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National Council (Staff Side)

*Joint Consultative Machinery
for Central Government Employees*
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Shiva Gopal Mishra
Secretary

No.NC-JCM-2026/8th CPC

April 14, 2026

To

All Member of the National Council JCM (Staff Side),
Constituent organizations of NC JCM
&
Drafting Committee Members
to prepare 8th CPC memorandum on behalf of Staff Side of NC JCM

Sub:- Forwarding of the memorandum on 8 Questions / Themes submitted by Staff
Side of NC – JCM to the 8th CPC

Dear Comrades,

The final meeting of the Drafting Committee on 8th CPC was held on 13/04/2026 at **J.P. Choubey Memorial Library (AIRF Office Premises), 4 Sate Entry Road, New Delhi**, the Drafting Committee finalize the memorandum to be submitted to the 8th CPC and accordingly the same has been uploaded in the portal of 8th CPC. We are forwarding a copy of the same along with word format for onward submission by the Constituent Organization and its affiliates.

As you are aware we have covered all the common service matters of Central Government employees and pension related matters of the pensioners. As regards Departmental issues, upgradation of Pay Scales of different categories, Department specific allowances / benefits / facilities etc have to be submitted by the respective Organizations in their memorandum.

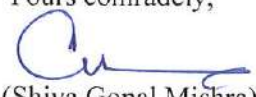
We have requested 8th CPC the following for their favourable consideration:-

1. In Q.7 and Q.8 the number of characters may be increase from 10000 to 20000.
2. The constituent Organizations of the National Council – JCM will submit their memorandum on the basis of the memorandum formulated by the Staff Side of the National Council – JCM on common service matters. Apart from this they have to submit their departmental issues and also the cadre structure / Career Progression / Promotion of different categories and hence the time limit given for submission of the memorandum may be extended up to 31/05/2026 as already requested by us.

A copy of NC-JCM letter dated /04/2026 is enclosed herewith for your information.

With greetings,

Yours comradely,


(Shiva Gopal Mishra)
Secretary

JCM

STAFF SIDE OF NATIONAL COUNCIL – JCM

for

CENTRAL GOVERNMENT EMPLOYEES

MEMORANDUM

Submitted to

th
8 Central Pay
Commission

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

14th of April, 2026

Pay Matters

Q 1. What concerns / views do you have related to pay matters ?

Select those which are applicable

Basic Pay

Minimum Pay

Increment / Annual Increment

Level in Pay Matrix

Maximum of Pay Level

Any Other

Answer :-

(1626 WORDS & 9756 CHARACTERS)

Central Government Employees are the backbone of Government of India and plays a very important role in implementing its policies and programs and ensure that the same reaches the citizens throughout the country. The major workforce are in the Group C & B category who are Industrial Employees in the Railways and Ministry of Defence. Pay is the foundation of Dignity, Motivation and Efficiency in Public Service. 8th CPC must ensure that real wages are protected and reasonably enhanced and not merely adjusted. Minimum Pay must be based on a scientific living wage formula covering Food, Housing, Education, Health Care, Transport and the Technological / Digital Needs. The Present system of treating a family as 3 Units should be dispensed with and the Family should be treated as 5 Units (employee 1 Unit, Spouse 1 Unit (No Gender Discrimination), 2 Children, 0.8 Units each of the parents 0.8 Units. This works out to a total of 5.2 Units (Rounded off to 5 Units). This is in conformity with the legal obligations under the Maintenance and Welfare of Parents and Senior Citizens Act which mandates Children to support dependent parents. It is pertinent to mention here that in the Social Security Code 2020 in the definition of "family" dependent parents, and female employees can include their parent-in-laws as part of their family. The fact is that Government services is not merely contractual but a status that carries expectation of fairness and dignity. The observations of the Hon'ble Supreme Court in Bhupendra Nath Hazarika Vs State of Assam highlight that the legitimate aspirations of employees should not be frustrated and that the government must act as a model employer by ensuring fairness, trust, and transparency in its treatment of employees. The current Minimum Pay is inadequate and must ensure a decent standard of living and not subsistence.

Food and Nutrition Norms

The earlier **2700 Kcal** norm is inadequate.

The **ICMR recommendation of ~3490 Kcal** should be adopted, especially for physically demanding work.

The food basket must include:

- Adequate protein sources (milk, eggs, meat, fish)
- Dairy consumption (~30–35 litres/month for 5 units)
- Fruits, vegetables, and balanced nutrition
- Spices, beverages, and processed food

Nutrition must ensure **health, productivity, and dignity**, not mere survival.

Government employees are Drivers of Governance and Development. Fair Pay enhances Productivity, Morale and Talent Retention. Pay Revision is an investment in human capital and economic growth, not merely expenditure. Therefore, considering the average retail prices of the Food items, Clothing expenditure, 7.5% for Housing, 20% for Fuel, Electricity, Water Charges, 25% for Skill Development, 25% for Additional Expenditure towards marriage, recreation, festival etc., as per Supreme Court Judgment of 1991 and Technology Charges at the rate of 5%, the minimum pay computed by the Staff Side National Council (JCM) is Rs. 69,000/- for 5 Unit Family. Accordingly, the Fitment Formula for the existing employees and pensioners will be 3.833. The Minimum Wage and the Fitment Factor calculated by us is enclosed as Annexure—I of this Memorandum.

We propose the rate of annual increment should be increased from the existing 3% to 6%. We propose the following Merger of Pay Scales and the Revised Pay Scales of 8th CPC.

MERGER OF PAY SCALE

- 1) Level 2 & Level 3 should be merged in to one pay scale at level 3.
- 2) Level 4 & Level 5 should be merged in to one pay scale at level 5.
- 3) Level 7 & Level 8 should be merged in to one pay scale at level 8.
- 4) Level 9 & Level 10 should be merged in to one pay scale at level 10.
- 5) Existing employees in Level 5 should be upgraded and merged with Level 6 as a one time measure.

Standardized Pay Scales / Number of Pay Scales after Merger of Pay

Scales

<u>S.NO</u>	<u>Proposed Level</u>	<u>Existing Pay Matrix</u>	<u>Proposed Minimum of the proposed 8th CPC Pay Scale by applying 3.833 fitment factor</u>
1	Pay Scale -1 (existing Level - 1)	Existing 18,000 - 56,900	Rs. 69,000
2	Pay Scale-2 (after Merger of existing Level 2 & 3)	Existing 21,700 - 69,100	Rs.83,200
3	Pay Scale-3 (after merger of existing Level 4 & 5)	Existing 29,200 - 92,300	Rs. 1,12,000
4	Pay Scale- 4 (existing Level 6)	Existing 35,400 - 1,12,400	Rs. 1,35,700
5	Pay Scale- 5 (after merger of existing Level 7 & 8)	Existing 47,600 - 1,51,100	Rs. 1,82,500
6	Pay Scale - 6 (after merger of existing Level 9 & 10)	Existing 56,100 - 1,77,500	Rs. 2,15,100
7	Existing Level 11 to Level 17 may be renumbered as Pay Scale - 7, Pay Scale - 8, Pay Scale - 9, Pay Scale - 10, Pay Scale - 11 Pay Scale -12, Pay Scale -13	Can be retained by using Fitment Factor 3.833	

Annual Increment as already mentioned will be 6% of the Basic Pay in the proposed Pay Scale.

The gap between Minimum and Maximum Pay should be balanced to avoid excess disparity. The ratio should not be more than 1:12. This will help in reducing income inequality, improving morale and reinforcing the Government's role as a model employer committed to fairness and Social Justice. Moreover the Pay Scales also should not have a

wide gap between one pay scale and the other pay scale and a structural balance may be maintained.

Government Expenditure on Salaries

At present, the Central Government spends approximately **13% of its revenue expenditure** on salaries, allowances, and pensions. With the implementation of the **8th Central Pay Commission (CPC)**, this expenditure is expected to rise during 2026–27.

However, such expenditure should be viewed as an **investment rather than a burden** because:

- Higher salaries increase purchasing power
- Increased consumption boosts demand
- Higher demand leads to greater tax collections

Thus, pay revisions contribute positively to **economic growth and fiscal sustainability**.

Need for a Sound Pay Structure

A fair and rational pay structure is essential to:

- Attract talented individuals to government service
- Retain skilled and experienced personnel
- Ensure efficiency in governance

In view of:

- Rising cost of living
- Changing economic conditions

There is a strong need for **periodic pay revision**, ideally every **five years**, to maintain adequacy and relevance.

