

F. No. 3/1/2025-JCA
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel & Training)
Pers. Policy JCA Division

2nd Floor, 'B' Wing,
Lok Nayak Bhawan, New Delhi
Dated: 30th April, 2026

To

1. Shri Shiva Gopal Mishra
Secretary, Staff-Side
National Council, JCM
13-C, Ferozshah Road,
New Delhi-110001
2. All Staff Side Members of National Council (JCM) (as per list attached).

Subject: 49th meeting of National Council (JCM) to be held on 11th May, 2026 (Monday) under the Chairmanship of Cabinet Secretary – reg.

Sir,

In continuation of this Department's letter of even number dated 21st April, 2026 conveying the notice of the 49th meeting of National Council (JCM), the agenda of the meeting is enclosed herewith.

2. Kindly make it convenient to attend the meeting.

Encl.: As above

Yours faithfully


(Amit Pankaj)
Director (JCA)

Tel: 24693180

Copy to

1. General Secretary, AIRF, 4 State Entry Road, New Delhi.
2. General Secretary, NFIR, 3 Chelmsford Road, New Delhi

Copy for information

- (i) PSO to Secretary (P)
- (ii) PPS to AS(PP), DoPT
- (iii) PPS to JS(CRD&JCA)

F. No. 3/1/2025-JCA
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel & Training)
Pers. Policy JCA Division

2nd Floor, 'B' Wing,
Lok Nayak Bhawan, New Delhi
Dated: 21st April, 2026

To

1. Shri Shiva Gopal Mishra
Secretary, Staff-Side
National Council, JCM
13-C, Ferozshah Road,
New Delhi-110001
2. All Staff Side Members of National Council (JCM) (as per list attached).

Subject: 49th Meeting of National Council (JCM) to be held on 11th May, 2026 at 3.00 PM reg.

Sir,

I am directed to convey that the 49th Meeting of the National Council (JCM) is scheduled to be held on 11th May, 2026 (Monday) at 3.00 PM in the Conference Hall, Cabinet Secretariat, Sewa Teerth, New Delhi under the Chairmanship of Cabinet Secretary to discuss agenda items proposed by Staff Side.

2. Kindly make it convenient to attend the meeting.

Encl.: As above

Yours faithfully


(Armit Pankaj)
Director (JCA)
Tel: 24693180

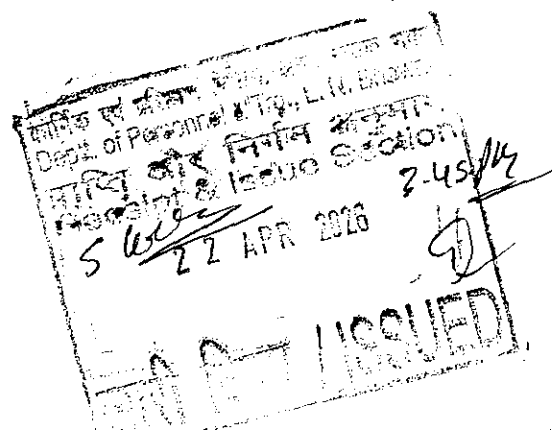
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etc.



Item No. NC-49/9/26

Full reimbursement of Medical Treatment Expenditure incurred by Central Government Employees governed under CGHS and CS(MA) Rules

The Staff Side of the National Council (JCM) has repeatedly raised concerns that hospitals recognized under CGHS and CS(MA) charge more than the prescribed package rates for medical treatments. Courts, including the Supreme Court, have consistently held that government employees should be reimbursed for the actual medical expenses incurred in such cases.

A recent Delhi High Court judgment (09 January 2023, WP(C) 3272/2006), referring to earlier cases like *Dinesh Kumar vs GNCTD* and *V.K. Gupta vs Union of India*, reaffirmed this principle. The Court directed full reimbursement of medical expenses, including interest on withheld amounts, and criticized the prolonged litigation over a relatively small claim.

The judgment clearly establishes that excess costs over CGHS rates should not be recovered from government employees.

Accordingly, it is urged that the Ministry of Health and Family Welfare issue clear instructions to ensure full reimbursement of actual medical expenses for government employees and their dependents.

