may be considered for Central Government Employees.

**Parents Care Leave**

We propose that considering the provisions of Maintenance and Welfare of Senior Citizens Act 2007 and also the fact that it is the duty of the children to take care of their parents especially when they are at their ripe age and facing health related and age related

problems, it is proposed that the 8<sup>th</sup> CPC may recommend 60 days parent care leave during the entire service span of the Central Government employees.

#### **Special Leave for Hysterectomy :-**

Many women employees undergo Hysterectomy, particularly after the age of 40, which requires adequate recovery time. A provision for one month of special leave may be introduced to support women employees undergoing this medical procedure.

#### **Late attendance to be cumulatively calculated for deduction of Half Day CL:-**

At present Half Day CL is debited to the CL account for each late attendance over and above late attendance up to an Hour for not more than 2 occasions in a month. Considering the present huge traffic conditions in almost all the cities and also the fact that Biometric attendance system is implemented in all the Central Government Establishments, the above provision may be amended that late attendance up to 120 minutes (2 Hours) in a month may be condoned and any late attendance after this 120 minutes grace period in a month then Half day CL can be deducted.

#### **Special Allowance and CCL for Central Government Employees having Children with Attention Deficit Hyperactivity Disorder (ADHD), other Neurological Disorders and physically incapacitated etc**

Considering the increase in Children affected by ADHD a Neuro Development Disorder. It is proposed that parents of such children who are Central Government Employees may be provide a monthly Special Care Allowance of Rs.30,000/- and an entitlement of CCL for Female / Male employees with ADHD children even if the spouse is not employee. Same benefit may be extended to children with other Neurological Disorders and physically incapacitated etc.

#### **Leave Travel Concession (LTC) :-**

It is a facility which encourages employees to take such holidays and to visit various places which will rejuvenate them and the Government will be benefited through his increased productivity. We propose that certain further relaxations and improvements may be made in the existing LTC Scheme such as

- a) LTC to Home Town should be admissible once in a year.
- b) LTC to visit any place in India should be in a Block of Two year instead of Four year.
- c) LTC by Air may be permitted from the nearest Airport of the Office / Duty Sport to travel anywhere in India to all Central Government Employees.

- d) Employees after 20 years of service may be granted LTC on two occasions before retirement to visit foreign countries.
- e) Parent-in-Laws also may be extended the benefit of LTC
- f) 20 days EL encashment may be allowed whenever the employees avail LTC.

**Group Insurance including CGEGIS :**

Despite the recommendations of 5<sup>th</sup>, 6<sup>th</sup>, & 7<sup>th</sup> CPC to introduce the subscription rates and to enhance the insurance coverage government did not change the scheme at all. We therefore suggest to change the rate of insurance cover as under :-

<b><u>Category</u></b>	<b><u>Rate of Subscription per month</u></b>	<b><u>Insurance Cover</u></b>
Group A	Rs.3000	Rs. 3 Crore
Group B	Rs.1500	Rs.1.50 Crore
Group C	Rs.1000	Rs.1 Crore

At present the ratio between premium and saving is 3:7. The Government may change this ratio as per the changes in the average mortality ratio. We request the commission to recommend our suggestion to the Government.

**Ex gratia Payment for Employees Killed in Accident while on Duty / Compensation:-**

At present the Central Government Employees who die in the performance of their Bonified Official duties due to accidents is as follows :-

<b><u>Circumstances</u></b>	<b><u>Amount</u></b>
Death Occurring due to accidents in course of Performance of Duties	25 Lakhs

In the Defence Industries especially in Ordnance Factories the employees are dealing with Arms, Ammunition, Explosive, RDX and various other Hazardous Materials including Acids and Chemicals etc., Due to these accidents takes place frequently and there are many fatal accidents which took place during the past few years especially after Corporatization of Ordnance Factories. However, employees killed in these accidents while performing their duty are paid only Rupees 25 Lakhs as EX-Gratia. This is not a proper compensation for a worker who sacrifice his / her life for the Defence of our country. Similarly, in Railways every year hundreds of Railway men are killed in accidents while on duty. **Therefore, it is proposed that the Ex-Gratia payment for Death occurring**