Principle of Fair Treatment

The **7th Central Pay Commission (Para 1.29)** emphasized that government service is not merely contractual but carries a status with expectations of fairness and dignity.

Further, the Hon'ble Supreme Court in *Bhupendra Nath Hazarika vs State of Assam* observed that:

- Legitimate aspirations of employees should not be frustrated
- The Government must act as a **model employer**
- Fairness, transparency, and trust must guide employer-employee relations

Contribution of Central Government Employees

Central Government employees contribute significantly across sectors:

- **Revenue Departments** – Enhance tax collection

- **Defence & Paramilitary Forces including** Defence Civilian Employees – Protect national security
- **Railways** – Ensure transportation
- **Scientific Community** – Drive innovation
- **Administrative Services** – Implement policies

Their role is fundamental to national development.

The functioning of government departments cannot be judged on **profit and loss principles**, as the State has a **social obligation** to provide essential services such as defence, infrastructure, health, food security, postal services, and public utilities. Moreover, India is one of the lowest ratios of Government employees to population globally. Only about 1.6% of the population is employed in Government service.

India's Economic Strength and Capacity

In the Union Budget 2025-26 the Central Government has allotted Rs. 2.85 Lakh Crore for salaries and Rs. 2.65 Lakh Crore for pensions, together making up nearly Rs. 5.5 Lakh Crore of Expenditure. Expenditure on pay and allowances and pension is approximately accounting for about 12 to 15 % of the total union budget expenditure including pension for the Armed Forces, Pay & Allowances. Excluding Defence it is 7.1 % on salary + 4% on pension.

India is currently ranked **4th in global GDP (2025)**, with an economy valued at approximately **\$4.3 trillion** and growing at around **6.5%**.

According to IMF projections:

- India is expected to become the **3rd largest economy by 2027**
- GDP likely to cross **\$5 trillion**
- Growth projected at **6.2% (2025)** and **6.3% (2026)**

Comparatively:

- China: ~4.0%
- USA: ~1.8%
- Global average: ~2.8%

This demonstrates that India's economic position is **strong and expanding**, providing adequate fiscal space to ensure fair compensation for government employees.

At this juncture, it is considered appropriate to briefly advert to the growth trends of two additional macroeconomic parameters over the same period. The first pertains to India's GDP at current prices. As

reported in the Economic Survey 2025-26, GDP at current prices has increased from Rs. 1,24,67,959 crore in FY 2014-15 to Rs. 3,30,68,145 crore, reflecting a growth of 165.23%.

The second parameter relates to the revenue collection of the Government. As per figures reported in the respective Union Finance Bills of India, the combined direct and indirect tax revenue has risen from Rs. 12,41,681 Crore in FY 2014-15 to Rs. 37,92,250 crore, registering a growth of 205.41%.

Both these parameters assume considerable significance, as they represent the aggregate outcome of policy implementation in which Government employees play a pivotal role. More importantly, the substantial and sustained growth, particularly in revenue collection, clearly evidences the enhanced fiscal capacity of the Government. This, in turn, establishes that the Government is well-positioned to comfortably absorb the financial implications arising from a meaningful revision of minimum wages and the broader expenditure associated with the implementation of revised pay structures pursuant to the recommendations of the 8th Central Pay Commission.

Revision of Pay structure to following shall also be recommended with effect from 1/1/2026

- Extension of revised pay structures to Central Government Pensioners who are retired before 1/1/2026
- Extension of revised pay structures to **autonomous bodies** approved by Parliament and other Autonomous Institutions of Government of India and Union Territories (effective **1 January 2026**)
- Revision of **Gramin Dak Sevaks (GDS)** pay scales to strengthen rural services.
- BSNL & DoT Pensioners

Conclusion

The fixation of salaries and allowances for Central Government employees should not be guided solely by revenue expenditure considerations. It must take into account:

- Their critical role in nation-building
- The need to attract and retain talent
- The broader economic benefits of higher wages

A **fair, transparent, and dynamic pay structure**, supported by a **permanent pay review mechanism**, is essential to ensure motivated, efficient, and accountable public service.

We also propose that all Central Government employees may be exempted from Professional Tax being recovered by the State Governments from the salary of the employees. Already the employees are subjected to payment of Income Tax and GST etc. Over and above this the Central Government employees are burdened with the recovery of Professional Tax. 8th CPC may kindly recommend for exemption of Professional Tax from the Wages of the employees.

Allowances

Q 2. What concerns / views do you face related to Allowances ?

Select those which are applicable

Dearness Allowance

Allowance Related to Qualifications

Allowance Related to Additional Duty or Extra Duty or Working on Holidays, etc.,.

Allowance Related to Capacity Building or Knowledge Up gradation or Trainings.

Allowance Related to Deputation or Posting

Allowance Related to Housing including HRA

Allowance Related to Performance, Merit, Good Service etc.,.

Allowance Related to Risk and Hardship.

Allowance Related to Travel including Travelling Allowance.

Allowance Related to Sports.

Allowance Related to Uniform.

Allowance Related to Running Staff.

Answer :-

(1273 WORDS & 7638 CHARACTERS)

Dearness Allowance :-

Allowances are essential components of compensation and must be protected and periodically revised. DA must remain fully indexed to inflation. The actual price is not taken in to account while calculating the Consumer Price Index (AICPI) as there are about 463 items which are used for arriving the Consumer Price Index, if the few items price rise take place and other items shows negative Price Rise as a whole its effects get neutralized. The present calculation of Average 12 months should be replaced by 6 months average as the DA is paid once in 6 months. The consumption pattern of Central Government employees differs from that of industrial workers. Therefore, a separate consumption basket representing government employees should be constructed, with appropriate weights for essential expenditure heads such as food, housing, education, healthcare, and transportation.

Price data should be collected from open retail markets and cooperative outlets to ensure that the index reflects the actual prices paid by consumers rather than administratively determined prices.

Point to Point DA should be provided, now DA is rounded off to lowest value. If the employees are eligible for 55.95 % DA, the DA Sanctioned in only 55% DA. The prices should be calculated based on Market Rates and not on Government Rates which varies

up to 25%. We proposed that 8th CPC may recommend to merge if the DA / DR crosses 25% with Basic Pay and Basic Pension.

Allowance Related to Qualifications: -

Any Central Government Employee acquiring Additional Qualification over and above the prescribed Qualification for the concerned post as per RR may be given 10% of Basic Pay as Additional Qualification Allowance.

Allowance Related to Additional Duty or Extra Duty or Working on Holidays, etc.

Due to shortage of Manpower and to meet the Targets in all Offices, employees are asked to Overstay and work additional hours without any compensation. Employees who are governed under the Factories Act 1948 are entitled for OT Wages at Double the rate for extra hour. Employees who are not governed under the Factories Act 1948 may all be provided Overtime at Single Rate on their Basic Pay and DA for every hour of extra work done over and above the actual working hours.

Allowance Related to Housing including HRA:-

In view of the sharp rise in Housing costs and the mismatch between HRA and the actual prevailing Market Rent the following revision are proposed.

<u>Population of Cities</u>	<u>Class of City</u>	<u>Proposed of HRA (% of Basic Pay)</u>
50 Lakhs and above	X	40%
5-50 Lakhs	Y	35%
Below 5 Lakhs	Z	30%

Further, HRA should be indexed to Dearness Allowance so that it automatically adjusts with inflation. The Classification of cities should also be reviewed every Five Years to reflect changing population and housing conditions.

We further request that the 8th CPC may consider for recommending Payment of HRA to the Pensioners since they are facing hardship to lead a decent life after the retirement since a major portion of the pension is utilized for paying House Rent.

Allowance Related to Risk and Hardship :-

The employees working in Railways, Defence Industries Manufacturing / repairing / Servicing / Handling of Arms, Ammunition, Chemicals, Weapons etc., are subjected to High Risk and Hazard due to their nature of work. Similarly, all the employees working in continuous Risk nature of Job including in Laboratories, Health Care Workers, Sanitary

Workers, Fire Fighting Staffs, Electricians, Safety Categories in Railways etc., may be paid Minimum Rs.10,000/- per month as Risk and Hardship Allowance. Therefore, the existing Rate of Risk Allowance / Risk and Hardship Allowance etc., should be enhanced to Rs.10,000/- and the same should be linked with DA rise, so that it automatically adjusts with inflation.

Transport Allowance :-

The 8th CPC may consider increasing the Transport Allowance by three times of the existing rates and also consider for restoration of City Compensatory Allowance which was abolished. The same should be linked with DA rise, so that it automatically adjusts with inflation.