Item No. NC-49/10/26

Option for Central Government Employees governed under CS(MA) Rules, 1944 to avail the medical facilities either for their Parents or Parents-in-law

The Ministry of Health and Family Welfare, through its OM dated 26.07.2023, has allowed Central Government employees under CGHS to choose either their parents or parents-in-law as dependents for availing medical benefits. However, similar provisions have not yet been extended to employees covered under the CS(MA) Rules, 1944.

It is therefore requested that the Ministry issue necessary instructions to extend this benefit to CS(MA) beneficiaries as well.

Additionally, the same facility should also be made available to employees covered under RELHS.

Item No. NC-49/16/26

Reimbursement of the cost of Implantation of Teeth and fixation of Dentures to serving and retired Central Government employees

Although the government provides free medical care to serving and retired employees and their dependents, comprehensive coverage for dental procedures such as implants, crowns, bridges, and dentures, has not been adequately permitted.

This lack of provision creates significant difficulties, especially for retired employees who require such treatments.

Staff side requests the government to formulate a policy that includes full dental treatment coverage for serving and retired employees and their dependents, similar to other medical benefits.

Item No. NC-49/15/26

Revision of Ward Entailment to those employees retired from service between 01.01.2016 and 31.01.2017 and also to those employees who retired prior to 01.01.2016 but whose Pension was fixed based on the corresponding notional 7th CPC Basic Pay.

After the issue of Ministry of Health and Family Welfare Letter No. F.W.(EHS Section) Letter File No. S.11011/11/2016-CGHS (P) dated 28.10.2022 and 23.01.2023 on the revised Ward Entitlement for the CGHS beneficiaries. However, the benefit of this revised Ward Entitlement was given from a prospective date thereby denying the revised Ward Entitlement to those employees who retired between 01.01.2016 and 31.01.2017 and also to those employees who retired prior to 01.01.2016 and whose Pension was fixed notionally in the 7th CPC Pay Scale. Against this injustice the Staff Side represented to the Ministry of Health and Family Welfare to extend the benefit of revised Ward Entitlement to all the employees who retired after 01.01.2016 in 7th CPC Pay Scale and also to those employees who retired prior to 01.01.2016 but whose Pension was notionally fixed in 7th CPC Basic Pay. However, so far the Ministry of Health and Family Welfare have not considered this demand and no Orders are yet issued. It is therefore demanded that Ministry of Health and Family Welfare may consider this issue favourably and necessary Government Orders may please be issued as above.

Item No. NC-49/18/26

MACP entitlement of Pharmacist

The entry Grade of Pharmacist in Central Government from 1.1.2006 is at Grade Pay of Rs.2800/- in the Pay Band PB-1. On completion of 2 years' Service in the Entry Grade, all the incumbents are granted non-functional up gradation to the next Higher Grade having Grade Pay of Rs. 4200/- in the Pay Band PB-2irrespective of the vacancies.

However, as per DOPT's clarification the Non Functional Grade granted to Pharmacists to the next GP of Rs.4200/- in PB-2 on completion of 02 years of service has to be treated as 1st MACP.

This is against the various judgment of the Hon'ble Supreme Court and High Courts. Staff side demands that the higher pay scale of GP Rs.4200/- granted to the Pharmacist after two years of service in the Grade Pay of Rs.4200/- should be ignored and the Pharmacist should be given MACP as follows:-

- 1st MACP GP RS.4600/-
- 2nd MACP GP Rs.4800/-
- 3rd MACP GP Rs.5400/-

Item No. NC-49/12/26

Implementation of Parliamentary Standing Committee Recommendations regarding additional Pension and medical facilities to the Pensioners

The Parliamentary Standing Committee on Personnel, Public Grievances, Law and Justice presented its report on 'Pensioner's Grievances. Following recommendations have not been fulfilled:

(i) Additional pension : The Committee noted that presently, pensioners are entitled to receive an additional quantum of pension equivalent to 20% of basic pension on attaining the age of 80 years, 30% on attaining 85 years, 40% on attaining 90 years, 50% on attaining 95 years, and 100% on crossing 100 years. It recommended extending this to provide an additional pension of 5% on attaining 65 years of age, 10% on reaching 70 years of age, 15% on reaching 75 years.

