

BHARATIYA PRATIRAKSHA MAZDOOR SANGH

(AN ALL INDIA FEDERATION OF DEFENCE WORKERS)

(AN INDUSTRIAL UNIT OF B.M.S.)

(RECOGNISED BY MINISTRY OF DEFENCE, GOVT. OF INDIA)

CENTRAL OFFICE: 2-A, NAVEEN MARKET, KANPUR – 208001, PH & FAX : (0512) 2332222

MOBILE: 09415733686, 09235729390, 09335621629, WEB : www.bpms.org.in

No: BPMS / 7CPC / 226 A (8/3/L)

Dated: 31.03.2015

To
The Secretary,
7th Central Pay Commission,
Chatrapati Shivaji Bhawan,
1st Floor, B-14/1, Qutab Institutional Area,
New Delhi – 110016

Subject: Submission of oral evidence before 7th CPC by BPMS.

Reference: Your Letter No. 7CPC/158/Meetings/2015, Dated: 19.03.2015

Dear Madam,

This federation is very much grateful to your goodself along with the respected Chairman & other members of the 07th CPC for providing an opportunity to invite your attention towards some of the vital issues which have already been submitted before the 7th CPC through the memorandum submitted on 30.07.2014.

We are hopeful that this 7th CPC will consider the views/proposals of this federation 'BPMS' in correct perspective and will recommend better service conditions, pay, allowances etc. to almost 4.0 lakh civilians working with the uniform personnel in Department of Defence, Department of Defence Production and Defence Research & Development Organization under the Ministry of Defence.

Thanking You,

Yours Truly,

(M. P. SINGH)
General Secretary

Principles of Pay Determination

Indian family is considered strong, stable, flexible and enduring and normally it consist of three to four living generations, including brothers, sisters, uncles, aunts, nieces, nephews and grandparents living together in the same home. The official statistics reveal that large segments of the elderly in India are illiterate, out of work force, partially or totally dependent on others and suffering from health problems or physical disabilities. Hence, a person when joins the Government he has to look after his parents, wife, children, brothers and grandparents also. The Maintenance and Welfare of Parents and Senior Citizens Act, 2007 also compels him to take care of his/her parents. It may also be pertinent to note that under clause 2 (d) of this Act even if the parent is not a senior citizen, the responsibility of his maintenance vests with the children.

In such circumstances, the family unit for minimum salary should be taken as Six (06), i.e., 01 Unit = Govt Employee, 01 Unit = Spouse, 02 Unit = 2 Children & 02 Unit = Parents. Total 06 Unit

Therefore, as per consumption pattern as defined by ILO and illustrated in the table below, the yardstick for determination of minimum salary should be based on these considerations/basic requirement of life.

SL	Item	Consumption per Unit of 3 per Family	Consumption per Unit of 6 per Family	Present Rate**	Market	Total Cost Rs.
01	Wheat/Rice	470 gms/day = 15 Kg/Month	30 Kg/Month	40/Kg		1200
02	Dal/Pulses	7.2 Kg/Mth	14.4 Kg/Mth	90/Kg		1296
03	Raw Veg.	9 Kg/Mth	18 Kg/Mth	40/Kg		720
04	Veg Green Leaf	11.25 Kg/M	22.5 Kg/Mth	30/Kg		675
05	Other Veg	6.75 Kg/Mth	13.5 Kg/Mth	30/Kg		405
06	Fruits	10.8 Kg/Mth	21.6 Kg/Mth	100/Kg		2160
07	Milk	18 Ltr/Mth	36 Ltr/Mth	45/Ltr		1620
08	Sugar	5 Kg/Mth	10 Kg/Mth	35/Kg		350
09	Edible Oil	3.6 Kg/Mth	7.2 Kg/Mth	120/Kg		864
10	Fish	2.5 Kg/Mth	5 Kg/Mth	300/Kg		1500
11	Meat	5 Kg/Mth	10 Kg/Mth	400/Kg		4000
12	Egg	90 Nos/Mth	180 Nos/Mth	5/No.		900
13	Clothing	5.5 Mtr/Mth	11 Mtr/Mth	400/Mtr		4400
TOTAL			20090			
Add 20% as Fuel Charges				4018		
Add 25% towards Medical, Housing Maint etc.				6027		
GRAND TOTAL				30135		

** Rates of some of the article mentioned in the table are based on the Average Monthly Consumer Prices of Selected Articles for Industrial Workers, February-2014 issued by Labour Bureau, Govt of India.