Travelling Allowance / Conveyance Allowance :-

In Majority occasion employees are deputed on Duty in short notice and they struggle for getting confirmed reservation in their entitled class in the Train. Therefore, we proposed all the Central Government Employees irrespective of the post / grade should be made eligible for Air Travel while deputed on Temporary Duty. Similarly all employees should be entitled for AC Taxi for Road Travel as Non AC vehicles are not available

Daily Allowance :-

Considering the steep escalation in Hotel Tariffs, Food Cost etc., the existing rate of Daily Allowance may be increased by Three Times and the same should be linked with DA rise, so that it automatically adjusts with inflation.

Hospital Patient Care Allowance / Patient Care Allowance / Nursing Allowance

This allowance may be enhanced by 3 times and the left out categories working in hospitals / dispensaries such as Industrial employees and Ministerial Staff etc may also be included. The same may be linked with DA increase.

Cooking Allowance

At present Cooks working in Departmental Canteens are paid Rs.1000 per month as cooking allowance. However the same is not being paid to the cooks of Industrial Canteens/ Statutory Canteens etc. we proposed that this allowance may be enhanced to Rs. 3000/- and the same may be extended to all cooks of Central Government without any discrimination. The same may be linked with DA increase

Allowance related to Sports :-

Regular participation in sports improves physical fitness, reduces lifestyle diseases, enhances mental resilience, and lowers stress levels. A healthier workforce leads to:

- Reduced absenteeism
- Improved efficiency and concentration
- Lower long-term healthcare expenditure

(b) Stress Management

Government service often involves high levels of responsibility, public interaction, and administrative pressure. Sports activities provide a constructive outlet for stress, improving morale and work-life balance.

(c) Promoting Work-Life Balance

A structured sports allowance encourages employees to maintain a healthy balance between professional duties and personal well-being, leading to higher job satisfaction.

The existing limit of not more than 5 additional increments during entire service for Sports Persons achieving laurels at National & International Level may be withdrawn and every time sports person achieve such laurels additional increments may be given without any restrictions. The existing incentive being granted to the Team Managers, Coach, Masseurs, Doctors etc may be enhanced by three times.

Allowance related to Uniform :-

Dress allowance may be provided to all Central Government Employees including Industrial Employees and the existing rate may be increased by Three times and the same should be linked with DA rise, so that it automatically adjusts with inflation.

Night Duty Allowance :-

Night Duty Allowance should be paid in the actual Basic Pay and DA of the Central Government Employees without imposing any artificial Basic Pay Ceiling as decided by the Hon'ble Supreme Court.

Children Education Allowances :-

CEA may be given up to Post Graduation level in Arts, Science and Commerce and in Professional Courses up to Post Graduation Level and MBA. The existing CEA may be enhanced to Rs. 10,000/- per child per month, considering the highly escalating cost of education hostel fees etc. Moreover most of the schools mandate that uniforms / note books / text books etc should be purchased from them directly which is significantly higher than market price. Hostel subsidy may be increased to Rs. 35000/ per month per child. CEA and Hostel Subsidy should be linked with DA rise, so that it automatically adjusts with inflation. Hostel Subsidy may be extended if the Children study in a particular school but staying in a different Hostel. At present only two surviving children are eligible for

CEA. There are cases that a child is physically / mentally incapacitated to attend school and due to various other reasons. In such cases if a third child is there then that child may also be granted CEA. In other words two children should be entitled for CEA / Hostel subsidy without any other restrictions. As regards Divyang Children reimbursement will be double the above amount proposed for normal children.

Special Allowance for Child Care to Woman with disability

The existing special allowance for child care to woman with disability may be increased by three times and same should be linked with DA Increase.

Departmental Specific Allowances

Departmental Specific allowances will be proposed by the Staff Side of respective Ministries / Departments. If not the same may be left to the Staff Side to settle such allowances through bilateral agreements as in the past.

Advances

Q3. What Concerns / Views do you face related to Advances ?

Select those which are applicable

Related to Personal Computer

Related to House Building Advance

Any other

Answer :-

(474 WORDS & 2844 CHARACTERS)

What Concerns / Views do you face related to Advances :-

Considering the High Interest Rate being charged by the Nationalized Bank and other Private Banks for various Loans, it is proposed that as a welfare measure Central Government Employees may be given various advances without any interest including those advance which are withdrawn. Government as a model employer should not recover any interest from its own employees for the various essential advances given to them as a loan.

Related to Personal Computer :

All the Government Employees irrespective of Rank and Grade may be given Personal Computer Advance as per the actual cost subject to a maximum up to Rs.2,00,000/-. This advance should be interest free.

Related to House Building Advance :

Non-Availability of Housing Accommodation in all Towns and Cities of India has become a major problem. The rent per month even for a Modest Accommodation is beyond the capacity of the Government Employees. House Building advance encourages the employees to construct an own house at a fairly early stage of their employment. Therefore, we proposed that considering the escalating cost of housing in the Country the HBA may be sanctioned as actual cost of the house / flat subject to the maximum of Rupees Two Crores. The entire loan may be interest free. In case of sudden death of the employee, as many state government are doing the recovery of the balance amount of HBA should be written off and no recovery should be made from the Terminal Benefits due to the family of deceased employees. Same benefit may be extended to those employees who are medically invalidated / Boarded out from service due to his medical / health reasons.

Any other:

Four-Wheeler Advance: At present Four – Wheeler is not considered to be a luxury, rather it has become an essential vehicle for everybody to travel with family. Therefore, the 8th CPC may recommend Four-Wheeler Advance with a maximum of Rs.10,00,000/-. The entire loan may be interest free.

Natural Calamity Advance: Different parts of the Country are facing Natural Calamity due to unprecedented rains, floods, cyclone and drought etc., Previously, the Central Government Employees were eligible for Natural Calamity Advance. However, the same has been withdrawn in the past. We propose that the Natural Calamity Advance without interest may be restored back. One-month Basic Pay to be recovered in 24 installments may be recommended by the 8th CPC.

Festival Advance: In the Standing Committee Meeting of the National Council (JCM) it was agreed by the official side to consider the restoration of the Festival Advance. However, the same has not been restored yet. In a country like ours where every religion / community have got their festival / celebrations etc., Considering the expenditure involved in all these festival / celebrations, it is proposed that 8th CPC may recommend for restoration of Festival Advance equivalent to one month Basic Pay to be recovered in 10 installments.

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 8th 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 5th, 6th, & 7th 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 :-

<u>Category</u>	<u>Rate of Subscription per month</u>	<u>Insurance Cover</u>
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 :-

<u>Circumstances</u>	<u>Amount</u>
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 8th 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 8th 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. 8th CPC may recommend for rectifying this aberration.

Performance Incentive

Q 5 What concerns / views do you face related to Performance Incentive ?

Select those which are applicable

Variable Pay

Performance Pay

Bonus

Any other

(377 WORDS & 2226 CHARACTERS)

What concerns / views do you face related to Performance Incentive?

Variable Pay & Performance Pay :-

Any performance incentive should be over and above the assured elements of wages and other benefits the employees are otherwise entitled as an additional and supplementary benefit. PRI Scheme is in vogue in the Department of Atomic Energy & Space, however, the same is not extended to the employees of Defence Research & Development. PRI Scheme may be extended to all DRDO employees also. Performance pay should focus more on team outcomes, with clear Key Performance Index and safe guards against subjective. Government Work is collaborative and collective Therefore a balanced approach should be there on performance related incentives which ensures motivation without compromising fairness.

Bonus :-

The Payment of Bonus Act 1965 established the Principle that Bonus is a deferred wage, with a statutory minimum of 8.33 % wages. Even though the Act doesn't directly apply to the Central Government Employees, the Bonus scheme for them are derived from its principle only. At present two different systems operate, one is (a) Productivity Linked Bonus Scheme applicable to employees in Railways, Defence Production Units (Ordnance Factories) Naval Dockyards, Workshops and Depots under Army, Navy & Airforce, DGQA and DGAQA under DDP. The second one is (b) Adhoc Bonus (Non-PLB) applicable to other Central Government Employees.

