



N F I R

NATIONAL FEDERATION OF INDIAN RAILWAYMEN

3, CHELMSFORD ROAD, NEW DELHI – 110055

Affiliated to:

Indian National Trade Union Congress (INTUC)

International Transport Workers' Federation (ITF)

No.IV/NFIR/7th CPC/2013/Pt.III

Date:-30.06.2014

**The General Secretaries of
Affiliated Unions of NFIR**

Dear Brother,

Sub:- “Synopsis” of JCM (Staff Side) memorandum

Please find attached the “Synopsis” of JCM (Staff Side) memorandum in 20 pages to enable the NFIR cadre to easily absorb the contents and convey to the employees in their respective jurisdictions.

The JCM (Staff Side) memorandum (full text – 98 pages) submitted to the 7th CPC to-day is on the NFIR website (www.nfirindia.org) . The affiliates may also download the same for taking necessary further action.

Yours fraternally,

(M.Raghavaiah)

Encl:- Synopsis (20 pages, 70 Points)

**General Secretary/NFIR
Leader of JCM (Staff side)**



SOUTHERN RAILWAY EMPLOYEES SANGH (S.R.E.S)

No.2, Siruvallur Main Road, Perambur, Chennai-600 011.

No. 35/Circular

Date :01.07.2014

SRES All Divisional Secretary and COBs

**P.S. Suriyaprakasam
General Secretary**

National Federation of Indian Railwaymen

Synopsis of JCM (Staff Side) Memorandum

1. **Minimum Wage** : The minimum wage as per our computation works out to Rs.20,856/-. (Please see Table No. 5.1 in the annexure to JCM memorandum) This must be the minimum wage for the unskilled worker as per the ILC norms. In Central Government employment presently there are no unskilled workers. The lowest level of employment is multi-skilled worker/employees. The minimum educational qualification prescribed is either ITI or matriculation (10th Standard). The percentage increase of the wages of a skilled worker to that of an unskilled worker on an average had been more than 25% all throughout (2440-3050=610 i.e. 25% of Rs. 2440) We have therefore added 25% to arrive at the minimum pay for the lowest employee in Government service, which comes to Rs. 26,071/- , i.e. Rs. 26,000/- when rounded off. (5.4)
2. **Highest Salary**: The 6th CPC computed the maximum wage by a multiplication factor of 3 whereas the multiplication factor applied in the case of intermediary and lower pay scales was only 2.2. (6.11)
So far there has been no established norm for fixing the maximum wage of a civil servant and the need for determining a reasonable ratio between the minimum and maximum salary. We suggest that ratio to be 1: 8. (6.12)
3. **Proposed Pay Structure and Rate of Increment**: The Grade Pay system brought about various anomalies, which were raised at the National Anomaly Committee, but found no resolution despite discussions on several occasions in the last 6 years. We are of the firm view that the 7th CPC should revert to the Pay Scale System which has been time tested. We have constructed the pay scales maintaining the relativities with the time scale of pay suggested by both 5th and 6th CPC. (7.3)
4. While constructing the pay scales we have taken the rate of increments at 5% instead of 3% presently available.(7.4)
We suggest that the 7th CPC may recommend, for administrative expediency, two specific dates as increment dates, Viz. 1st January and 1st July. Those recruited/appointed/promoted during the period between 1st January and 30th June will have their increment date on 1st January and those

recruited/appointed/promoted between 1st July and 31st December will have it on 1st July next year. This apart we request the Commission to specifically recommend that those who retire on 30th June or 31st December are granted one increment on the last day of their service. (7.4)

5. We also felt the need for further reduction in the number of pay scales. While constructing the pay scales we have removed those pay scales pertaining to Grade Pay of Rs.1900, 2400, 4600, 8700 and the scale of pay of Rs. 75500-80000. (7.5)
6. We have constructed open-ended pay scales. This is to ensure that no employee stagnates without increment. The pay of the Secretary and the Cabinet Secretary has been kept as a fixed amount as has been the recommendation of the 6th CPC. In consonance with our view on the need for further de-layering, we have suggested only 14 Pay scales indicating in the table the minimum of each of them. (7.7)
7. The pay scales constructed by us are given below:

Sl. No.	Pay scale No.	Present PB	PB No.	Present Grade Pay	Proposed minimum of the pay scale
1	S.1	5200-20200	PB.1	1800	26000
2	S-2	5200-20200	PB 1	2000	33000
3	S-3	5200-20200	PB 1	2800	46000
4	S-4	9300-34800	PB 2	4200	56000
5	S-5	9300-34800	PB 2	4800	74000
6	S-6	9300-34800	PB 2	5400	78000
7	S-7	15600-39100	PB 3	5400	88000
8	S-8	15600-39100	PB 3	6600	102000
9	S-9	15600-39100	PB 3	7600	120000
10	S-10	37400-67000	PB 4	8900	148000
11	S-11	37400-67000	PB 4	10000	162000
12	S-12	75500-80000	HAG	0	193000
13	S-13	80000(Fixed)	Apex scale.	0	213000
14	S-14	90000 (Fixed)	Cabinet	0	240000