It has also been observed that the prices given above are present day prices and are likely to increase by at least 40% by 01-01-2016 (i.e., inflation @ 10% per semester from 01.01.2014 to 31.12.2015) when the 7th CPC will be implemented and hence it would be proper if a boosting of 40% can be given on the above Grand Total to make it realistic as on 01-01-2016.

Therefore, if 40% boosting is given the minimum pay as on 01-01-2016 shall be Rs.42189/- . Hence, this federation demands that gross salary including all allowances would not be less than Rs. 42000/- (Rupees Forty Two Thousands) per month for the lowest category. Considering the above discussions this may be achieved by granting Rs. 35000/- as basic pay (Rs.26000/- as pay in pay band plus Rs. 9000/- as grade pay) plus Rs. 7000/- as various allowances.

Minimum-Maximum Ratio

Considering the importance of disparity in ratio between the minimum and maximum pay the Fourth Central Pay Commission opined (Para 7.58) that an effort should be made not only to reduce the number of pay scales, but also to reduce the disparity between minimum and maximum scales of pay. The Fifth CPC had retained the minimum: maximum salary ratio of 1:10.7 inherent in the Fourth CPC pay scales even though the ratio had become 1:8 in 1996 on account of unequal rates of Dearness Allowance neutralization where the highest category was allowed neutralization at 65%.

Hence, it is our considered opinion that the ratio between the minimum & maximum Salary should be of 1:7.

In case of Cabinet Secretary the maximum salary should be 07 times than a lowest paid employee since the Cabinet Secretary, as the overall CEO of the governing system, have to take and ensure implementation of several policy decisions and his accountability is much more than anyone else.

Hence, the Maximum Basic Pay will be $35000 \times 7 = \text{Rs. } 2,45,000.00$ (Rupees Two Lakh Forty Five Thousand) for Cabinet Secretary of India.

Considerations for determining salary for various Levels

The Figure of maximum and minimum salaries would give an arithmetical relationship between the new basic pay and the unrevised basic pay. Normally, the application of such a broad arithmetical ratio may be used for all the existing scales but due to merger of some grade pays or rationalization of pre-revised grade pay this may be re-looked by keeping in the mind the vertical and horizontal relativities of the cadre. It has to be kept in the mind that Pay Band & Grade Pay may not always be enough to fit in every kind or category of employment so a suitable system of "Special pay" or allowances can take care of such cases.

Nevertheless, it is once again reiterated that under no circumstances, should the ratio between minimum-maximum pay exceed 1:7.

Proposed General Pay Structure

Continuing the above discussions, we proposed the following revised pay structure on the basis of logic as follows:

Pre – Revised Structure					Revised Structure			
Entry Pay	Grade Pay	Total pay	MTF	Pay Band	Pay Band	Entry Pay	Grade Pay	Total
5200	1800	7000	5.000	PB-I	26000 to Open Ended	26000	9000	35000
5830	1900	7730	4.837			36400	11700	48100
6460	2000	8460				40100	13100	53200
7510	2400	9910				4.674	42000	19000
8560	2800	11360	4.512			PB-II	42000 to Open Ended	58100
9300	4200	13500	4.349	65300	22600			87900
12540	4600	17140		4.186	65300			22600
13350	4800	18150	PB-III	65000 to Open Ended	75500			26600
15600	5400	21000			4.186	84600	29400	114000
15600	5400	21000			4.023	138300	32200	170500
18750	6600	25350			3.860	142100	32200	174300
21900	7600	29500			3.698	145000	33800	178800
37400	8700	46100			3.535	156500	39900	196400
40200	8900	49100			3.372	228500		228500
43000	10000	53000			3.321	230700		230700
47100	12000	59100			3.046	245000		245000
75000		75000			2.884			
80000		80000	2.722					
90000		90000						

On the recommendation of Sixth CPC various pay scales of erstwhile Group 'D' & Group 'B' employees were merged and upgraded but none of the pay scales of Group 'C' were merged and upgraded. Hence, we demand that there should be only 03 grade pay each in PB-1 & PB-2 by merging/upgrading as under:-

Rs. 1900 } Rs. 2000 }	Merged & Upgraded	-	Rs. 2400
Rs. 2400 } Rs. 2800 }	Merged	-	Rs. 2800

Rs. 4600 }
Rs. 4800 } Merged - Rs. 4800

The minimum-maximum ratio has been fixed at 1:7

Only Three Pay Bands have been proposed since consequent upon abolition of Group “D” Posts, there now remains only 3 Groups viz : C, B, and A. PB-I is for Group “C”, PB-II is for Group “B” and PB-III is for Group “A”.