At present the Productivity Linked Bonus (PLB) and Adhoc Bonus is calculated on the Monthly Emoluments capped at Rs.7,000/- for 30 days. This is an irrational stipulation and must be removed. The 8th CPC is requested to remove the said capping and grand the Bonus on the basis of the actual emoluments (Basic Pay + DA) of the employees. Apart from this for the past few years it is observed that the Defence Civilian Employees of Ordnance Factories, EME Workshops etc., who are governed under the PLB scheme are

getting PLB which is less than 30 days wages like 18 days PLB and 23 days PLB which is a clear violation of the Bonus Act and the Fundamental Principles of Bonus. It is proposed that the 8th CPC may recommend that even in the case of PLB the Minimum Bonus should not be less than 30 days emoluments. Even for the maximum number of days PLB there is a ceiling fixed by the Government in the case of Railways, Defence and Postal. Such ceiling should also be removed. We also propose that considering the contribution of all category of employees, bonus may be paid to all employees irrespective of Rank and Post etc.

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 5th 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 5th 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 5th CPC.

We request that the 8th 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.

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.

Career Progression

Q 8 What concerns / views do you face related to Career Progression ?

Select those which are applicable

Modified Assured Career Progression (MACP) any

Other

(473 WORDS & 2838 CHARACTERS)

What concerns / views do you face related to Career Progression ?

As mentioned in the team under Cadre Management and also considering the non-beneficial MACP scheme since the MACP is in the Grade Pay Hierarchy and not in the Promotional Hierarchy which was the case with ACP scheme, and also taking que from the system of time bound promotion available to Group A officers, we propose that all the category of Central Government Employees should be given minimum 5 Promotions in a service career of 30 years. This we are proposing since many cadres in Group C like MTS, Fire Fighting Category, Drivers, Clerical Staffs, Store Keeping Staffs, Stenographers, EDP Staff, Telephone Operators, Artisan Staffs, Drawing Office Staff, Tradesman Mate (Semiskilled), Cooks, Industrial Canteen Employees, ANM etc don't get even 3 promotions in their service career and majority of them have to depend on MACP scheme which is of no benefit when compare to the ACP scheme. The promotion Scheme for all category of Group "C" and Group "B" Employees should be in a time scale manner (Time Scale Promotion). This is required due to non-availability of higher posts due to the cadre structure and also employees recruited in the same batch almost belongs to the same age group and for years together vacancies doesn't arise in the higher posts. Moreover, time Scale Promotion Scheme is available in the case of Group "A" Officers, how the Group "C" and Group "B" employees can be discriminated. Therefore the Cadre structure of each category should be structured to ensure minimum 5 promotions in their service span of 30 years.

In view of the above we propose that minimum 5 Financial upgradations in the Promotional Hierarchy in a time scale manner as given below as Assured Career Progression / Non Functional Upgradation etc.

- 1) First Financial upgradation after 6 years of service from the date of appointment.
- 2) Second Financial upgradation after 12 years of service from the date of appointment.
- 3) Third Financial upgradation after 18 years of service from the date of appointment.
- 4) Forth Financial upgradation after 24 years of service from the date of appointment.
- 5) Fifth Financial upgradations after 30 years of service from the date of appointment.

In case if any employee is not getting promotions as mentioned above then such employees may be given ACP in their promotional hierarchy, which means 5 ACP also will be in force apart from the above time scale promotion policy.

This will go a long way which enhances motivation, retention and efficiency. This will also provide meaningful relief from stagnation. Moreover, the cadre-based discrimination in faster promotions etc. will come to an end. In any promotion / financial upgradation 2 additional increments should be granted during Pay Fixation subject to a minimum benefit of Rs.10000.

As recommended by 6th CPC all qualified employees irrespective of their grade / post may be allowed for Fast Track Promotion through Limited Departmental Competitive Examination (LDCE) in higher posts.

The existing residency period / qualifying service as mentioned in the DOPT OM for every promotion is a long spam of period. This needs to be corrected in view of our above proposal of time scale promotion / financial upgradation (ACP).

Retirement Benefits

Q 9 What concerns / views do you face related to Retirement Benefits?

Select those which are applicable

Death Cum Retirement Gratuity (DCRG) under OPS / NPS / UPS

OROP

Leave Salary / Encashment

Pension Commutation

Any other.

(1376 WORDS & 8256 CHARACTERS)

Death Cum Retirement Gratuity (DCRG) under OPS / NPS / UPS :-

DCRG is currently calculated at $\frac{1}{4}$ of the Basic Pay + DA for each completed 6-month period of qualifying service, subject to a maximum of 16.5 times the emoluments and a monetary ceiling of Rupees 25 Lakhs. This benefit is admissible to Government Employees who retired after completing 5 years of Qualifying service. In cases where a Government Employee dies while in service, the Family is granted Gratuity at prescribed rates. We propose that Gratuity should be calculated on the basis of 25 effective working days instead of 30 days in a month, so that Government Employees are not placed at a disadvantage position compared to employees covered under the Payment of Gratuity Act. Further, the existing ceiling of 16.5 times the emoluments should be removed. This effectively reduces Gratuity for employees who have served beyond 33 years. We further propose that the 8th CPC may recommend to calculate Gratuity at half a month Basic Pay + DA for each completed 6 months period of qualifying service. Considering rising salaries and inflation the maximum gratuity ceiling should be enhanced from Rupees 25 Lakhs to 75 Lakhs. All these revised benefits should be extended to employees covered under NPS & UPS schemes ensuring equitable retirement benefits across all categories of Central Government Employees.

OROP :- Extension of OROP principles to civil pensioners.

The Government of India has implemented the One Rank One Pension (OROP) scheme for Armed Forces personnel to remove disparities whereby individuals of the same rank and length of service were receiving different pensions due to retirement at different points in time. This principle ensures that persons of equivalent rank and status receive comparable pensions, irrespective of their date of retirement.

Similarly, there already exists complete parity in pension among constitutional authorities such as Judges of the Supreme Court, High Courts, and the Comptroller and Auditor General of India, regardless of their retirement date.

For Civilian Employees, the Vth Central Pay Commission had recommended parity between past and future pensioners. However, disparities have re-emerged.

We therefore request the 8th Central Pay Commission to disregard the restrictive provisions introduced through the Validation of the Central Civil Services (Pension) Rules 20245 and reaffirm the principle that all pensioners constitute a single homogeneous class. Accordingly, the OROP principle should be extended to Central Civil Pensioners, ensuring parity in Pension without artificial cut off dates base on retirement. The fitment factor for revision of Pension should be at par with the same recommended for employees.

Leave Salary / Encashment :-

We have already proposed 600 days EL Encashment and also full reimbursement of available HPL of the employees while on Superannuation / Retirement etc.,. The 8th CPC may kindly recommend for the same.

Pension Commutation :-

Restoration of Commutation of Pension after 11 years – Request for Review of Rule 10 A of CCS (Commutation of Pension) Rules,1981.

In accordance with Rule 10 A of the CCS (Commutation of Pension) Rules 1981 Restoration of Commutation Pension is after 15 years. These Rules were framed nearly 39 years ago based on the Financial & Actuarial Parameters prevailing at that time. However, lot of changes have taken place in this 39 years which includes interest rates, life expectancy, mortality rates, death rates, and actuarial risk factors which necessitate a fresh values of the restoration period. The following illustration will give a clear picture.

Recovery of Commuted Value :-

Illustratively for a pensioner aged 61 years (Next Birthday)

#	Commutation Factor	:	8.194
#	Amount Commuted	:	Rs.100
#	Commuted Value Received	:	Rs.9833
#	Amount Recovered in 10 years	:	Rs.12,000
#	Amount recovered in 15 years	:	Rs.18,000

Thus, the entire commuted value is recovered within about 10 years and recovery beyond this period results in excess recovery from pensioners. Therefore, restoration of commuted pension after 11 years would be reasonable. Although Commutation is optional, Government as a Model Employer considers this matter from a welfare perspective of the senior citizen who have served the nation and the people rather than a revenue perspective. Many experts body have also recommended for restoration of commuted pension in a shorter period. Many State Government have also reduced the period varying from 12 to 13 years. 5th CPC recommend for 12 years restoration. 2nd National Judicial Commission recommended for 12 Years restoration. Therefore, we

propose to the 8th CPC to recommend for restoration of Pension after 11 years or at the age of 71 years whichever is earlier. It is also to be mentioned here that this issue is pending in the Standing Committee of National Council – JCM, where in the official side has agreed to consider this issue but unfortunately not yet resolved. Extract from Kerala State Government Service Rules part III is enclosed as Annexure – II where in commuted pension is restored after 12 years. The Gujarat Government order dated 12/10/2022 is enclosed as Annexure – III where in commuted pension is restored after 13 years.