Table 7.2. New Pay scale minimum

Sr.No.	Grade pay of 6thCPC	Minimum of the new pay scale
1	1800	26000
2	1900	31000
3	2000	33000
4	2400	41000
5	2800	46000
6	4200	56000
7	4600	66000
8	4800	74000
9	5400	78000
10	5400 in PB3	88000
11	6600	102000
12	7600	120000
13	8700	139000
14	8900	148000
15	10000	162000
16	12000	193000
17	75000-80000	202000
18	80000 fixed	213000
19	90000 fixed	240000

- 8. Fitment Formula:** we suggest that 3.7 multiplication factor may be applied uniformly in all the cases to arrive at the revised pay in the new scales of pay (8.3).

(Illustration :- Pay Rs. 7000/- multiplied by 3.7 works out to Rs. 26000/- approx.)

- 9. Fixation of Pay on Promotion:** The benefit on promotion, should be: **“Two increments in the feeder cadre”(9.3).**

10. Date of Effect: We, therefore, request the 7th CPC to make the following recommendations to the Government:

- To merge DA and treat the same as pay for all purposes as and when the DA entitlement reaches 50%
- To set up the next wage revision body or Pay Commission sufficiently before the expiry of five years.
- To give effect to the recommendations from 1.1.2014 especially in the background that the desirable tenure of the earlier Commission's recommendations expired on 1.1.2011. (10.11)

11. Special Pay: The recommendation of the 4th CPC to replace the special pay with special allowance had deprived the employees, the benefit of certain allowances. We, therefore, request the 7th CPC to bring back the system of special pay. (11.2)

12. Common categories of staff and Common cadres: We suggest that the common categories of employees must be given common pay scale and made applicable in all Departments. They must be assigned pay scales on the basis of the entry level recruitment qualification and the structure promotion specified to be applied uniformly in all departments and these categories of employees may be granted the pay scales provided for similar personnel in the Central Secretariat (12.2)

13. Staff Car Drivers :- We request that the commission may recommend to absorb these drivers as a onetime measure in any appropriate cadre in the concerned department by amending the Recruitment Rule of these cadres, where these can be absorbed. (12.3)

14. Stenographers: The 6th CPC had recommended merger of stenographer with other ministerial cadres. A few departments have acted upon it, others have left it untouched. The ground reality is that stenographers are presently seldom recruited or is not available for recruitment. The decision to abolish the post of Stenographers and merge them with clerical cadre may bring about difficulty in filling up the posts of Private Secretary and Senior Private Secretary in future. In any case, they are entitled to the same pay scale as is provided to the Stenographers and private secretaries in the Central Secretariat and we suggest that they be brought on par with the similar grades in the Central Secretariat. (12.7)

15. Dearness allowance: The existing formula of computation of DA and its payment with effect from 1st January, and 1st July, may continue. (15.1.3)

16. House Rent allowance The 7th CPC may recommend to the Government to act upon the suggestion made by the 3rd CPC without any further delay. Pending action on the part of the Government, the Commission may suggest the following rates of House Rent allowance; (15.2.3)

X classified cities:	60%
Y classified towns	40%
Z classified/unclassified places	20%

17. Compensatory City allowance:- The 6th CPC recognised that the only two factors viz. accommodation and transportation contribute to high cost of living in classified towns. They, recommended the revised HRA and Transport allowance to adequately compensate for relative expensiveness of the classified cities. In view of that contention, they stated that the CCA stands subsumed in Transport allowance. We are unable to agree with the idea of subsuming CCA in Transport allowance recommended by the 6th CPC on the consideration that the relative expensiveness in bigger cities is not only on account of problems of accommodation and transportation. There are various other factors due to which the expensiveness of a particular city either increases or decreases. CCA was a component in determination of overtime allowance prior to the 6th CPC recommendations were implemented. By allowing this to be subsumed in the transport allowance, it became difficult to factor the CCA component in the computation of over time allowance. (15.3.2)

- For these reasons, we propose the Commission to recommend the following rates of City Compensatory allowance: (15.3.3)

Pay Range	X classified city	Y classified towns.
Pay upto Rs. 50,000	10% of pay	5% of pay
Pay of more than Rs. 50000	6% of pay subject to a minimum of Rs. 5000	3% of pay subject to a minimum of Rs. 2500