(ii) Medical facilities : The Committee noted that the Central Government Health Scheme (CGHS) is limited to a few state capitals and large urban centers only. For pensioners who reside outside the CGHS areas, a fixed medical allowance of Rs 1,000 is granted per month for meeting expenditure on day-to-day medical expenses.

The Committee recommended: (a) opening CGHS centers at district locations or designating functional government hospitals in district headquarters as CGHS centers, and (b) enhancing the fixed medical allowance to Rs 3,000 per month for pensioners.

Item No. NC-49/11/26

Difficulties faced by the physically disabled / crippled children with regard to Family Pension

Under Rule 54(iv) of the CCS (Pension) Rules, physically disabled children seeking family pension must obtain a certificate from a Medical Board confirming that their disability prevents them from earning a livelihood. This process is cumbersome, time-consuming, and causes significant hardship to applicants.

The Staff Side points out that no such requirement exists for unmarried, widowed, or divorced daughters—even if they are physically disabled—creating an inconsistency and perceived discrimination.

It is therefore demanded that the provision requiring a Medical Board certificate under Rule 54(iv) be withdrawn to eliminate hardship and ensure equitable treatment for physically disabled beneficiaries.

Item No. NC-49/14/26

Issues relating to implementation of the DOP&PW OM Dtd. 03/03/2023 regarding coverage under Central Civil Services (Pension) Rules, in place of National Pension system NPS)

The DOP&PW OM dated 03/03/2023 on the subject of coverage under Central Civil Services (Pension) Rules, in place of National Pension System of those Central Government Employees who were recruited against the posts/vacancies advertised/ notified for recruitment, on or before 22/12/2003, is not yet being properly implemented in many of the Central Govt. Establishments, including Railways, Defence and other Offices.

Although appointing authorities were required to decide on employee options by 31.10.2023, many cases remain pending due to lack of clarity on issues like date of notification and applicability to compassionate appointments.

It is therefore demanded that DOP&PW may extend the date for Appointing Authority to decide on the options given by the employees and in the meantime convene a meeting with the Staff Side to discuss all the issues relating to coverage Pension under CCS(Pension) Rules 1972 (now 2021).

Item No. NC-49/19/26

Revision in the Definition of 'Family' to include Widowed Dependant Daughter-in-law for claiming Family Pension

Under section 19 of the Hindu Adoption and Maintenance Act, 1956, the Daughter-in-Law is entitled to be maintained after the death of her husband by her Father-in-Law. She is held to be dependent on her Father-in-Law under Section 21 (vii) of the said Act.

Therefore it is demanded that the definition of 'Family' may be revised to include Widowed Dependant Daughter-in-law for claiming Family Pension.

Item No. NC-49/20/26

Payment of Family Pension equal to full pension amount

Family Pension is a social security provided to the family of the deceased Government Employee which is linked to the pay / Pension of the deceased Government Employee / Pensioner. However as per CCS (Pension) Rules, Family Pension is payable at 30% of the notional Pay of the deceased Employee / Pensioner. This means there will be a straight deduction of 40% cut in the Family Budget immediately after the demise of the Pensioner. 5th Central Pay Commission had recommended that family pension should be equal to the full pension of the deceased, ensuring financial stability and a reasonable standard of living for surviving family members.

Item No. NC-49/6/26

Grant of retrospective promotions in cases of delay in holding DPCs and effecting promotions

It has been observed that many Departments, including Directorates under the Ministry of Defence, are not adhering to DoP&T instructions regarding timely conduct of Departmental Promotion Committees (DPCs). As a result, promotions are delayed for years, causing financial loss and career stagnation for employees, with some even retiring without receiving due promotions.

While MACP benefits are granted from the due date despite procedural delays, similar consideration is not given in cases of delayed promotions, as retrospective promotions are often denied.

The Staff Side argues that employees should not suffer due to administrative lapses. It therefore demands that in cases of delayed DPCs, employees be granted **notional promotion, pay fixation, and seniority** from the date of their eligibility or availability of vacancies. Necessary instructions to this effect are requested to be issued.