Revision of Pension / Family Pension :-

For a decent and dignified life after retirement to support a minimum two member family units full pension should be fixed at 67% of the Last Pay Drawn (LPD) or the Average of the last 10 months emoluments which is more beneficial instead of the present 50%. Accordingly, the Family Pension should be 50% instead of the existing 30%. Period of enhanced family pension may be extended up to 70 years. Parliamentary Standing Committee has recommended Additional Pension of 5% every five years after superannuation. We propose the following for the consideration of the 8th CPC.

Proposed Age-Based Pension Structure:

<u>Age</u>	<u>Proposed Pension</u>
65 Years	70% of Last Pay Drawn (LPD)
70 Years	75% of LPD
75 Years	80% of LPD
80 Years	85% of LPD
85 Years	90% of LPD
90 Years	100% of LPD

Various Supreme Court Judgments especially that of the historical "Nakara Judgment" dated 17/12/1982 that pension is not a bounty or Ex-Gratia but a right and deferred wage and prohibited discrimination amongst pensioners. Excluding the existing pensioners entirely from the Terms of reference of 8th CPC is in sharp contrast to the previous CPC's and Supreme Court Judgment. Recently the Hon'ble Supreme Court has ruled that pensioners cannot be discriminated when compared to serving employees on benefits like DA / DR etc and such discrimination will amount to violation of Article 14 of the Constitution of India. Therefore the recommendations of the 8th CPC with regard to all pensionary matters should be equally applicable to the pensioners who retired prior to 01/01/2026 and also to the existing family pensioners.

Additional facilities as a welfare measure to be provided to the Pensioners.

- 1) Considering the escalating House Rent in all the cities and towns and even in rural areas, Pensioners may be given House Rent Allowance. The requirement of housing do not get vanished after retirement.
- 2) Pensioners may also be extended the benefit of LTC.
- 3) With increasing age many Pensioners suffer from chronic and debilitating conditions such as Alzheimer's disease, Dementia, Paralysis, Severe post-surgical disabilities etc. which requires a home nurse / care taker. We propose that the 8th CPC may recommend for Care Taker Allowance based on medical necessity.
- 4) Pension / Family Pension should be exempted from Income Tax.
- 5) Railway Concessions for Senior Citizens may be restored.
- 6) Government may establish elder friendly holiday homes / hostels across the country.
- 7) Physically Disabled Pensioners / Family Pensioners may be provided physical Assistance and the inevitable mobility cost as special allowance to visit hospitals, diagnostic centers may be recommended

Withdrawal of Contributory National Pension System (NPS) and Unified Pension Scheme (UPS) and restoration of Defined and Non-Contributory Pension Scheme.

The Government decision to replace the Defined and Non-Contributory Pension Scheme by NPS to those employees who joined Central Government service on or after 01.01.2004 is not only going backwards but an illegal step in the light of the Supreme Court ruling that the Pension is as good as right to property and is enforceable. The NPS has already made social security in old age uncertain and dependent on Market forces. The scheme has been compulsorily imposed on a section of the Central Government Employees and it is discriminatory. The subsequent UPS introduced by the Government wef.01.04.2025 was also rejected by the Central Government Employees. Out of more than 26 Lakhs NPS employees only 1.22 Lakhs (around 4.5%) migrated to UPS. Therefore, there is no justification in continuing with NPS / UPS and we propose that NPS / UPS may not be made applicable to the Central Government Employees and all those who have been covered under NPS / UPS may be reverted back to Defined and Non – Contributory Statutory Pension Scheme (OPS) under the CCS Pension Rules 1972 (now 2021).

MINIMUM WAGE :

The following table suggest the increase in wages as per NNI:

Pay commission	Net average National Income	Average growth of per capita income	Growth %	Minimum wage as per CPC
IV CPC-01-01-1986	Rs 258	149.8		Rs 750
V CPC-01-01-1996	Rs 837	224.4	324.6	Rs 2550
VI CPC-01-01-2006	Rs 2166	158.6	258.6	Rs 7000
VII CPC-01-01-2016	Rs 7221	233.4	334.4	Rs 19900 for 3 units Rs 33,166 For 5 units
VIII CPC-01-01-2026	Rs 16,680 as on 1/1/25	131.0* as on 1/1/25 136% estimated as on 1/1/2026		Rs 80,444/ as on 1/1/2026 for 5 units

Table 1:

Minimum Wage as on Jan 2026 for average of 2025 prices
As per retail prices - Retail prices All India - 5 units

S/no	Item	Per month	Rate	Amount
		5 units	Average	
1	Rice/Wheat Super fine	71.25	60.00	4275.000
2	Dal (Toor/Urid/Moong)	12.00	139	1668.000
3	Raw Vegetables	15.00	62	930.000
4	Green Vegetables	18.75	37	693.750
5	Other Vegetables	11.25	60	675.000
6	Fruits	18.00	120	2160.000

7	Milk	30.00	63.00	1890.000
8	Sugar/Jaggery	8.40	55.00	462.000
9	Edible Oil	6.00	180.00	1080.000
10	Fish	4.16	688	2862.080
11	Meat	8.33	804	6697.320
12	Egg	150.00	7.0	1050.000
13	Total food			24443.150
14	Other food items including beverages ,dry fruits, proteins , spices etc 10% of food charges			2444.315
15	Detergents	Lumpsum	655	655.000
16	Clothes	9.2	222	2035.000
17	Stitching charges for cloths & other clothing	Lumpsum		3000.000
18	Total (13 to 17)			32577.465
19	Housing @ 7.5% of 18			2443.310
20	Fuel , Electricity , Water charges at 20% of (18+19)			7004.155
21	Provide for skill by adding 25% (18 to 20)			10506.232
22	Provide additional expenses towards Marriage , recreation , festivals etc @ 25% (18 to 21)			13132.791
23	Technology charges @ 5% (18 to 22)	0		3283.198
24	Grand total	0		68947.151
25	Minimum pay for Group C Rounded off			69000.000
26	Fitment formula :			3.833

Table :2 Other Food items

Rates as per Hyderabad society

Spices List per month			
Slno	Item	Qty	Amount
1	Cloves	50 gms	51

2	Cardamom	25 gms	94
3	Cumin	250 gms	107
4	Turmeric	500 gms	142
5	Coriander	250 gms	48
6	Garam Masala	50 gms	49
7	Black pepper	50 gms	48
8	Cinnamon	50 gms	23
9	Fennel	100 gms	40
10	Bay leaves	50 gms	12
11	Red chilly	250 gms	50
12	Asafetida	50 gms	85
13	Fenugreek	100 gms	19
14	Saffron	5 gms	150
15	Jeera	100 gms	90
16	Mustard	100 gms	50
	Total	Rs	1058

	Other Important		
1	Coffee powder/Tea powder	2 kg	1800
2	Salt	2 kg	50
3	Tarmind	1 kg	250
4	Other beverages	LS	200
5	Processed food	LS	500
	Total	Rs	2800

Total : Rs 1058+2800 = Rs

Table 3

Non Food items - Monthly needs

Slno	Item	Qty	Amount
1	Hair oil	1/2 lt	100
2	Bathroom cleaner	1 lt	115
3	Foot wear	LS	500
4	Tooth brush	4	70
5	Tooth paste	1	80
6	Hair cutting	4	400
7	Bucket	2	500
8	Internet and mobile pack	4	1000
9	News paper		150
10	Electric bulb		100
11	Shaving razor		80
	Total	Rs	3095

Table 4

Non Food items yearly needs -digital expenses

Slno	Item	Qty	Amount	
1	Mobile hand set	4	20000	3 years life
2	Television	1	15000	5 years life
3	Fan	4	6000	6 years life
4	Iron Box	1	1500	7 years life
5	Lap top / Computer	1	50000	5 years life
6				5 years life
7	Refrigerator	LS	8000	5 years life

8	Watch	LS	5000	3 years life
9	Washing machine	LS	5000	5 years life
10	Mixi / Grinder		5000	5 years life
	Total		115500	
	Every Month expenses in Rs		1925	

Non Digital

Sln	Item	Qty	Amount	
1	Vessel	LS	10000	3 years life
2	Stove	1	1500	
	Basic Furniture	LS	30000	
	Total		41500	
	Every Month expenses in Rs		1383.33	

Total Expenses per month = Rs.6403/-

Prices of various grocery items, vegetables , fruits, fish, meat etc as on 2025 & 15th Feb 2026 - City wise

Prices of essential commodities collected from various cities across the county - 2025