As the relative expensiveness affects middle class employees more severely we have provided higher rates of CCA for those in the pay range upto Rs. 50,000. We have not proposed grant of DA on this allowance. (15.3.4)

18. Transport allowance:- we suggest that the following rates of transport allowance may please be recommended, applicable for all Government employees uniformly. There are several restrictions imposed for the grant of this allowance. One of them stipulates that the Government employees must be at his headquarters for certain number of days in a month to enable him to draw this

allowance. There are organisations, where personnel by force of circumstances have to be out of Hqrs for months together. To deny them the transport allowance is to say the least salting the wound. These restrictions, we request the commission to recommend to the Government to be removed.(15.4)

X classified city	Other places.
Rs. 7500 + DA	Rs. 3750 +DA

19. Deputation duty allowance:- We request that the 7th CPC may recommend to double the rate of Deputation duty allowance i.e. 10% of pay when posted in the same station and 20% when posted outside (15.5).

20. Travelling Allowance and T A on transfer:-

The travel entitlement while on tour or transfer as recommended by the V CPC are as under (15.6.3)

We have proposed Time Scale of Pay Structure in our Memorandum in replacement of Pay Band and Grade Pay. In view of the same, we propose that all persons belonging to Executive Class may be extended I class by air/ AC First Class by train and all non executive Y class by Air/AC II tier class by train

21. Daily Allowance.

This scheme of reimbursement of charges has led to persons indulging in undesirable corrupt practices. Inflated hotel receipts, food bills etc., have been presented by many including highly placed officials. We think providing a composite rate of daily allowance to take care of accommodation internal travel charges and food bill would be a proper. We, therefore propose these rates may be as under:- (15.6.4.)

Category	A1 and A class city	Other cities
Executives	Rs.5000/-per day +DA	Rs.3500/- per day + DA
Non- Executives	Rs.4000/-per day +DA	Rs.2500/- per day + DA

22. Travelling Allowance on Transfer:- Transportation charges of personal effects, we propose the following:- (15.6.5)

Class	By Train/Steamer	Rate per Km for transport by Road
Executive Class	6000 Kgs by goods train / 14 wheeler wagon/1single	Rs.50 +DA (Re.1/- per Kg per Km)

	container.	
Non Executive Class	3000 Kgs	Rs.50 +DA (Re.1/- per Kg per Km)

23.Children Education Allowance :-

- We suggest doubling of this allowance and increasing the same by 50 % whenever the DA reaches 50% (15.7.1)
- A certificate from the concerned school authorities that the child is either a bona fide student or an inmate in the hostel must be treated as sufficient to grant the allowance. (15.7.2)
- We also suggest that the scheme may be extended to cover any two children studying for Graduate/Post Graduate and Professional courses. (15.7.3.)
- Education Advance: Presently the employees are to depend upon the Banks for education loans. Banks levy interest on these loans very heavily. If the child is not able to get an employment immediately after his studies, it become an unbearable burden on the employee. We, therefore, suggest that the 7th CPC may recommend to the Government for the sanction of Education Advances with an interest rate not exceeding 5% for those employees, whose children take up higher studies (15.7.4.)

24.Overtime allowance:-We propose that over time allowance should continue to be paid and calculated on the basis of actual pay, DA and Transport Allowance from time to time. The rate of overtime Allowance should be re-fixed as and when the DA is increased and there shall be no ceiling on amount of overtime allowance which become payable

Overtime allowance is denied to the personnel on the plea that their pay is beyond the stipulated level for grant of overtime allowance. If that be the case, they must not be asked to work beyond the stipulated working hours. However, we are aware that such a stipulation cannot be made in the case of operational organisations. We, therefore, suggest that the overtime allowance must be granted to all personnel, if he/she is asked to work beyond working hours, irrespective of limitation of emoluments. (15.8.4.)

25.Night duty allowance:- We urge upon the VII CPC to recommend that rates of NDA for all should be computed on the basis of revised pay recommended by VI CPC and it should be reviewed annually in order to include the DA admissible.(15.9.5.)