**due to accidents in course of performance of duties should be increased to Rupees Two Crores.**

**Medical Facilities :-**

Right to Health is an essential component of the right to life with dignity. Accessed to adequate Medical Care ensures not only meaningful existence but also the physical and mental wellbeing of employees and pensioners. Therefore, all the Central Government Employees and Pensioners should receive equitable health care facilities without discrimination and they should be ensured Cashless Treatment Facilities. As recommended by the Parliamentary Standing Committee every district Headquarters should have a CGHS Wellness Center. More and More Multispecialty Hospitals in all the Cities and Towns should be empaneled by the CGHS. Required number of Doctors and other Para Medical Staff may be posted in all the Wellness Centers. The Treatment / Diagnostic cost / charges should be revised periodically and no hospital should charge over and above the prescribed rates from the employees and pensioners. To address these challenges 8<sup>th</sup> CPC may recommend for immediate expansion of CGHS Wellness Centers from 81 cities to at least 150 cities, in consultation with the Staff Side of National Council (JCM). However as recommended by the parliamentary Standing Committee in every district CGHS wellness Centre may be established. To immediately recruit minimum 2000 Doctors, filling up of all the vacancies in Para Medical Categories. For Medical procedure / Medical Treatment when ever new systems are introduced then based on the recommendation of AMA / CGHS Specialist etc its actual cost may be reimburse.

The Cashless Treatment Facilities should be extended to employees covered under CGHS and CSMA Rules and also Pensioners. Cashless system will ensure timely access to treatment, financial security and reduction in administrative burden etc. parents / parents-in-laws, irrespective of the income limit should be dependents of the Government employees for medical treatment. Under CS (MA) Rules Government employees are to be given free medical treatment to the employees and their family. However the employees under CGHS are forced to pay contribution every month depending upon the Pay Level. Pensioners have to pay 120 months contribution for getting a pensioner CGHS Card with life time validity. Central Government employees & pensioners may be exempted from this contribution and government may contribute the same on behalf of the employees & pensioners

The Pensioners governed under Railway Health Scheme (Retired Employees Liberalized Health Scheme) also faces the same problem. We propose modernization of all Railway Hospitals with advanced facilities, integrate RELHS and Ex-Servicemen Contributory Health Scheme (ECHS) with CGHS and empaneled hospitals for specialized

care. Employees who are at present entitled for semi Private Ward may be made entitled for Private Ward and employees who are eligible for General Ward may be made entitled for Semi Private Ward.

We also propose that employees and Pensioners of Autonomous Bodies established by Acts of Parliament also should be governed under CGHS facilities.

Parliamentary Panel recommended for increasing the FMA to Rupees Three Thousand per month which the Government has not implemented. We propose to 8<sup>th</sup> CPC that due to continued inflation the allowance should now be revised to Rs.5000/- per month. The FMA should be linked with consumer price index and whenever DR is revised FMA should be automatically increased to maintain its real value.

Annual Medical Checkup for all Central Government employees above 40 years of age through CGHS etc may be recommended at par with Group A Officers.

#### **Provident Fund including GPF :-**

The Central Government Employees governed under NPS /UPS may be given an option to enroll in GPF scheme till the Government withdraws NPS / UPS. The deposit link insurance scheme in the GPF should be enhanced to Rs.10,00,000/-. The GPF Interest rate may be at par with EPF.

#### **Compassionate Appointment :-**

The objective of the scheme is to provide immediate assistance to the family of a Government Employee who died in harness to tide over the sudden crises. It is to be viewed as a sacred assurance to a fresh entrant in Government service that if unfortunately, he expires while in service his family could not be left in lurch / in destitute conditions. At present the DoP&T has imposed a ceiling of 5 % of vacancies in DR Quota in Group "C" for making appointment on Compassionate grounds. This percentage is very negligible when compare to the rate of death especially after Covid - 19 pandemics. Therefore, we propose to remove the 5% ceiling, to ensure grant of Compassionate appointment within 3 months from the date of death of the employees. Daughter-in-Law of the deceased employee also may be entitled for Compassionate Appointment.

At present while calculating 5% vacancies for compassionate Appointment every year, only the vacancies in direct recruitment quota in the Group C posts are taken into account. Vacancies in Group B and Group A are not taken into account. However dependents of deceased Group B and Group A employees are appointed in Group C posts on Compassionate Grounds. This is anomalous and unfair. Similarly in Ministry of Defence in the 5% Group C Civilian vacancies dependents of deceased Service Personnel are appointed but the vacancies in the Armed Forces posts are not taken into account in the 5% vacancies. 8<sup>th</sup> CPC may recommend for rectifying this aberration.