A large span has been kept in PB-III to ensure financial movement to HAG slot of Officers who otherwise do not find promotional space in the slot.

Multiplication Factor (MTF):

Minimum Revised Basic Pay plus GP has been demanded as Rs. 35000 for the employee who is drawing Minimum Basic Pay plus GP Rs. 7000 (pre-revised) hence MTF for Minimum Pay will be $35000 \div 7000 = 5$. Further, Maximum Revised Basic Pay will be 07 times of Revised Minimum Basic Pay plus GP, i.e., $35000 \times 7 = 245000$ for Cabinet Secretary who is drawing Basic Pay Rs. 90000 (Pre-revised). MTF for Maximum Pay will be $245000 \div 90000 = 2.722$.

There are 14 pay scales above the Minimum or below Maximum pay scales after merger as proposed by this federation. The MTF for these intermediary pay scales have been derived by $\{ (5 - 2.722) \div 14 = 0.162 \}$ and the same has been applied in descending order to determine the relevant pay of other categories.

Workshop Staff

SL.	Grade	Existing grade pay	Upgrade Grade pay	Pay Band	Entry Pay	Grade Pay	Total
	Pre Revised			Revised			
01	Semi-Skilled	1800	1800	26000- to O.E.	26000	9000	35000
02	Skilled	1900	2400	26000- to O.E.	36400	11700	48100
03	Highly Skilled-II & I	2400 2800	2800	26000- to O.E.	40100	13100	53200
04	Master Craftsman	4200	4200	42000 to O.E.	42000	19000	61000

It is worth to remind that National Apprenticeship Certificate / National Trade Certificate holders are being recruited as Semi Skilled worker in OFB whereas all other directorates of MOD and Railways are recruited them in Skilled grade. Hence, NAC /NTC holders should not be recruited below Skilled grade.

Further, the Ministry of Finance (Department of Expenditure) vide its Notification G.S.R. 552 (E), Dated 28th July 2009 has amended the Central Civil Services (Revised Pay) Rules, 2008 whereby Master Craftsmen has been granted the Grade Pay of Rs. 4200/- and Highly Skilled Workers are split in a ratio of 50 : 50 and re-designated as Highly Skilled Worker Grade-II (Grade Pay of Rs. 2400 in Pay Band PB – 1) and Highly Skilled Worker Grade-I (Grade Pay of Rs. 2800/- in Pay band PB – 1). According to above, the grade structure of Skilled, Highly Skilled –II, Highly Skilled – I and Master Craftsman has been fixed as under:

- (i) Skilled - 45 %
- (ii) Highly Skilled Grade II - 20.5 %
- (iii) Highly Skilled Grade I - 20.5 %
- (iv) Master Craftsman - 14 %

Simultaneously, Ministry of Railways has also revised the inter grade ratio of Industrial Employees as under:

- (i) Skilled - 20 %
- (ii) Highly Skilled Grade II - 20 %
- (iii) Highly Skilled Grade I - 44 %
- (iv) Master Craftsman - 16 %

Hence, 07th CPC should recommend for similar inter grade ratio in all the Ministries.

Further, in the Corps of EME, Navy HQrs, Air HQrs sufficient number of Technical Workers are being recruited directly as Highly Skilled with B.Sc./Diploma in Engineering because they are required to handle most sophisticated equipments Radars, Laser Ray Finders, Night Vision Devices Electronic Gadgets, GPS, Multi type Test Equipments etc, hence they should be recruited in the Highly Skilled Grade – I.