26.Patient care/hospital care allowance :- We suggest that the lump sum amount may be doubled and the rates made uniform in respect of all employees of all Central Government hospitals and Dispensaries. Presently Night duty allowance is denied when the Patient care allowance is granted. In other words, the two allowances are not concurrently granted. This is an unjust stipulation in as

much as Night Duty allowance is granted when one is asked to perform duty during night. The stipulation may, therefore, be removed. We request that our suggestion in this matter may be accepted and recommended.(15.10)

27. Additional Monetary Incentive for Personnel Posted in N E Region:- We request the 7th CPC to recommend that in the light of the order dated 10-2-2009 the employees may be granted Special Duty Allowance @ 37 ½ % of pay.(15.11.2)

28. Other Allowances/ Advances:- We suggest to the VII CPC to recommend to increase the following allowances and advances, which are presently granted as a lump sum amount to three times in view of the fact that the revised Minimum wage computed is almost 3.7 time of the emoluments as on 1.1.2014. (15.12)

Allowances

Conveyance Allowance

Risk Allowance

Project Allowance

Washing Allowance

Child Care Allowance

Cash Handling Allowance

All other allowances not listed above.

Advances

Natural Calamity Advance

Vehicle Advance

Personal Computer Advance

Uniform and Stitching Charges

All other Advances

29. House Building Advance: House Building Advance encourages the employees to own houses at a fairly early stage of their employment. This will also reduce the demand for residential accommodations. We have noticed certain difficulties encountered by the employees in obtaining the advance. We make the following suggestions to improve the present procedure. **(16.2)**

- To simplify the procedure
- To exempt the stamp duty when the property is required to be mortgaged and de- mortgaged.
- To increase the advance to 50 times of the Salary

- Since the repayment of the advance is to be made in a span of not more than 20 years, the employees must be made entitled to the advance on completion of 5 years, which is presently 10 years.
- In the case of a Government employee, who do not have the service period of 10 years, for repayment to adjust his entire gratuity may be incorporated in the rules.
- The maximum ceiling limit to be raised appropriately on the basis of the new pay scales.
- To reduce the rate of Interest at not more than 5%.
- To make the Government employees entitled for the advance for purchasing second-hand or used houses
- Advance may also be sanctioned for the purpose of making extension to the existing accommodation

30. Scheme for Appointment on Compassionate Ground:- We request the Commission to recommend the following:- (16.3.6.)

- To remove the 5 % ceiling
- To ensure that compassionate appointment to the deserving candidates are given within 3 months of the date of death of the employee.
- In case of any administrative delay in offering compassionate appointment the deserving applicants may be granted minimum of the pay scale of the post on which his application will be considered.

31. Career progression: Grant five promotions in the service career:- The VII CPC should recommend that the cadre reviews are undertaken wherever not done so far to ensure five hierarchical promotions to all employees in their career on the pattern obtaining for Group A Officers. (16.4.)

32. Training:- We suggest that the annual budget drawn up for each department must have sufficient allotment specifically for training purposes. We request that the VII-CPC may kindly make recommendations on the need for in-service training and setting up training programmes by all Departments.

33. Holidays:- We suggest that this may be recommended to be increased to six. This apart, we may bring to the notice of the commission that only Government of India has refused to recognise the importance of May Day. We request the commission to recommend for the declaration of May day as a holiday (16.6.1.).

34. Casual Leave:- The number of Casual leave days may be increased to 12 per year and in the case of Industrial workers in the open line establishments to 15. (16.6.2.)

35. Special Disability leave:- The Special disability leave is sanctioned for treatment in the case of an employee who gets injured in an accident. The Govt. has imposed a ceiling on this leave of maximum of 24 months. During the leave period he will be entitled for full salary for 120 days and rest at half pay rate. Our suggestion in the matter is that such leave must not have any restriction on the number of days but left to the Doctor treating the employee (16.6.3.)

36. Earned leave:- On humanitarian consideration, we may make a novel suggestion of gifting leave to needy employees. Due to prolonged illness or hospitalisation requiring prolonged treatment an employee will be unable to attend office and might have exhausted all entitled leave at his credit. We suggest that in such extreme circumstances, either his spouse or his colleagues may gift certain number of days leave at his credit to the suffering employee. This will help the suffering employees to tide over the financial difficulties which he is compelled to be in leave on medical grounds. (16.6.4)

37. Half Pay Leave:- Half pay leave at the credit of an employee may be allowed to be encashed at the time of superannuation/retirement. (16.6.5.).

38. Maternity and Paternity Leave:- The entitlement may be increased to 240 days in the case of maternity leave and 30 days for paternity leave. (16.6.6.)

39. Child Care Leave:- We request to convert the child care leave as “family care” leave. The women employee must be entitled to avail the leave to take care of problems and difficulties of her family members. Accordingly we suggest that: **(16.6.7)**

- (a) no restriction on the maximum number of spells in a year ;
- (b) No restriction be imposed on age of the child for grant of the leave especially in the case of children with mental or physical debilities. Or of prolonged illness.
- (c) She must be allowed to avail the leave for her own biological disorders
- (d) In the case of death of the women employees, her spouse, the widower may be permitted to avail the child care leave.