Sln	Item	Unit	Bengaluru	Chennai	Hyderabad	Mumbai	Delhi	Kolkata	Karnal Harayana	Pattana	Jammu	BB SR	Average
1	Rice Super fine	kg	74	76	64		107	62	80	60	65		74
2	Wheat	kg	52	64	49		30	49	35	38	40	54	46
												Average	60
3	Dal - Toor	kg	207	144	122		171	145	140	150	150	138	152

4	Dal Urid	kg	160	148	116		118	134	120	135	120	132	131
5	Dal - Moong	kg	134	152	116		130	172	130	120	120	134	134
												Av era ge	139
6	Onion	kg	45	45	60	56	50	70	55	66	68	70	59
7	Potato	kg	49	40	40	40	30	45	41	41	45	42	41
8	Tomato	kg	26	25	31	31	30	31	30	28	24	25	28
9	Beans	kg	45	76	75	70	86	48	71	65	75	76	69
10	Radish	kg	55	46	45	40	40	45	41	30	42		43
11	Brinjal	kg	49	51	50	60	30	44	55	55	51	52	50
12	Carrot	kg	77	75	75	70		70	65	65	64	39	67
13	Mushroom	kg	140	130	120	140	171	112	120	148	115	149	135
14	Green peas	kg	81	70	92	91	92	90	85	92	94	95	88
												Av era ge	64
14	Spinach / Palak	kg	50	21	18	28	60	50	40	40	32	28	37
15	Apple	kg	225	298	231		200		200	180	220	299	232
16	Orange	kg	102	115	88		90	20	80	100	70	129	88
17	Banana	kg	94	114	78		80	84		60	60	75	81
18												Av era ge	133
19	Milk	kg	58	55	60	55	66	70	70	65	74	58	63
20	Sugar	kg	43.81				50	57	48	48	47	47	49
	Jaggery	kg	66				82	65	50	45	50	67.5	61
21												Av era ge	55
22	Refined oil	Lt	160		141		160	166	190	190	175	179	170
	Ground nut Oil	Lt	202		162		238	170	200	175	185		190
23												Av era ge	180

24	Fish-Pomfret	kg	720	680	665	635	850	700	680	650	660	635	688
	Meat	kg	750	800	775	735	1000	860	790	760	770	800	804
25	Egg	unit	5.04	7			8	7	7	7	7		7
26	Detergents	kg	420										420
27	Clothes - Cotton	Mt	159										159

Prices of essential commodities collected from various cites across the county - Jan 2026

Sln o	Item	Unit	Bengaluru	Chennai	Hyderabad	Mumbai	Delhi	Kolkata	Kerala	Pattana	Jammu	BB SR	Average
1	Rice Super fine	kg	84	90		60		62					74
2	Wheat	kg	57	60		50		48					54
												Average	64
3	Dal - Toor	kg	140	150		170		180					160
4	Dal Urid	kg	142	130		170		150					148
5	Dal - Moong	kg	142	110		160		136					137
												Average	148
6	Onion	kg	50	45	53	50	51	50	50	45	55	50	50
7	Potato	kg	45	44	43	44	41	42	45	43	41	45	43
8	Tomato	kg	45	40	45	44	75	40	38	35	40	45	45
9	Beans	kg	68	71	73	70	72	71	70	70	70	71	71
10	Radish	kg	43	45	44	50	52	40	50	41	45	50	46
11	Brinjal	kg	53	65	62	50	54	55	65	65	50	65	58
12	Carrot	kg	60	55	56	61	61	60	55	65	62	60	60
13	Mushroom	kg	120	115	128	120	125	115	50	118	115	110	112
14	Green peas	kg	72	73	65	75	63	72	73	75	73	75	72

Table 4.2: Average calorie, protein and fats requirements of households with casual and regular wage earnings as their main source of livelihood.

Age –Sex – Occupation* Composition		Population (%)	Nutrient requirements per day per person						
			Calorie K/cal	Protein Grams	Fat grams	Weighted nutrient requirements**			
						Calorie	Protein	Fat	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)		
Less than 1		1.51	585	10.2	19	8.8	0.2	0.3	
1-3		5.76	1060	16.7	27	61.1	1.0	1.6	
4-6		5.94	1350	20.1	25	80.2	1.2	1.5	
7-9		6.5	1690	29.5	30	109.9	1.9	2.0	
10-12		6	2100	40	35	126.0	2.4	2.1	
13-14	Male	2.37	2750	54.3	45	65.2	1.3	1.1	
	Female	2.1	2330	51.9	40	48.9	1.1	0.8	
15-59	Male	Sedentary	0.18	2320	60	25	4.2	0.11	0.05
		Moderate	8.5	2730	60	30	232.1	5.1	2.6
		Heavy	21.95	3490	60	40	766.1	13.2	8.8
		Non-worker	4.73	2320	60	25	109.7	2.8	1.2
	Female	Sedentary	0.11	1900	55	20	2.1	0.1	0.02
		Moderate	2.1	2230	55	25	46.8	1.2	0.5
		Heavy	8.93	2850	55	30	254.5	4.9	2.7
		Non-worker	17.08	1900	55	20	324.5	9.4	3.4
60 & above	Male	3.05	2320	60	25	70.8	1.8	0.8	
60 & above	Female	3.2	1900	55	20	60.8	1.8	0.6	
All		100				2371.6	49.3	29.9	

Source: Col. 2 based on EUS 2011-12, Cols. 3, 4 and 5 based on ICMR 2010, and Cols. 6, 7 and 8 based on the Committee's estimate.

Note: * The types of work have been classified into sedentary, moderate and heavy, using the National Classification of Occupations (NCO) 2004 codes at the 3-digit level. The Committee has categorized sedentary workers as those engaged in occupations with codes between 111 and 246; moderate between 311 and 644; and heavy between 811 and 933. ** The weighted average has been estimated by multiplying each nutrient requirement per person per day by the population share in each category.

4.16 Furthermore, a 10 per cent margin in the calorie consumption may be allowed instead of fixing the same as a single point unit. Literature reflects that a lower or higher intake of calorie consumption in the margin of 10 per cent on a daily basis is not likely to affect a person's working capacity (Sukhatme, 1981; GoI., 2014). This allows a variation in the calorie requirements in the range of 2,160-2640 K/cal. per day per adult person. Allowing a 10 per cent margin in calorie intake also helped capture a larger number of households in the CES 2011-12 sample for the purpose of estimating a 'balanced diet' consumption basket, compared to fixing the calorie norm at 2,400 K/cal as a single point.

Kerala Service Rules Part III
(Pension Rules)
Upto February 2011

I. Introduction

The Supreme Court in SLP (C) No. 9425/1984, held that Pension is a valuable right of an officer in recognition of the satisfactory discharge of duties and responsibilities while in service.

As per Rule 12(24) of KSRs Part -I, Pension includes Monthly Pension, Gratuity, and Death-cum-Retirement Gratuity.

Future good conduct is an implied condition for every grant of a pension. R 2 (A) & 90 (12) Part III.

No Pension or Gratuity or DCR Gratuity will be paid in the case of resignation, dismissal or removal from service. R 29 (a) & (b) P-III

The present Pension Rules (Simplified Pension Rules) were introduced with effect from 14/11/1966.

II Classification of Pension. R.32 PIII

Pensions are classified into four as shown below.

- (a) Compensation Pension
- (b) Invalid Pension
- (c) Superannuation Pension
- (d) Retiring Pension

Compensation Pension. R 33 to 41 P.III

When a permanent post is abolished, the person selected to be discharged will be given two options; either to accept another employment in Government service or to leave the service accepting pension benefits based on qualifying service so far earned by the individual. The pension granted as opted by the person, is called compensation pension.

Invalid Pension. R. 42 to 54 P III

When the Pension Sanctioning Authority has reasons to believe that an employee is suffering from a contagious disease or physical or mental disability or infirmity, which adversely affect the duties assigned to the person, he may be retired from service on invalid pension. The Medical Examination can be conducted on the application of the employee, also. The person will be invalidated from service from the date as specified in the Medical Certificate, and pension is granted accordingly. A weight age towards qualifying service upto 5 years is allowed, and the total Q.S thus arrived at, should not be beyond the date of superannuation and should not be more than 30 years.

Note: No Medical Certificate is necessary for the last grade employees in the Forest Department, who have completed 55 years of age.

Superannuation Pension. R.60 PI & R 55 PIII

This is the pension on the compulsory retirement from service at a particular age. Every retirement will take effect on the afternoon of the last day of the month in which the date of birth of the officer comes off. If the date of birth is on the first day of the month, the retirement will be on the afternoon of the previous day. In the case of date of birth on a day other than the first day of the month, the retirement will be on the afternoon of the last day of that month.