Item No. NC-49/24/26

Ban on Compassionate Ground Appointments in the Ministry of Defence

After the corporatization of 41 Ordnance Factories into 7 DPSUs, employees continued as Central Government staff on deemed deputation from 01.10.2021. However, Ministry of Defence issued an order for stopping Compassionate Ground Appointment to the dependents of the deceased Central Government employees of Ordnance Factories. Around 6000 applicants have been awaiting such appointments since 2021, causing significant hardship to affected families.

Additionally, similar restrictions have been imposed in Army Headquarters under the pretext of post abolition, effectively banning compassionate appointments, which is argued to be contrary to government policy.

Item No. NC-49/5/26

Rationalization of the policy regarding recovery of wrongful/excess payment made to Government Servants

Following the Supreme Court's judgment in the *Rafiq Masih* case, the DoP&T issued an OM dated 02.03.2016, specifying situations where such recovery is impermissible. The O.M. further prescribed that all cases of waiver of recovery are required approval of Department of Expenditure. DoE's The DoE's OM dated 01.06.2023 further prescribes formalities to be completed while sending such proposals to it.

Staff Side consider the procedural requirements are too demanding and decision making is centralized. Further, recovery in cases referred to DoE for waiver is not appropriate

The Staff Side therefore demands:

1. Strict implementation of the DoP&T OM dated 02.03.2016, ensuring that recovery is not made before considering waiver proposals.
2. Delegation of powers to Ministries/Departments, allowing Secretaries along with Financial Advisors to decide on waiver of excess payments, instead of referring every case to the DoE.

Item No. NC-49/21/26

Non-application of favourable Service Litigation judgements to similarly placed employees

The Staff Side highlights a persistent issue where benefits of favorable court judgments in service matters are not extended to all similarly placed employees, even when passed/upheld by higher courts, including the Supreme Court. Instead, employees are compelled to individually pursue litigation, leading to unnecessary expenditure of time and resources for both employees and the Government, while also burdening the judicial system.

Despite observations from the Prime Minister and the Supreme Court criticizing the Government for being a major litigant and for unequal treatment of similarly situated employees, this practice continues. The use of technical distinctions like *in rem* and *in personam* further complicates matters for employees.

The Staff Side points out that other departments, such as the Income Tax Department, follow effective litigation management policies and argues that similar approaches should be adopted in service matters.

Accordingly, Staff side demands that:

- Service-related litigation should generally end at the High Court level, avoiding unnecessary appeals to the Supreme Court.
- Judgments of the Supreme Court in favor of employees should be uniformly extended to all similarly placed employees to prevent repetitive litigation and undue hardship.

Item No. NC-49/7/26

Parity in the Pay Scale of Fire Fighting Staff of Central Government at par with the Delhi Fire Service Government of National Capital Territory of Delhi

Based on the judgment of the Hon'ble CAT New Delhi in OA No. 315/2022 dated 20.12.2022 with the concurrence of Department of Expenditure the Pay Scale of the Fire Fighting Staff of Delhi Fire Service has been revised as under :-

<u>Sr. No.</u>	<u>Designation / Rank</u>	<u>Existing Pay Scale</u>	<u>Revised / upgraded Pay Scale</u>
1)	Leading Fireman	Rs. 5200-20200 + Grade Pay Rs. 2400/- (Pre-Revised) And; At Level-4 Rs. 25500-81100 as per 7th CPC Pay Matrix	Rs. 5200-20200 + Grade Pay Rs. 2800/- (Pre-Revised) And; At Level-5 Rs. 29200-92300 as per 7th CPC Pay Matrix
2)	Fire-Operator / Fireman	Rs. 5200-20200 + Grade Pay Rs. 2000/- (Pre-Revised) And; At Level-3 Rs. 21700-69100 as per 7th CPC Pay Matrix	Rs. 5200-20200 + Grade Pay Rs. 2400/- (Pre-Revised) And; At Level-4 Rs. 25500-81100 as per 7th CPC Pay Matrix

However, the Pay Scale of Fire Fighting Staff of other Ministries / Departments have not been revised as above, even though Fireman is a common category.

It is therefore demanded that the revised / upgraded Pay Scale granted to the Leader Fireman and Fire-Operator / Fireman of the Delhi Fire Service Staff may be extended to all the above categories of Central Government to maintain pay parity and the principal of "Equal Pay for Equal Work".