40. Group Insurance Scheme.

- We therefore suggest to change the rate of Subscription and Insurance as under:- (16.8.)

Group	Rate of Subscription	Insurance cover
Executive	1500	1500000
Non executive (other than MTS)	750	750000
MTS	350	350000

At present the ratio between premium and savings 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 (16.8.2.)

41. Assured Career Progression / Modified Assured Career Progression:- Taking cue from the system of 5 time bound promotion available to Group A officers, we propose that there should be five financial upgradations in service career of an employee, on completion of 8,7,6,5 and 4 years of service (i.e., first after 8 years of induction, second on completion of 15 years, third on completion of 21 years, fourth on completion of 26 years and fifth on completion of 30 years of service.) The 5 MACPs should be granted on promotional hierarchy as ordered by the Supreme Court.

It is also suggested that the induction training period which is presently not taken into account for recognising the tenure period may be taken into consideration for grant of MACPS.(16.9.2)

42. Income tax on salary:- Salaried class of employees are the honest tax payers in the country and the tax due from them is deducted from source even before it becomes assessable. We, therefore, request the 7th CPC to recommend to the Government for the reintroduction of the provisions of section 16(1) and allow deduction of 30% of the salary income to arrive at the taxable income. We also request that the Commission should suggest exempting the pension and other Pensionary benefits including fixed medical allowance in the case of retired personnel fully exempt from the purview of income tax.(17.1.3)

43. Liabilities of a person who Die in harness:- We propose that the 7th CPC may recommend to the Government for the waiver of all governmental dues in the case of an employee who die in harness.(17.2.2)

44. Women Employees:- The 5th CPC recognised the need for provision of special facilities for women employees (**17.3.**)

- Most of these recommendations have not even been considered by the Government. These are Introduction of flexi time and flexi place work schedules even on experimental basis in some offices; serving women be given option to work half time for a maximum of six years in a career; identification of certain professions to be manned only by women employees; enhancing age of recruitment to 35 years, construction of more single women's hostels; creation of earned leave bank so that wife could avail earned leave at her husband's credit etc. We request the VII CPC to insist that these recommendations are considered and wherever possible, implemented by the Government.(17.3.2)

- Further, the guidelines for posting husband and wife in the same station are not being observed particularly in case of Group C women employees. The guidelines should be made mandatory. Further it is needed to implement the recommendations of the National Women's Commission for 30%, sub-reservation which will automatically enthuse women to equip them and be in the mainstream. A large number of women employees are facing problems like removal of uterus etc., (Hysterectomy) after attaining the age of 40 years or more which requires special rest. The women employees may be granted one month special leave for such purposes. (17.3.3.)

45. Downsizing / Outsourcing/ Contractorisation:- We request the pay commission to recommend for scrapping of Downsizing, Outsourcing/ Contractorisation / of Central Government functions (17.4.2)

46. Regularisation of Casual / Contingent / Daily Rated Workers:-

- We propose that regularization of such contingency paid employees should be ensured from the date they have completed two years of continuous service (ignoring the interruption imposed by the administration every year to ensure that they do not have continuity) if necessary by creating supernumerary or shadow posts for the period till a vacancy in the cadre takes places. (17.5.4)
- Alternatively entire service rendered by such staff after first two years may be deemed as regular service not only as qualifying service for pension but also for extension of all other benefits/ entitlements admissible to a regular employee. In no case, such employee be thrown out of service, to be substituted by a worker provided by contractors. (17.5.5)

47. Bonus:-

- We are opposed to PRIS. (17.6.12)
- Presently the PLB and ad-hoc bonus are calculated on the deemed provision that one's total emoluments is only Rs. 3500/-. This is an absolutely irrational stipulation and must be removed. We request that the Commission to recommend to the Government to remove the said stipulation and grant the bonus on the basis of the actual emolument of the employee. (17.6.13.)

48. Transfer Policy:- The 5th CPC's recommendation on this issue was worth considering. But the Government did not act upon the suggestion. We reiterate some of the suggestions made by the Commission as under: (17.7)

- (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 ground;

- (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 Departmental Council or through bilateral discussions. The Official Side in the Council will place an item for discussion in the Council meetings 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 sans such an agreement, it shall be instantly cancelled by the Head of Department or Secretary to the Ministry concerned on receipt of a representation from 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 the 7th CPC that the above suggestions made by the 5th CPC in the matter may please be recommend to the Government.(17.7.2)

49. Secretariat & Field Offices:- We propose that VII CPC may take facts explained in the memorandum to ensure that the parity of pay structure obtaining in the secretariat and the field offices is maintained and is extended to all pay scales beyond that of the Assistants up to the level of under secretary. Corollary of this would be that pay structure evolved by the VII CPC would apply for various cadres of both of the secretariat as also the field offices.(17.8.8.)