Government vide their order in G.O (P)No.154/09/Fin dated 24.04.2009, have unified the date of superannuation of all Government employees and teachers as March 31st, i.e if the date of birth comes off on the April 1st the retirement will take effect on the AN of the previous day, and whose date of birth comes off after April 1st, will continue in service till the last day of the ensuing March and will retire on the afternoon of that day.

This extended period of service will be reckoned for all service benefits such as Pay, DA, increment, higher grade, promotion, earning of leave and pensionary benefits.

Retiring Pension 56 P III

An employee who has completed 20 years of Q.S. is eligible to retire voluntarily from service. The person concerned must give notice at least three months before the date on which he desires to retire. The 'three months notice' is relaxed in deserving cases. A weightage up to 5 years is allowed towards Q.S.; and the Q.S. after adding weightage shall not be more than 33 years and that should not go beyond the original date of superannuation. When permission to retire from service is issued, it will become effective and accordingly the person will be relieved from the post, he is holding. Permission to retire voluntarily from service will be issued only after the service of the person is got verified by the Accountant General. A Govt. employee who is on LWA under R. 88 or Appendix 12 A or 12 C is also eligible to retire on retiring pension. For details see G.O (P)62/2010/Fin. dated 10.2.2010. This rule has effect to from 9.3.2010.

III Calculation of Pension

There will be six parts in a pension case of ordinary nature. They are summarized here under.

1. Qualifying Service: R 12(30) PI & R 9 to 31 & 57 PIII

This is the service that qualifies for the grant of pension. This is calculated as follows:

- Calculate length of service from the date of first entry in Government regular service till the date of ending of service, both days inclusive.
- Then deduct Non-qualifying Service, if any, of the following:
 - (a) Service below the age of 18 years. (boy's service)
 - (b) Period of suspension not treated as duty or leave other than LWA
 - (c) Period of strike or break which is ordered not to be counted for pension.
 - (d) In the case of invalid pension, period spent beyond the date of invalidation specified in the MC, unless otherwise ordered by Government.
 - (e) LWA granted under Appendices XIIA, XIIB & XIIC, LWA under R 88 or 91 for higher studies, and LWA without MC. [See circular No. 72 / 2005/Fin dated 30/12/2005.
 - (f) Service after superannuation

- (g) Service prior to resignation (except for taking up other employment under Government), removal or dismissal from service.
- (h) Contract service and service paid from Local Fund if not ordered otherwise.
- (i) Service for which other pension is admissible.
- (j) Foreign service, if pension contribution is not paid or not exempted.
- (k) From 16.12.2009 period of thrown out from service for want of vacancy, if not regularised.

• Add additional or special service, if any, of the following.

- (a) military service: service in the Armed Forces of India from 01/04/1946, whether pensionable or non-pensionable will be reckoned for civil pension on or after 14/11/1966, provided any bonus or gratuity received from Defence Department is refunded.

War/military service followed by Civil Service, with or without interruption, will be reckoned towards Q.S provided pensionary benefit received from the Defence Department is refunded. R 8(b).

- (b) Full time work establishment service/Full time contingent Service followed by regular service, provided CPF, if any, received is refunded to Government. R 13&14 A.
- (c) Apprentice service as Engineer Apprenticeship in the PWD and as Apprentice Compositors in the Government Press. R.15.
- (d) Bar Service up to 10 years after the age of 25, provided service certificate from Presiding Court is produced. R. 25 (a)
- (e) 50 % of part time teachers if absorbed into full time. This has effect from 27/05/1994. (G.O.(Ms) 5/ 95/ G.Edn dated 15/03/1995.
From 1/07/1988, part time Teachers who retire from service, will be granted pension a admissible to part time contingent employees. Gratuity is also granted under such provisions.
- (f) Aided School Service followed by Government Service, provided Manager's portion of EPPF, if any, with interest is refunded. G.D. 7 to R 14 E
- (g) Central Government Service /Service in the Autonomous bodies followed by State Government Service will be counted, subject to some conditions. (See note 2 to R 11 and G.O. (p) 651/03/Fin dated 6/12/2003).
- (h) Edavagai/District Board Service followed by Government Service. R 14 C & D
- (i) Provisional Service up to 30/09/1994, which qualifies for the grant of increment, will be counted. But, that service from 1/10/1994, will not be reckoned. GO(P) 2357/99/Fin Dated 25/11/1999.
- (j) Past Service of Government employees/teachers in Panchayaths/ Municipal Common Service/Universities etc. and vice versa will be reckoned under certain conditions. (GO(p) 228/01/Fin dated 2/02/21 and GO (P) 193/04/Fin dated 20/04/2004.

Rounding of qualifying Service. R 57 P III

- | | |
|--|------------|
| (a) Q.S. required for minimum pension | : 10 years |
| (b) Q.S. required for minimum Pension in the case of handicapped personnel | : 3 years |
| (c) Q.S. for full (maximum) Pension | : 30 years |
| (d) Q.S. for minimum DCRG | : 5 years |
| (e) Q.S. for maximum DCRG | : 33 years |

For the minimum and maximum benefits shown above, a condonation upto 364 days is allowed towards Q.S., ie, 9 years and one day will be reckoned as 10 years, 2 years and 1

day as 3 years in the case of handicapped, 29 years and 1 day as 30 years, 4 years and 1 day as 5 years, and 32 years and 1 day as 33 years.

In other cases, 6 months and above will be reckoned as one year, and fraction below 6 months will be ignored.

Thus calculation of Q.S. will be as follows:

- Date following the date of retirement or death minus (in the order of year, month, days)
- Date of first entry in Government regular service.
- The result will be total length of service.
- Then deduct Non-qualifying service, if any.
- Add special/additional service, if any.
- Net result will be qualifying Service, and that Q.S. is rounded as explained above.

2. Average Emoluments. R 12(23) PI & R 63 P (III)

This is the average of ten months' duty pay (emoluments) immediately before retirement. (Emoluments include:(i) substantive pay, (ii) officiating pay, (iii) personal pay, (iv) dearness pay and (v) special pay in lieu of higher scale of pay, alone).

If there is any Non-qualifying period during the 10 months of Average Emoluments, an equal period will be taken before that period of 10 months. But, period of leave, except LWA without MC if any, during such 10 months, will be treated as period as if on duty.

3. Monthly Pension. R 64 P(III)

- (a) For 30 years of QS (Full Pension): 50% of AE (maximum pension = 50% of Rs.59,840 = Rs.29,920/-
- (b) For Q.S. of 10 years (3 years for handicapped) and above up to 29 years: 50% of AE÷ 30 XQS (minimum pension from 1-07-2009 Rs.4500)

4. Death-cum-Retirement Gratuity 68 P III

This is lump sum payable to the Government Officer on his retirement or to his family on his death.

- (a) The amount of DCRG is equal to half of the emoluments last drawn by the officer X No of years of Q.S. (maximum 16 ½ times emoluments last drawn or Rs. 7,00,000 whichever is less.) w.e.f. 1-07-2009.
Note: Emoluments = Pay + DA. DCRG is in addition to service gratuity or monthly pension.
- (b)
 - (i) In the case of death while in service or for invalid person with a Q.S. below 24 years =12 times emoluments last drawn.
 - (ii) If death occurs in the first year of service (2 months emoluments last drawn)
 - (iii) If death occurs after first year, but before 5 years of service (6 times emoluments last drawn)

5. Family Pension : From 1-7-2009, family pension will be @ 30% of the pay last drawn by the officer subject to a minimum of Rs.4500 and maximum of Rs.17,960.

6. Higher rate of Family Pension. R.90 (4A) P III

- (i) Higher rate of family pension at half of the pay last drawn or twice the amount of Family Pension admissible, whichever is less, will be paid to the family of a Government servant who dies while in service with not less than 7 years' qualifying service, for a maximum period of seven years or till the age of 62 in the case of superannuation at 55

- years of age from the date following the date of death. (67 years of age in the case of superannuation at 60 years of age) whichever is earlier, and thereafter at normal rate.
- (ii) In the case of death after retirement, but before completing 7 years, a higher rate of FP not exceeding the amount of pension sanctioned to the pensioner will be paid. But, if the amount of pension is less than the amount of Family Pension admissible, then the amount of Family pension will be paid.