Item No. NC-49/17/26

Reimbursement of Children Education Allowance (CEA) requiring 6 years of age for admission in class 1 under the New Education Policy 2020

The New Education Policy 2020 mandated 6 years of age of the children for admission in 1st Standard. The Children of the Central Government Employees who studied 03 Classes prior to 1st Standard (i.e., Pre KG, LKG & UKG), since they have not reached 06 years of age they were not able to admit their children at P M Shri Kendriya Vidyalaya School. Parents are forced to repeat their child in pre-schools for one year more.

DoP&T clarified vide OM dated 14.03.2024 that Children Education Allowance (CEA) and Hostel Subsidy are admissible from three classes prior to Class 1 up to Class 12, effective from the academic year 2023–24.

However, when the Children Education Allowance claim is submitted by the employees for 1st standard of P M Shri Kendriya Vidyalaya School, the same is not being admitted by the Administration / Accounts Authorities in the various Field Units / Lower formations on the plea that they have already claimed CEA for 1st standard in the previous school or in UKG and hence they are not eligible to claim CEA 2nd time. This has put the concerned employees in huge Financial Hardship.

Item No. NC-49/22/26

Regional Recruitment of non-Gazetted Staffs

Following the Supreme Court judgment in *RadheyShyam Singh vs Union of India (1996)*, Group C recruitment was centralized through the Staff Selection Commission on an all-India basis, replacing regional recruitment. However, this system has led to severe manpower shortages in less-preferred regions, particularly in southern, as candidates either avoid these postings or leave soon after joining. As a result, those regions are facing the crisis of severe manpower shortage and even day to day functioning is seriously being compromised for huge vacant posts in Group C level. The Income Tax Department is one of the worst victims of this crisis (specially in southern and north eastern regions).

The Supreme Court however observed that if government is keen to make zone-wise selection, it may make such scheme or rules or adopt such process of selection, which may not clash with constitutional provisions (Articles 14 and 16).

The Postal Department has reportedly implemented it with approval of DoPT. It should be implemented in all Departments / Ministries.

Item No. NC-49/8/26

Grant of Pay Fixation Benefit under FR-22 (1)(a)(1) to those employees who are promoted after availing the benefit of MACP

After introduction of the MACP Scheme based on the recommendations of the 6th CPC the financial upgradation is being given in the next higher Pay Scale and not in the next promotional grade.

Based on 7th CPC recommendations at present while on MACP and promotion only one increment is given as Pay Fixation Benefit under FR-22 (1)(a)(1). Due to this an employee when he is promoted after getting MACP, no pay fixation benefit is given in the promoted grade even though the post to which the employee is promoted is having higher responsibility. Denying pay fixation benefit while on promotion in a higher post on the plea that pay fixation benefit has been given while granting MACP is not at all justified, since MACP is given in the lower Pay Scale and promotion is given in the higher Pay Scale. Even if the promotion post is having the same Pay Scale, since the post is carrying higher responsibility then the employee should be given the one increment pay fixation benefit under FR-22 (1)(a)(1). This will remove many anomalies. It is therefore demanded that employees who were given pay fixation benefit while on MACP should also be given pay fixation benefit when the employee is promoted to a higher post carrying higher responsibility.

Item No. NC-49/2/26

Withdrawal of the provisions of the FR 56(J) / (i) and Rule 48 of the CCS (Pension) Rules, 1972 since it is being largely misused

The DoP&T OM dated 28.08.2020 consolidates provisions under Fundamental Rule 56(J)/(I) and Rule 48 of the CCS (Pension) Rules, allowing the Government to prematurely retire employees in “public interest” after certain age/service thresholds (50/55 years or 30 years of service). It also prescribes procedures such as maintaining review registers and periodic assessment by committees.

The Staff Side strongly opposes these provisions, arguing that:

- The terms “**public interest**” and “**ineffectiveness**” are vague and open to misuse, potentially enabling arbitrary or biased decisions.
- The process lacks transparency, as review outcomes are not adequately shared with affected employees.
- The provisions may be used to sidestep formal disciplinary procedures, leading to unjust compulsory retirements and reputational harm.

It is further argued that the rules are harsh, undemocratic, and prone to misuse, especially against employees with differing views. Therefore, the Staff Side demands:

- Review and withdrawal of these provisions.