There is a need for changes to be made in the pay structure of various cadres in DRDO as the existing pay is not comparable with other Scientific Organisations and also other Departments in Ministry of Defence. Hence, we have suggested different pay structure for various cadres in DRDO:

Clerical Staff

SL.	Grade	Existing Grade Pay	Upgraded Grade Pay	Pay Band	Entry Pay	Grade Pay	Total
	Pre - Revised			Revised			
01	Admin Assistant Grade. "A"	1900	2400	26000- to O.E.	36400	11700	48100
02	Admin Assistant Grade "B"	2400	2800	26000- to O.E.	40100	13100	53200
03	Section Superintendent	4200	4200	42000- to O.E.	42000	19000	61000
04	Junior Works Manager/ Civilian Gazetted Officer/Admin Officer	4600	4800	42000- to O.E.	58100	20900	79000

Store Keeping Staff

SL.	Grade	Existing Grade Pay	Upgraded Grade Pay	Pay Band	Entry Pay	Grade Pay	Total
Pre – Revised				Revised			
01	Store Keeper/Assistant Store Keeper/Store Assistant “A”	1900	2400	26000- to O.E.	36400	11700	48100
02	Supervisor/Store Superintendent/Senior Store Keeper/Store Assistant “B”/Barrack & Store Gr.II	2400	2800	26000- to O.E.	40100	13100	53200
03	Chargeman/Senior Store Superintendent/Foreman (Store)/Barrack & Store Gr.I/Senior Store Assistant	4200	4200	42000- to O.E.	42000	19000	61000
04	Junior Works Manager (Store)/Ordnance Officer (Civ-Store)/Civ.Gaztt. Officer (Equip)Asstt. Naval Store Officer-II/Store Officer	4600	4800	42000 - to O.E.	58100	20900	79000
05	Civilian Staff Officer/Asstt. Naval Store Officer-I/Sr. Barrack & Store Officer	-	5400	42000- to O.E.	65300	22600	87900

Stenographer

SL.	Grade	Existing Grade Pay	Upgraded Grade Pay	Pay Band	Entry Pay	Grade Pay	Total
	Pre – Revised			Revised			
01	Stenographer	2400	2800	26000- to O.E.	40100	13100	53200
02	Per. Asstt.	4200	4200	42000- to O.E.	42000	19000	61000
03	Per. Secretary	4600	4800	42000- to O.E.	58100	20900	79000
04	Sr. Per. Secretary	4800	5400	42000- to O.E.	65300	22600	87900
05	Principal Private Secretary		6600	65300- to O.E.	76200	26600	102800

Data Entry Operators

SL.	Grade	Existing Grade Pay	Upgraded Grade Pay	Pay Band	Entry Pay	Grade Pay	Total
01	DEO 'A'	2400	2800	26000- to O.E.	40100	13100	53200
02	DEO 'B'	2800	2800	26000- to O.E.	40100	13100	53200
03	DEO 'C'	4200	4200	42000- to O.E.	42000	19000	61000

Telephone Operator

SL.	Grade	Existing Grade Pay	Upgraded Grade Pay	Pay Band	Entry Pay	Grade Pay	Total
01	Tel. Optr. Gr.II		2400	26000- to O.E.	36400	11700	48100
02	Tel. Optr. Gr.I		2800	26000- to O.E.	40100	13100	53200
03	Tel. Supr.		4200	42000- to O.E.	42000	19000	61000

Drivers

SL.	Grade	Existing Grade Pay	Upgraded Grade Pay	Pay Band	Entry Pay	Grade Pay	Total
		Pre – Revised			Revised		
01	Driver Ordinary Grade	1900	2400	26000- to O.E.	36400	11700	48100
02	Driver Gr.II	2400	2800	26000- to O.E.	40100	13100	53200
03	Driver Gr.I	2800					
04	Driver Spl. Grade	4200	4200	42000- to O.E.	42000	19000	61000

Security Staff

SL.	Grade	Existing Grade Pay	Upgraded Grade Pay	Pay Band	Entry Pay	Grade Pay	Total
01	Security Asstt “A”	1800	1800	26000- to O.E.	26000	9000	35000
02	Security Asstt “B”		2400	26000- to O.E.	36400	11700	48100
03	Security Asstt “C”		2800	26000- to O.E.	40100	13100	53200
04	Security Asstt “D”		4200	42000- to O.E.	42000	19000	61000

Multi-Tasking Staff

SL.	Grade	Existing Grade Pay	Upgraded Grade Pay	Pay Band	Entry Pay	Grade Pay	Total
01	MTS Gr.III		1800	26000- to O.E.	26000	9000	35000
02	MTS Gr.II		2400	26000- to O.E.	36400	11700	48100
03	MTS Gr.I		2800	26000- to O.E.	40100	13100	53200

Photographers

SL.	Grade	Existing Grade Pay	Upgraded Grade Pay	Pay Band	Entry Pay	Grade Pay	Total
01	PhotographerGr.III		1800	26000- to O.E.	26000	9000	35000
02	PhotographerGr.II		2400	26000- to O.E.	36400	11700	48100
03	PhotographerGr.I		2800	26000- to O.E.	40100	13100	53200

Rajbhasha Staff

It is suggested that at least 03 Grade structure be made for Rajbhasha Cadre in Lower Formation and their pay scales be at par with those announced by the Official Language Implementation Committee (JHT – 4600, SHT-5400 & HO - 6600).

