



# SOUTHERN RAILWAY EMPLOYEES' SANGH

## CENTRAL OFFICE - MEDIA CELL



### Sailent features of JCM / Staff Side Memorandum

#### Q 1: Pay matters:

1. Minimum pay is to be based on a scientific living wage formula.
2. The present system of treating a family as 3 units must be improved to 5 units, to enable the employees to support dependent parents.
3. The minimum pay computed by the staff side, National council/JCM is Rs 69,000 for 5 unit family.
4. The fitment formula for the existing employees and pensioners will be 3.833.
5. The rate of annual increment is proposed for increase from the existing 3% to 6 %.
6. Six pay scales are proposed for Group C employees - PS 1 to PS 6. "Existing 7 cpc  
Level 1 - PS 1 - 69,000"  
Level 2 & 3 merged in L3 - 83200 PS 2"  
Level 4 & 5 - PS 3 - 112000"  
Level 6 - PS 4 - 135700"  
Level 7 & 8 merged in L8 - PS 5 - 182500"  
Level 9 & 10 merged in Level 10 - PS 6 - 215100

#### Q 2. Allowances :

1. HRA is proposed at 30, 35 and 40%.
2. Transport allowance may be increased by 3 times of the existing rates and CCA to be restored.
3. Daily allowance may be increased by 3 times of existing rates.
4. Night Duty allowance should be paid in the actual basic pay and DA without imposing basic pay ceiling.
5. Departmental specific allowance will be proposed by the staff side of respective ministry and running allowance will be settled through bilateral agreements as in the past.

#### Q3. Advances :

1. Central government employees may be given various advances without any interest.
2. Personal computer advance may be given as per the actual cost subject to a maximum of Rs. 2 lakhs.
3. House building advance may be sanctioned as per the actual cost of the house/ flat subject to a maximum of Rs. Two crores.
4. Four wheeler advance may be recommended with a maximum of Rs 10 lakhs.
5. Festival advance may be restored to one month basic pay.
6. Natural calamities advance may be restored to one month basic pay, recoverable in 24 installments.

#### Q 4 Facilities :

1. Casual leave to be restored to 12/15 days.
2. The present ceiling of earned leave accumulation may be removed. Encashment may be enhanced from the existing 300 days to 600 days.
3. Half pay leave at the credit of an employee may be allowed to be encashed at the time of superannuation/ retirement in full.
4. Other than 3 national holidays all other holidays may be left to the Central Government Employees Welfare Committee to decide.

5. The entitlement of maternity leave may be increased to 240 days and restrictions to be withdrawn.
6. Special maternity leave may be increased to 120 days.
7. Paternity leave may be sanctioned up to 45 days without any restriction.
8. Child care leave may be granted at least 6 spells in a calendar year and the condition of two surviving children may be removed.
9. Menstrual leave to be granted 3 Days in a month.
10. Parents care leave may be granted for 60 days during the entire service of the Central Government Employees.
11. Special allowance and CCL for central government employees having children with neurological disorders, physically incapacitated etc.
12. Group insurance cover is recommended at Rs. One crore, 1.5 crore , 3 crore.
13. Ex-gratia payment for employees killed in accidents on duty should be increased to 2 Crores.
14. Fixed medical allowance is to be revised to 5 thousand per month and linked to DR.

**Q 5 Bonus :**“PL bonus to be paid on the basis of actual emoluments.(i.e basic pay plus DA).

**Q 6 Transfer policy :**

1. Group C and D employees should not be transferred at all except on the request.
2. Posting of spouse in the same station should be made mandatory.

**Q7 Cadre management :**

1. Outsourcing of central government jobs may be dispensed with and all the vacant post may be filled up thru direct recruitment and promotion.

**Q 8 Carreer progression :**

1. Minimum five financial upgradation in the promotional hierarchy in the time scale of 6, 12, 18, 24 and 30 of service, from the date of appointment may be recommended.
2. The existing residency period as mentioned in the DOPT OM for every promotion needs to be corrected.
3. Pay fixation in case of promotions / financial upgrations - “2 increments subject to a minimum benefit of Rs 10,000/

**Q 9. Retirement Benefits :**

1. Pension to be 67% of of Last Pay Drawn instead of 50% Gratuity to be calculated on the basis of 25 effective working days instead of 30 days in a month.
2. The existing ceiling of 16.5 times of the emoluments for the payment of DCRG to be removed.
3. Maximum gratuity ceiling to be enhanced from Rs. 25 lakhs to 75 lakhs.
4. Restoration of Pension commutation may be recommended after 11 years.
5. Revision of pension/ family pension is proposed as follows:“  
65 yrs - 70% of last pay drawn.“70 yrs - 75% of LPD“75 yrs - 80% of LPD “80 yrs - 85% of LPD “85 yrs - 90% of LPD “90 yrs - 100% of LPD
6. Additional facilities as a welfare measure to the pensioners is proposed by JCM.
7. Old pension scheme to be restored for Central Government Employees.
8. All benefits to be recommended implementation 1.1.2026.

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**Circular No. 26/2026**

**CENTRAL OFFICE**

**16.04.2026**

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