50. Need for Effective Grievance Redressal Procedure:- It is, therefore, necessary that all categories and cadres of employees and officers, who were covered under the JCM Scheme in 1966 (i.e. the year in which the JCM came into existence) must continue to be covered under the scheme irrespective of the change of classification or revision of pay scales that have been ordered from time to time. In the present context all employees drawing grade pay upto and including Rs. 4800 (PB2) must be covered by the JCM Scheme. (17.9.5.)

51. Equal Pay for Equal Work :- We propose that the VII CPC may devise a mechanism under which the Authorities coordinate and ensure that the principle of equal pay for equal work is kept in view and ensured(17.10.3)

52. Anomalies relating to Sixth CPC wage structure:- We request the VII CPC to ask Government through an Interim Report to refer all the unresolved anomalies for Arbitration for resolution within a period of next six months (17.11.2).

53. New Pension Scheme:- The VII CPC is requested to review the NPS in the light of the observations made and recommend scrapping of NPS and the PFRDA Act.(17.12.9.)

54. Special Increment for acquiring higher qualification.

the changed work environment, Government must encourage its employees to acquire higher qualifications. The scheme presently in vogue covers only a few at the top. In our opinion this should not be restricted only for acquiring high professional qualification. We, therefore, suggest that any employee, who acquires an higher academic qualification beyond what is prescribed in the recruitment rules of the cadre in which he is presently working may be encouraged by grant of three special increments.(17.13.)

55. Special Amenities for Women employees at the workplace. We reiterate our earlier suggestion in the matter to provide, crèche round the clock, dress changing room, rest room, dining room and such other facilities at the workspot.(17.14.)

56. National Holiday Compensation.

In operational organisations, it becomes necessary in the national interest to deploy personnel on duty on National holidays. The system of providing them compensatory off on some other days has become unworkable. We, therefore, suggest that they must be compensated for their work on National holidays by a day's salary and made entitled for all personnel irrespective of the status and emoluments(17.15)

57. Insurance coverage for personnel posted in hazardous places.

The Government employees are deployed to work in remote areas, inhospitable areas, extremist infested areas and disturbed areas. These areas do not remain as such for a very long period, though exceptions are there. We suggest that the employees who are deployed to function from these areas may be provided with the insurance coverage.(17.16.)

58. Emoluments for Pension:- The Commission may kindly consider and recommend that if a person retires on the day he has completed 12 months of service since his last increment, the increment accrued to him may be added notionally to his basic pay and then the pension computed.(Part-II,Chapter- III, 3.2)

59. Qualifying service for Pension:-

- **Casual Labour / Contingent Paid Employees:-** We propose that the 50% of service before acquiring temporary status and full service after acquiring temporary status irrespective of whether he / she was regularized or not should count towards pension (Pt.II, Ch.III,3.4)

- **Pensionable service of Casual and GDS:-** We propose that entire service rendered as a casual labour irrespective of the fact whether he was granted temporary status or ultimately regularised should be treated as pensionable service and the service rendered as GDS in Department of Posts also should be treated in the similar fashion.(Pt.II, Ch.III,3.5)
- **Interruption causing forfeiture of service for Pension:-** We propose that instead of treating interruption to cause an automatic forfeiture of past service for pensions, it should be dealt with under CCA Rules. The provision causing forfeiture of service for pension purposes on account of interruption may, therefore, be deleted.(Pt.II, Ch.III,3.6)
- **Resignation as retirement:-** 5th CPC in Para 133.79 had recommended that terminal gratuity at different rates be paid to those who resign after putting in certain years of service and resignation after 20 years of service may be treated as voluntary retirement and pension may be paid accordingly. We, therefore, request the 7th CPC, that the above recommendation may be reiterated.(Pt.II, Ch.III,3.7)
- **Rate of Pension:-** We suggest that the basic pension to be determined should be 67% at least on the basis of the last pay drawn or the 10 months average emoluments, whichever is more beneficial to employee subject to the condition that the pension so determined shall not be less than the minimum of the pay scale of the post held by him at the time of his retirement.(Pt.II, Ch.III,3.15)
- **Additional Pension:-** We seek the 7th CPC to consider addition to the pension after granting 67% of last pay drawn (LPD) / Average of emoluments as full pension on superannuation at 60 years of age as under, because of prevailing life expectancy of Indian Citizen Age is 69.6 (assessed during the year 2011-15) and the old pensioner who is also considered to be senior citizen has to wait for a period of twenty years on his retirement to get an increase at his age of 80 maintaining his health from disease burden. (Pt.II, Ch.III,3.19)

On attaining Age of

65 Years

70 Years

75 Years

80 Years

85 Years

90 Years

Pension admissible;

70% of L.P.D.