Fire Fighting Staff

SL.	Grade	Existing Grade Pay	Upgraded Grade Pay	Pay Band	Entry Pay	Grade Pay	Total
	Pre – Revised			Revised			
01	Firemen	1900	2400	26000- to O.E.	36400	11700	48100
02	Leading Fireman	2000					
03	Station Officer	2800	2800	26000- to O.E.	40100	13100	53200
04	Asstt. Divisional Fire Officer	4200	4200	42000- to O.E.	42000	19000	61000
05	Dy. Divisional Fire Officer	4600	4800	42000- to O.E.	58100	20900	79000

Canteen Staff

SL.	Grade	Existing Grade Pay	Upgraded Grade Pay	Pay Band	Entry Pay	Grade Pay	Total
	Pre – Revised			Revised			
01	Vendor	1800	1800	26000- to O.E.	26000	9000	35000

02	Cook	1900	2400	26000- to O.E.	36400	11700	48100
03	Asstt. Cashier	2400	2800	26000- to O.E.	40100	13100	53200
04	Canteen Supr.	4200	4200	42000- to O.E.	42000	19000	61000
05	Canteen Manager	4600	4800	42000- to O.E.	58100	20900	79000

Drawing Office Staff

SL.	Grade	Existing Grade Pay	Upgraded Grade Pay	Pay Band	Entry Pay	Grade Pay	Total
		Pre – Revised			Revised		
01	Blue Printer	1800	1800	26000- to O.E.	26000	9000	35000
02	Draughtsman	2400	2800	26000- to O.E.	40100	13100	53200
03	Sr. Draughtsman	4200	4200	42000- to O.E.	42000	19000	61000
04	Jr. Tech. Officer	4600	4800	42000- to O.E.	58100	20900	79000

Para Medical Staff

Nursing Staff

SL.	Grade	Existing Grade Pay	Revised Grade Pay	Pay Band	Entry Pay	Grade Pay	Total
		Pre – Revised			Revised		
01	Midwife	2000	2800	26000- to O.E.	40100	13100	53200
02	Nurse Gr.II	4600	4800	42000- to O.E.	58100	20900	79000
03	Nurse Gr.I	4800	4800	42000- to O.E.	58100	20900	79000
04	Public Health Nurse	4800	4800	42000- to O.E.	58100	20900	79000
05	Matron	5400	5400	65300- to O.E.	65300	22600	87900

Pharmacist

SL.	Grade			Pay Band	Entry Pay	Grade Pay	Total
	Pre – Revised			Revised			
01	Pharmacist Gr.II	2800, after 02 yrs 4200	4200	42000- to O.E.	42000	19000	61000
02	Pharmacist Gr.I	4600	4800	42000- to O.E.	58100	20900	79000
03	Sr. Pharmacist	4800	4800	42000- to O.E.	58100	20900	79000
04	Chief Pharmacist		5400	65300- to O.E.	65300	22600	87900

Laboratory Staff

SL.	Grade	Existing Grade Pay	Upgraded Grade Pay	Pay Band	Entry Pay	Grade Pay	Total
	Pre – Revised			Revised			
01	Medical Lab Technician	4200	4200	42000- to O.E.	42000	19000	61000
02	Sr. Medical Lab Technician	4600	4800	42000- to O.E.	58100	20900	79000
03	Chief Medical Lab Technician	-	5400	42000- to O.E.	65300	22600	87900

Radiographer

SL.	Grade	Existing Grade Pay	Upgraded Grade Pay	Pay Band	Entry Pay	Grade Pay	Total
	Pre – Revised			Revised			
01	Radiographer Gr.I	4200	4200	42000- to O.E.	42000	19000	61000
02	Radiographer Gr.II	-	4800	42000- to O.E.	58100	20900	79000
03	Radiographer Gr.III	-	5400	42000- to O.E.	65300	22600	87900