7. Family Members eligible for F.P. R 90 (6) & (7) P III

- (i) Wife in the case of male employee, till death or re-marriage whichever is earlier.
- (ii) Husband in the case of female employee till death or remarriage whichever is earlier.
- (iii) Eldest eligible child in the order of seniority irrespective of sex. Sons, and daughters including posthumous, up to 25 years of age or till employment/ marriage, whichever is earlier. (GO(p) 489/04/Fin dated 18/10/2004, GO (p) 1075/87/Fin dated 15/12/1987, and GO (p) 878/87/ Fin/Dated 29/10/1987).
- (iv) Children suffering from physical/mental disorder or disability.
- (v) Un-married daughter above 25 years of age till death.
- (vi) Son/daughter adopted legally, before retirement.
- (vii) Parents in equal shares.
- (viii) Judicially separated wife/husband
- (ix) Disabled divorced daughter
- (x) Widowed disabled daughter from the date of death of her husband.
- (xi) Children of a deceased employee born out of a divorced/judicially separated wife under certain conditions. Ruling under R. 90 (7) P.III

Commutation Pension. Appendix X

A Pensioner can exchange a portion of his/her pension for lump sum. The maximum portion of pension that can be commuted is 40% of basic pension from 01-03-2006. No commutation will be allowed to a person against whom disciplinary case is pending. Commutation pension is calculated at, "commuted value of one rupee of pension at next birth day X portion of pension commuted X 12".

Relevant part of Commutation table is given below.

55 years of age	: Rs. 11.73
56 years of age	: Rs.11.42
57 years of age	: Rs. 11.10
58 years of age	: Rs. 10.78
59 years of age	: Rs. 10.48
60 years of age	: Rs. 10.13

Restoration period of commutation is 12 years. After the restoration no commutation shall be allowed.

In the following cases of commutation, MC is required.

- 1) Retirement on invalid pension
- 2) Application for commutation pension is submitted one year after retirement.
- 3) Persons in receipt of compassionate Allowance.

No MC is required in the following cases.

1. Retirement on superannuation
2. Retiring Pension (Voluntarily retirement).
3. Those who are granted Pension on absorption in a company or corporation
4. Compensation Pension

REVISED PENSION RULES AT A GLANCE

1. **Qualifying Service** (R 12 (30) P1 & R 9 to 31 P III)

- (a) for minimum pension : 10 years
- (b) for maximum (full) pension : 30 years
- (c) for minimum DCRG : 5 years
- (d) for maximum DCRG : 33 years
- (e) for minimum pension to handicapped : 3 years

2. **Average Emoluments** (R 12 (23) PI & R 63 P III)

Average of 10 months duty pay immediately before retirement

3. **Pension** (R 64)

- (a) for 30 years of qualifying service : 50% of AE
- (b) for qualifying service of 10 years to 29 years : 50% of AE x Q.S

(Minimum pension w.e.f. 01-07-2009 Rs. 4500/-)

4. **Death-cum-Retirement Gratuity (R.68)**

- (a) the amount of DCRG is equal to ½ the emoluments last drawn X No. of years of Qualifying Service (maximum 16 ½ times emoluments last drawn or Rs.3.30 lakh whichever is less) emoluments = last Pay + DA
- (b) (i) in the case of death while in service or for 12 times emoluments invalid pension with a Qualifying service last drawn of 5 years or more but below 24 years
- (ii) if death occurs in the first years of service : 2 months emoluments
- (ii) if death occurs after first year, but before 5 years of service : 6 times emoluments

5. **Family Pension** w.e.f. 01-07-2009 (R.90)

30% of pay last drawn by the Officer subject to a minimum of Rs.4500/- and maximum of 30% of the highest pay in the State ie. Rs.17,960 (30% Rs.59840)

6. **Commutation Pension**

Commutated value of one rupee of pension at next birthday X portion of pension commuted. (Maximum portion to be commuted 40%) X 12

COMMUTATION TABLE

<u>Till 8-1-2002</u>	
55 years of age	: Rs.11.73
56 years of age	: Rs.11.42
57 years of age	: Rs.11.10
58 years of age	: Rs.10.78

The restoration period of commutation will be 12 years.

For part time contingent employees (uoto 30.6.2009)

- 1. Date of retirement - last date of the month in which they complete 70 years of age
- 2. Q.S. for minimum pension - 10 years
- 3. Q.S. for maximum (full) pension - 30 years
- 4. Q.S. for minimum DCRG - 5 years
- 5. Q.S. for maximum DCRG - 33 years
- 6. Minimum pension from 1-07-2004 - Rs. 800/-
- 7. Maximum pension from 1-07-2004 - Rs. 1500/- (1/2 of BR for 30 years QS)
- 8. Pro-rata pension is eligible as $(1/2 \times \text{basic remuneration} \times \text{QS}) \div 30$
- 9. DA is reckoned for granting DCRG
- 10. Procedure are same as in the case of regular employees.

Regarding restoration of
commuted value of pension
after 13 years.

Government of Gujarat
Finance Department
Govt. Resolution No-NVT/102010/D/66/P (PENSION CELL)
Sachivalaya, Gandhinagar.
Dated: 12/10/2022

- Read: (1) G.R. Finance Department No-NVT/1186/3041/p1, Dated:
06/12/1989
(2) G.R. Finance Department No-NVT/1186/3041/p1, Dated:
03/04/1990
(3) Gujarat Civil Service (Pension) Rules, 2002- Rule-101
(4) G.R. Finance Department No: NVT/102010/D/66/P, Dated:
02/11/2010

Introduction:

Commuted value of pension is being restored after 15 years vide GR mentioned at (1), (2) and (4) above and under the provision of Gujarat Civil Service (Pension) Rules, 2002, Rule-101 read at (3) above.

Various employee organizations and pensioner associations of the state had made representations to reduce the period for restoration of the commuted value of pension and the same was under active consideration of the Government.

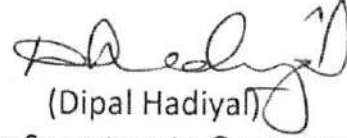
Resolution:

After careful consideration, Government is pleased to resolve the restoration of commuted value of pension after 13 years under Rule-101 of Gujarat Civil Service (Pension) Rules, 2002.

This order takes effect from Dt.24/09/2022. This benefit shall also be admissible to the pensioners who have already received commuted value of part of their pension. In case of the pensioners who have received commuted value of part of their pension and completed 13 years or more, their pension will be restored from the month of October, 2022.

The above amendment in Rule-101 of Gujarat Civil Service (Pension) Rules, 2002 shall be incorporated by separate notification. Other rules and instructions regarding this matter shall continue to be applicable.

By order and in the name of the Governor of Gujarat,



(Dipal Hadiyal)
Deputy Secretary to Government,
Finance Department

To,

- The Secretary to the Hon'ble Governor, Rajbhavan ,Gandhinagar,
The Principal Secretary to Hon'ble Chief Minister, Gandhinagar.
The Personal Secretaries to all Hon'ble Ministers/State level Ministers,
Parliamentary Secretaries ,Sachivalaya , Gandhinagar.
The Personal Secretary to the Hon 'bleLecader of Opposition, Gujarat
Vidhansabha ,Sachivalaya, Gandhinagar.
- The Secretary, Gujarat Legislative Secretariat ,Gandhinagar,
- The Secretary, Gujarat Vigilance Commission, Gandhinagar,
- The Secretary, Gujarat Civil Service Tribunal ,Gandhinagar,
- The Secretary, Hon'ble Gujarat High Court , Ahmedabad.
- The Secretary, Gujarat Subordinate Staff Selection Board ,Gandhinagar.
- The Secretary, Gujarat Public Service Commission, Ahmedabad,
All Departments of Secretariat/All HoDs/All Head of Offices.
The Accountant General-I (Audit), Gujarat State, Ahmedabad/Rajkot,
The Accountant General -11 (A&E), Gujarat State, Ahmedabad /Rajkot
The Examiner, Local Fund Accounts /All Dist. Assistant Examiners,
All District Collectors/District Development Officers,
The Director, Pension & Provident Fund, Gandhinagar,
The Pension Payment Office, Ahmedabad,
All District Treasury Officers/Sub Treasury Officers,
The Pay and Accounts Officer, Gandhinagar/Ahmedabad,
The Pay and Accounts Officer, SSNNL ,Gandhinagar/Vadodara,
The Resident Audit Officer ,Gandhinagar/Ahmedabad,
All Boards/Corporations/Universities /Public Sector Undertakings of the
Government,
All Officers/branches in Finance Department,
✓ The System Manager, Finance Department - For placing on the website.
Select file, P br., Finance Department.

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- By letter