75% of LPD

80% of LPD

85% of LPD

90% of LPD.

100% of LPD

Note: L.P.D= Last Pay drawn or ten monthly average of the pay drawn whichever is more.

- **Minimum Pension:-** That being the concept of minimum wage, it should also apply in the case of Minimum Pension on the premise that any pension lower than the Minimum pay is insufficient to enable a pensioner / family pensioner to live or survive. (Pt.II, Ch.III,3.20)
- **Dearness Compensation:-** Pensioners may be paid the same dearness compensation viz., at the same rate as it is being paid to the serving employees. It should be periodically merged with the basic pension so that deficiency in the 100% neutralization in the cost of living is partially compensated.(Pt.II, Ch.III,3.21)
- **Merger of Dearness Relief with Basic Pension:-** we suggest that the 7th CPC should recommend for automatic merger of DA / DR as and when the index crosses the 50% mark and before setting up another Pay Commission entire DA should be merged with pay as was done by the V- CPC. (Pt.II, Ch.III,3.25)
- **Grant of Interim Relief:-** In Memorandum submitted by and on behalf of Staff Side of National Council (JCM) on the above issue, 25% of basic pension as Interim Relief for Pensioners and GDS of Postal Department has been demanded. VII CPC may consider this demand and give an Interim Report to the Government recommending that 25% of basic pension may be granted to all pensioners w.e.f. September 2013 when the Government had announced the setting up of 7th Central Pay Commission.(Pt.II, Ch.III, 3.26)
- **Periodical Revision of Pensionary benefits:-** Revision of wage / pension has to be done every five years till the living wage standard is achieved.(Pt.II, Ch.III,3.27)

60. Parity Between Past And Future Pensioners:- Pay of every pre-2014 retiree should be notionally re-determined (corresponding to the post from which he or she retired and not corresponding to the scale from which he or she retired) as if he or she is not retired and then the pension be computed under the revised liberalised rules which are to be applicable to the post-2014 retirees under the same rules which would be applicable to employees in service as on 1.1.2014. (Pt.II, Ch.IV,4.3)

61. Family Pension:- We suggest as under:

- The Commission is requested to recommend removal of existing disparity to enable grant of enhanced family pension uniformly in both the cases for 10 years keeping in view the principle of social justice, equity and fair play.
- The quantum of family pension for the period of 10 years should be equal to the pension of the Government Servant was entitled as per Rules.
- After the expiry of the above 10 years period, the family pension may be reduced to 50% of last pay drawn

- In case of a Son, the family pension may be allowed up to the age of 28 years. This is suggested because the recruitment age has been raised in certain cases to 28 years.
- The family pension is also to be extended to the Widowed Daughter In Law.
- The concession extended to a disabled mentally retarded child to receive family pension until his / her death is subject to the condition that the said disability should have manifested before the death of Government employee. We suggest that this condition may be removed. (Pt.II, Ch.V,5.3)

62. A Government Servant retired on medical invalidation after rendering less than 10 years of service (5 years as per our proposal) gets no pension. We suggest that he should be granted full notional pension (i.e., 67% of his emoluments / Minimum pension, whichever is higher. On death of such a Government Servant his family should get: (Pt.II, Ch.V,5.4)

(a) Full notional pension / Minimum pension during first 10 years after his death.

(b) 75% of last pay drawn or Minimum pension, whichever is higher, thereafter.

63. Additional Pension:- In the case of family pensioners also taking into account their solitude and inability to earn and the ever rising cost of living etc we request for the enhancement of the family pension at the following rates: (Pt.II, Ch.V,5.5)

On attaining age of	Additional Quantum of Family Pension
65 Years	5% of Family pension
70 Years	5% of Family pension
75 Years	5% of Family pension
80 Years	5% of Family pension
85 Years	10% of Family pension
90 Years	20% of Family pension

64. Gratuity:-

- Retirement Gratuity is paid at $\frac{1}{4}$ of basic pay for each completed six monthly period of qualifying service subject to a maximum of 16.5 times of the emoluments. There is also a monetary ceiling of 10 lakhs. This is applicable to all Government Servants who retire on completion of 5 years of service. However, if a person dies in harness his family is granted the gratuity at certain prescribed rates (Pt.II,Ch.VI,6.1)
- We suggest that the gratuity may be calculated on the basis of 25 effective days as against 30 days in a month.(Pt.II,Ch.VI,6.2)
- The ceiling of 16.5 times and the quantum limit of Rs.10 Lakhs should also be removed.(Pt.II,Ch.VI,6.3)