Medical Staff

SL.	Grade	Existing Grade Pay	Upgraded Grade Pay	Pay Band	Entry Pay	Grade Pay	Total
	Pre – Revised			Revised			
01	Ward Sahayak	1800	1800	26000- to O.E.	26000	9000	35000
02	Medical Asstt.	1800	2400	26000- to O.E.	36400	11700	48100
03	Ward Master	1900	2400	26000 – to O.E.	36400	11700	48100
04	Sr. Medical Asstt./Sr. Ward Master	-	2800	26000- to O.E.	40100	13100	53200

Supervisory Staff

SL.	Grade	Existing Grade Pay	Upgraded Grade Pay	Pay Band	Entry Pay	Grade Pay	Total
	Pre – Revised			Revised			
01	Chargeman (Tech)	4200	4200	42000- to O.E.	42000	19000	61000
02	Chargeman (Non Tech)	4200	4200	42000- to O.E.	42000	19000	61000
03	Chargeman (Non Tech) (Stores)	4200	4200	42000 – to O.E.	42000	19000	61000
04	Chargeman (Non Tech) (other than Stores)	4200	4200	42000- to O.E.	42000	19000	61000
05	JWM (Tech)	4600	4800	42000- to O.E.	58100	20900	79000
06	JWM (Non Tech)	4600	4800	42000- to O.E.	58100	20900	79000

1. Annual Increments:

(i) Two dates of Annual Increments

(a) 01st January for those who have been recruited or promoted between 01st January and 30th June of last year;

(b) 01st July for those who have been recruited or promoted between 01st July and 31st December of last year.

(ii) Rate of Annual Increment

(a) 5% of (BP + GP) for first 05 years;

(b) 7.5% of (BP + GP) for subsequent years.

(iii) One Notional Increment

On superannuation for calculating retirement benefits

2. Pay Fixation Formula:

In no case promotee will draw less pay in comparison to Direct Recruit.

3. House Rent Allowance:

A-1 City	= Population of 50 Lakhs +	@ 35% of BP+GP
A City	= Population of 25 Lakhs +	@ 30% of BP+GP
B City	= Population of 15 Lakhs +	@ 25% of BP+GP
C City	= Population below 15 Lakh,	@ 20% of BP+GP

4. Children Education Allowance:

(i) CEA be extended upto Graduation for any 02 children;

(ii) Rs. 36000/- per annum per child and linked with DA increase;

(iii) CEA should be exempted from Income Tax;

(iv) CEA should be granted without any claim

5. Knowledge Update Allowance:

(i) Every employee irrespective of Rank and Grade Pay;

(ii) Monthly KUA at the rate of Annual Increment.

6. Leave Travel Concession (LTC):

(i) New Concept of LTC Promotional Allowance equivalent to one month salary (BP + GP) in place of leave encashment;

(ii) LTC for retired employees;

(iii) Irrespective of GP, employee may be entitled to travel by Air if he avails LTC only once in 04 years;

(iv) Irrespective of Grade Pay, employees may avail one International LTC in entire service career.

7. Transport Allowance:

- (i) Criteria of City Classification should be dispensed off;
- (ii) GP 2800 and below Rs. 1600 x 3
GP 4200 and above Rs. 3200 x 3
- (iii) TA on retirement equal weight & rates per km for all;
- (iv) TA to deceased family same as on retirement.

8. TA/DA while on tour:

- (i) Entitlement;

Grade Pay	Air	Rail	Road
1800 to 2000	-	No Change	Autorickshaw / Own Scooter / Motorcycle / Moped/ Any Public Bus except AC Bus
2400 to 4200	-	AC-II Tier	Autorickshaw / Own Scooter / Motorcycle / Moped/ Any Public Bus including AC Bus
4600 to 8900	Economy Class	AC-I Class	Autorickshaw / Own Scooter / Motorcycle / Moped/ Any Public Bus including AC Bus / Ordinary Taxi
10000 and above	Business / Club Class	AC – I Class	Autorickshaw / Own Scooter / Motorcycle / Moped/ Any Public Bus including AC Bus / AC Taxi

- (ii) Hotel Charges Minimum Rs. 2000/- per day;
- (iii) Food Charges Minimum Rs. 500/- per day;
- (iv) Local Transport Charges Minimum Rs. 300/- per day;
- (v) All the above allowances should be granted to Defence Assistant / Assisting Officer in the CCS (CC&A) Rules;
- (vi) No Bill/Receipt should be required for above;
- (vii) Above rates should be neutralized with increase of DA.