Immediate suspension of the OM dated 28.08.2020 until detailed discussions are held to ensure fairness and justice for employees.

Item No. NC-49/1/26

Casual, Contract and Outsourced workers-regularisation and right to form union, association

Due to prolonged restrictions on recruitment and creation of posts, many government departments have relied heavily on casual, contract, contingent, and outsourced workers to perform regular and permanent duties. These workers are often paid minimal wages without benefits such as provident fund, allowances, or job security, and are sometimes deliberately kept in temporary status to avoid regularization.

Despite guidelines—such as those issued by the Chief Labour Commissioner—that mandate equal pay and service conditions for contract workers performing similar work as regular employees, these provisions are frequently not implemented. Additionally, such workers face disparities in wages across regions and lack basic rights, including job security and the effective ability to form unions.

The Staff Side argues that this situation is unjust and contrary to constitutional principles, including the right to association under Article 19(1)(c). It therefore demands:

- Regularization of casual, contract, and outsourced workers against the posts they occupy.
- Equal pay and service conditions at par with regular employees for similar work.
- Grant of fundamental rights, including the right to form unions and access to basic employment benefits.

Item No. NC-49/4/26

Determination of minimum qualifying service for promotion to different non-gazetted grades

After each Central Pay Commission, DoP&T issues guidelines on minimum qualifying service for promotions. The latest OM dated 20.09.2022 (under 7th CPC) revised earlier norms of 2009. While Group A promotions are supported by detailed cadre review justifications, no such rationale exists for Group C cadres, where structures differ widely across departments.

This lack of clarity, along with long qualifying service requirements (e.g., 10 years from Level 4 to Level 6), leads to stagnation and hampers career progression. The Staff Side stresses the need for at least five promotions during the service span of Group C employees.

To address this, it is proposed to reduce the minimum qualifying service.

Additionally, the residency period beyond Level 6 should be capped at 6 years to ensure smoother and equitable career progression for Group C employees.

Item No. NC-49/23/26

Recognition of Various Service Associations are Pending since long time despite Rules Compliance

Recognition of various Service Associations, even after compliance with the relevant rules by Applicant Associations/Federations have been pending for a long time. Applications for recognition under the RSA Rules, 1993 are still pending in respect of several Service Associations across different Departments and Ministries. The procedure for granting such recognition is clearly outlined in the Rules. Once an application is submitted in the prescribed proforma along with the required documents, the Head of the Department is expected to issue a circular to initiate the check-off system for verification. This involves directing the DDOs (Drawing and Disbursing Officers) to receive Letters of Authorization (LOAs) from staff members in favour of their respective Associations. Recognition may then be granted to the Associations/Federations based on the reports from DDOs regarding the number of LOAs received. However, it has been observed that in many cases, this procedure is halted at various stages by the respective administrations without providing any cogent reason. As a result, many Departmental Councils of various Ministries remain defunct.

Item No. NC-49/13/26

Implementation of the provisions of Maternity Act 1961 to the Women Central Government Employees

The Parliament has enacted The Maternity Benefit (Amendment) Act, 2017 published in the Gazette of India No. 6 of 2017 dated 27th of March, 2017. According to Section 3 (ii) maximum period of maternity leave to a women employee having two or more than two surviving children shall be 12 weeks of which not more than 6 weeks shall precede the date of her expected delivery.

Whereas in accordance with the present Leave Rules Women employees are eligible Maternity Leave for pregnancy with the condition that the employee should have less than 2 surviving children.

It is therefore requested that necessary instructions may be issued for implementing the benefit of maternity leave to the women employees having 2 or more than 2 surviving children.

Item No. NC-49/3/26

Removal of 5% ceiling for compassionate appointment

The Government has imposed a **5% ceiling on compassionate appointments** based on direct recruitment vacancies in each department, which has led to severe hardship for families of employees who die in service. The Staff Side argues that this restriction is unjustified, especially since no clear Supreme Court directive mandating such a limit has been produced.

Despite assurances from the Government to reconsider the issue, no action has been taken. It is also highlighted that departments like the Railways continue to provide compassionate appointments without such a ceiling.

Therefore, the Staff Side demands that the **5% ceiling on compassionate appointments be removed** to ensure adequate support to bereaved families.