65. Commutation of Pension and its Restoration:- we suggest that the commuted pension may be restored on completion of 10 years or reaching the age of 70 years, whichever is earlier (Pt.II,Ch.VI,6.7)

66. Medical facilities to Pensioners:-

Smart Cards to Pensioners: Smart Cards may be issued to all Pensioners from all Department (including Postal Pensioners) and their dependents for cashless and hassle less medical facilities across the country in all Government hospitals; all NABH accredited Multi Super Speciality Hospitals which have been allotted land at concessional rates or given any other aid or concession by any Government; all CGHS, RELHS and ECHS empanelled Hospitals. (Pt.II,Ch.VII,7.4)

67. Fixed Medical Allowance:- We suggest that the 7th CPC recommend for re-fixation of FMA @ 2000/- per month plus DA thereon. In addition this FMA shall be permitted to those pensioners who want to undergo only Unani or Ayurveda or Homeopathy type of treatments even though they live in areas covered by CGHS (Pt.II,Ch.VII,7.9)

68. Miscellaneous

- Pension and Dearness Relief and Fixed Medical Allowance to be net of Income Tax. (Pt.II,Ch.VIII,8.1)
- **Housing** :- We therefore suggest that 10% of the total units constructed by the State Housing Boards, Central Housing Corporations etc to be reserved for pensioners. Similarly quite a number of staff quarters sometimes lie vacant without occupation by serving employees and such quarters may be allotted for pensioners on payment of just licence fee only. In addition, dormitory type single room tenements with common dining hall, library, cultural centre, auditorium, basic medical facility etc may be constructed at the outskirts of the cities and allotted to pensioners on payment of a reasonable amount. Until such schemes are accepted and worked out, HRA may be granted to the Pensioners on the same rates as is given to serving employees. (Pt.II,Ch.VIII,8.2)
- The Commission is requested to recommend an amount of Rs.10,000/- as ‘**Death Relief**’ in the event of death of pensioner, pensioner’s spouse or Family Pensioner.(Pt.II,Ch.VIII,8.4)
- **Family Security Fund**:- The 7th CPC is requested to examine this proposal for framing such a scheme for facilitating payment of at least 1,00,000 rupees on the demise of the pensioners to their spouses. (Pt.II,Ch.VIII,8.5)
- **Pension Adalats**:- We therefore request 7th CPC that it should be made mandatory on all the Ministries and Departments of Indian Government to conduct these Adalats periodically and

without fail. We also suggest that these Adalats may be conducted at different levels with the following frequency.(Pt.II,Ch.VIII,8.6)

(i) Divisional level Once in 3 Months

(ii) Zonal / Regional level Once in 6 Months

(iii)Head quarter level Once in a Year

(iv)Minister of State in DOPT level Once in 2 years

- **SCOVA:-** We suggest, that the VII CPC may recommend to the Government to upgrade the status of the SCOVA like the other forum of National Council JCM with separate Rules framed for granting recognition to Pensioners Organisations to give them representation in the SCOVA. All the All India Pensioners Associations/Federations may be accorded recognition & extended such facilities as have been granted to the serving employees Association/Unions/Federations. The SCOVA may be renamed as Joint National Council of Pensioners Organisations. It should be a two tier system one at National level and other Departmental Level.(Pt.II,Ch.VIII,8.7)

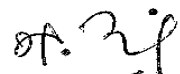
69. Admissibility of Ex-Gratia to widowed / divorced / unmarried daughters:- it is requested that the VII CPC may please recommend extension of the benefit admissible to the above category of Central family pensioners to the dependent of CPF / SRPF beneficiaries also. .(Pt.II,Ch.VIII,8.9)

70.Pension Act, 1871 (Act 23 of 1871):-

- The VII CPC may kindly examine the need for contrivance of Pension Act 1981 as also the PFRDA Act 2013 and recommend for their Repeal (.Pt.II,Ch.VIII,8.13)
- Uniform format of PPO: - It is observed that different Ministries/ Departments have prescribed different forms of PPO. It is suggested that there should be a uniform format of pension payment order for all Central Government pensioners, irrespective of their departments and all old PPOs should be replaced by the proposed uniformed format. This also should provide the particulars of prospective eligible family members, their dates of birth. etc.(.Pt.II,Ch.VIII,8.14)

:: Important ::

For greater clarity, please refer JCM memorandum on NFIR website (www.nfirindia.org).



(M.Raghaviah)

General Secretary/NFIR,
Leader, JCM (Staff Side)

Dated:- 30th June'2014