9. Washing Allowance:

- (i) Rs. 300/- per month plus DA for the employees provided with protective clothing or uniforms.

10. Split Duty Allowance:

- (i) Rs. 2000/- per month

11. Risk Allowance:

- (i) @ one annual increment per month

12. Armoured Vehicle Allowance:

- (i) @ one annual increment per month

13. Technical Allowance:

- (i) For similar nature of job, civilians should be granted Technical Allowance (Airworthiness Allowance/Flight Charge Certificate Allowance/Aeronautical Technical Allowance/Submarine Allowance, Sea/Field Trial Allowance) at par with Combatants.

14. Incentive for Quality Control:

Artisan Staff/Industrial Employees engaged in Ordnance Factories are entitled to “Piece-Work” and the IEs engaged in electrical or mechanical or civil work maintenance/repair are entitled for 50% of average piece work as Incentive Bonus and this system is in vogue since decades. However, Artisan Staff/Industrial Employees engaged in Inspection/Quality Control of the jobs being produced are not covered under any “piece-work” and/or any other system. Since these category of workmen perform a very critical task ensuring zero defect products, it is essential that they should be covered under the “Incentive Scheme” at par with their counterparts in the Maintenance stream.

15. Incentive for Promoting Small Family:

- (i) Extended to Re-employed pensioners;
- (ii) Extended to newly recruited even he/she of his/her spouse has undergone sterilization operation prior to recruitment.

16. HPCA / PCA:

All Paramedical Staff irrespective of classification of posts subject to fulfilling other conditions at par with Nursing Allowance.

17. Odd Hours Visit Allowance:

Be extended to Radiographers / Laboratory Technicians. 03 Additional Increments should be granted to these categories, if there is no Radiologist / Pathologist in the hospital.

18. Overtime Allowance:

- (i) OTA for employees in Offices: No pay limit;
- (ii) Formula for OTA : $\{(BP+GP) \div 200\} \times \text{Overtime hours}$

19. Other Allowance:

All other allowances in vogue at present and for which specific proposals have been mooted, may be increased by 3 times of the present. It is also demanded that the rates of such allowances shall automatically increase by 50% whenever the Dearness Allowance payable on the revised pay bands goes up by 50%.

20. Interest Free Advances:

- (i) Bicycle / Warm Clothing : Rs. 10000/-;

(ii)	Computer	:	Rs. 50000/- on 1 st Occasion on Rs. 40000/- on 2 nd Occasion; Eligibility – All Govt Emp.;
(iii)	Scooter/Motor Cycle	:	Rs. 60000/- , Eligibility- All;
(iv)	Medical treatment	:	100% of package or Conservative treatment;
(v)	Festival	:	01 month's Gross Pay for all;
(vi)	Natural Calamity	:	05 times of (BP+GP + DA), to be recovered in 60 monthly installments;
(vii)	Training in Hindi	:	Rs. 1500/-.

21. Interest Bearing Advances:

(i)	Motor Car	:	Rs. 500000/- , Eligibility – GP 4200
(ii)	HBA	:	Eligibility and Loan amount should be as adopted by Public Sector Banks. For this purpose, Departments should enter into MOU with designated/selected PSBs and ensure full disbursement of Loan and the rate of interest should be at par with prevailing interest in the Saving Bank Account.

22. Leave:

- (i) EL Accumulation : 300 days
- (ii) EL Encashment : 10 days per year
- (iii) CCL: It should be extended to Male employees also at par with Females Employees in case of death or insane condition of wife;
- (iv) CL should be restored to 12 days per year for those Offices/Organizations working on a 5 day/week schedule and 15 days per year for those Offices/organizations working on a 6 days/week schedule;
- (v) Paternity Leave be extended to 30 days;
- (vi) Special Casual Leave for Federation activities be revised/modified as under and the leave facilities should be extended to Office-bearers/members of Unrecognized Unions affiliated to Recognized Federations –
 - (a) 30 days to Office-Bearers;
 - (b) 20 days to Central Executive Members;
 - (c) 15 days to outstation delegates to attend meeting/conferences;
 - (d) 10 days to local members for attending local meetings.

- (vii) Special Casual Leave should be given to those employees who donate Kidney/any other Organ till such time as he is declared fit to resume duties by the Doctor as per Medical Certificate
- (viii) Study Leave: It should be extended to all employees.

23. Gratuity:

- (i) One month pay per completed year of service;
- (ii) It should be extended to employees recruited on or after 01.01.2004;

24. CGEGIS:

- (i) Minimum Coverage : Rs. 10 lakh
- (ii) "Optional Coverage" by dependents upto restoration of pension should also be provided

25. Adhoc / Productivity Linked Bonus:

- (i) Monthly Gross Pay (removing the ceiling of Rs. 3500);
- (ii) All categories of employees irrespective of Rank and GP, including Gazetted Officers.

26. Income Tax:

- (i) All allowances should be exempted from Income Tax.

27. Professional Tax:

- (i) All employees under the Ministry of Defence including Civilians be granted exemption from payment of Professional Tax

28. MACP Scheme:

- (i) Instead of vacancy based promotion, Time Bound Promotion Scheme should be introduced for all group of employees;
- (ii) As a safety net, MACP may be continued but financial upgradation should be granted in promotional hierarchy on completion of every 06 yrs and not less than 05 upgradations in service career.

29. Death Relief: Rs. 25000/- (Non-Refundable) to next of kin.

30. Judicial Pronouncements: It should be extended to similarly placed non-petitioners.

31. Compassionate Appointment: The quota of 5% be removed and 100% appointments on compassionate grounds be made.

32. Pension:

- (i) National Pension Scheme should be scrapped;
- (ii) Pension shall not be less than 60% of last pay drawn;
- (iii) Family pension shall not be less than 40% of last pay drawn;
- (iv) Concept of one rank one pension should be implemented in letter and spirit;
- (v) Commutation restoration after 12 years instead of 15 years;
- (vi) Fixed Medical Allowance for all pensioners @ Rs. 1500 per month for OPD treatment and this amount should be automatically raised by 50% every time the Dearness Allowance on the revised pay structure goes up by 50%;
- (vii) Those totally depend on pension should be exempted from Income Tax payment as well as submission of IT return;
- (viii) Retirement / Death Gratuity should be paid @ one month for every completed year service without limit of maximum 33 yrs and without ceiling of Maximum Rs.10.00 lakh;
- (ix) “Emoluments- Fifteen days wages shall be calculated by dividing the pay in pay band plus grade pay last drawn by him by twenty six and multiplying the quotient by fifteen and in addition DA admissible on the date of retirement/death of Govt employee.”

33. Speedy decision in Service matters:

Probable date of completion (PDC) on the pattern of citizen charters should be fixed for resolving the issues, for movement of file/paper from desk to desk/section in respect of issues raised by JCM/Federations and latest position should be updated in website.

34. Strengthening of JCM Forums:

Non-conduction of regular meetings, non-implementation of Arbitration Awards without approval of both Houses of Parliament is some of the major challenges. If these constraints are removed, the JCM forum may resolve various issues in time which will reduce the litigations on service matters and that will have the cascading effect upon the functioning of Government machinery.

35. Amendment to Service Rules: Co-relation of Pay

Central Civil Services (Conduct) Rules, 1964 states that Rules 4, 6, 7, 12, 14, sub-rule (3) of Rule 15, Rule 16, sub-rules (1), (2) and (3) of Rule 18, Rule 19, 20 and 21 shall not apply to any Government Servant who draws a pay which does not exceed Rs.500 per mensem and holds a non-gazetted post in various establishments.

This monetary limit of Rs. 500 per Menem has never been revised since 1964. If this monetary limit is correlated to the revised pay of 7th CPC, conduct rule will relax the employees and reduce the supervisor's burden in the following matters;-

- a) Employment of near relatives of Government servants in companies or firms (Rule-4);
- b) Joining of associations by Government servants (Rule 6);
- c) Demonstration and strikes (Rule 7);
- d) Subscriptions (Rule 12);
- e) Public demonstrations in honour of Government Servants (Rule 14);
- f) Private trade and employment (Rule 15);
- g) Investment, lending and borrowing (Rule 16);
- h) Movable, immovable and valuable property (Rule 18);
- i) Vindication of acts and character of Government servant (Rule 19);
- j) Canvassing of non-official or other outside influence (Rule 20) &
- k) Restriction regarding marriage (Rule 21)

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