

Shiva Gopal Mishra  
Secretary

Ph.: 23382286  
National Council (Staff Side)

*Joint Consultative Machinery*  
*for Central Government Employees*  
13-C, Ferozshah Road, New Delhi - 110001  
E-Mail : nc.jcm.np@gmail.com

No.NC-JCM-2022/SC

February 21, 2025

The Secretary,  
Government of India,  
Ministry of Finance,  
Department of Expenditure,  
North lock,  
New Delhi

Sub:- Stepping up of pay of Seniors promoted prior to  
31/12/2015 getting lesser basic pay than the juniors  
promoted after 1/1/2016

Ref:- Minutes of the 62<sup>nd</sup> Meeting of Standing Committee of  
National Council - JCM held on 20/09/2023 under the  
Chairpersonship of Secretary (P)

Dear Sir,

The above issue was discussed as agenda item No. 7/SC/62/23 in the 62<sup>nd</sup> meeting of Standing Committee of NC\_JCM held on 20/09/2023 under the Chairpersonship of Secretary (P). the decision taken in the meeting is given below for your kind ready reference

***As for the demand for stepping up of pay for seniors promoted prior to 31.12.2015, who are receiving lesser pay than juniors promoted after 01.01.2016, Special Secretary, Department of Expenditure stated that the matter is under consideration.***

However till date Department of Expenditure have not issued any instructions despite the fact that Department of Expenditure have extended the above benefit to the Armed Forces Personnel and accordingly the Ministry of Defence have issued instructions on 26/09/2022 to step-up the pay of seniors who are promoted up to 31/12/2005 at par with their juniors who are promoted after 01/01/2006. In this situation we are shocked to note that in a reply given in Rajya Sabha for unstarred Question No. 876 the Hon'ble Minister of State in the Ministry of Finance have stated that there is no such reference on the stepping up of pay of Senior Government Servant promoted to higher post on or after 01/01/2016 under CCS (Revised Pay) Rule 7 (10) read with Rule 13 of CCS (RP) Rule 2016. You are well aware that the above item is pending with Department of Expenditure in accordance with the minutes referred above.

In view of the above we request you to kindly issue necessary orders for stepping up of pay of the seniors who are promoted up to 31/12/2015 at par with their juniors who are promoted after 01/01/2016 in 7<sup>th</sup> CPC Pay Scales. A copy of your instructions may please be endorsed to this office.

Thanking you

Yours Sincerely,

  
**(Shiva Gopal Mishra)**  
**Secretary**

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No.NC-JCM-2017/LTC

February 21, 2025

The Secretary,  
Government of India,  
Department of Personnel & Training  
North Block  
New Delhi

Sub:- Extension of LTC-80 one time relaxation in the case of employees who availed LTC to Andaman & Nicobar Island (A&N) by purchasing air tickets from other than authorized agents.

Ref:- DOP&T O M F.No.16/1/2023-JCA, dated 24<sup>th</sup> April 2024,

2. This office letter of even number dated 13/04/2023 (Copy Enclosed)

Respected Madam,

This office has been repeatedly representing to the DOPT for granting a onetime relaxation as given to LTC-80 journey performed by Central Government employees to NER States and J&K State by purchasing Air Ticket from other than authorized Agents to the Central Government Employees who have availed LTC-80 Scheme and traveled to Andaman & Nicobar Island by purchasing Air Ticket from other than Authorized Agents. Since they were not informed about the rule position by the concerned Administrative Authorities. Our representation have been forwarded by JCA Section to the concerned Under Secretary vide letter referred above on 24/04/2023. It is unfortunate that till date we have not received a favorable reply from your office.

The effected employees are regularly approaching this office since the Administration of the lower formations have issued notices from recovery of the entire LTC amount paid to them after so many years and are not permitting the employees to avail further LTC. Recovery of huge amounts from the terminal benefits of the retiring employees is already started. This is despite the fact that they have performed the journey and final bills also passed. In any case as done in the matter of one-time relaxation with regard to NER States and J&K State the employees have to refund the excess amount shown in the Ticket over & above the actual LTC - 80 fare applicable on the date of their traveling. Therefore, there is no justification in denying the benefit already granted to the Central Government employees who have

availed LTC - 80 to NER and J&K. Hence it is requested that considering the hardship of the employees similar benefit as a **onetime measure** may please be extended to the employees who availed LTC-80 and purchased Air Ticket from other than Authorized Agents and Travelled to Andaman and Nicobar islands as a special case.

Thanking you,

Yours faithfully,

  
(Shiva Gopal Mishra)  
Secretary

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No.NC-JCM-2024/SC

February 21, 2025

The Secretary,  
Government of India,  
Department of Personnel & Training,  
North Block, New Delhi.

Sub:- Issuance of clarification to keep the recognized service associations and the Employees Cooperative Societies out of the purview of Rule 15(1)(c) of CCS (Conduct) Rules, 1964 - Regarding.

Respected Madam,

We respectfully draw your kind attention to Clause (c) of Sub-Rule (1) of Rule 15 of the CCS (Conduct) Rules, 1964. This provision has frequently been interpreted by authorities in Central Government Departments in a manner that restricts employees from freely participating in union activities. Such restrictive interpretations contradict the fundamental objective of the Joint Consultative Machinery (JCM) Scheme, which aims to foster harmonious employer-employee relations and encourage cooperation on matters of common interest, as the JCM Scheme is designed not only to enhance efficiency in public service but also to safeguard the well-being of employees.

A recent instance of this restrictive interpretation is the communication issued by the Heavy Water Plant (Manuguru) under the Department of Atomic Energy on 13.02.2025 (copy enclosed). The directive requires the employees to seek prior sanction before contesting or nominating candidates for the office union's executive body, citing Rule 15(1)(c) of the CCS (Conduct) Rules, 1964. This approach raises concerns about the undue limitation placed on employees' rights to union representation and participation.

Similarly Central Government employees are elected by the members of the Employees Cooperative Societies which are registered either under the respective State Government Cooperative Act / Rules or under the Central Cooperative Society Act if the Society is functioning in multiple States. In these Cooperative Society Acts there is no restrictions with regard to the number of tenure a member can be elected as its Board of Directors / Member of the Managing Committee. Despite this position the Departments/ Establishments misinterpret the provisions of Rule 15 (1)(c) of CCS (Conduct) Rules, 1964 and are penalising the concerned employees. We have already brought to your notice about the illegal suspension of Shri P.B Panigrahi of Naval Dockyard Mumbai under the ministry of Defence for his re-election as a Director of the Naval Employees Cooperative Society which is not yet revoked even after 1 year.

Since the substitution of Rule 15 through the Notification of the CCS (Conduct) Second Amendment Rules, 1986, dated 10.09.1986, your Department has issued multiple clarifications, particularly on clause (c) of Sub-Rule (1). However, despite repeated appeals from the National Council (Staff Side), JCM highlighting its importance, this specific issue has remained unaddressed. Our latest communication, submitted on 18.11.2024 (copy enclosed), lays out in detail why an immediate clarification is not just necessary but urgent. Without it, this provision continues to be misinterpreted, unfairly restricting employees from freely participating in union activities, undermining the very essence of the JCM Scheme.

In light of the above discussion, we earnestly request an urgent clarification stating that recognized service association under the CCS (RSA) Rules, 1993 and the JCM Scheme and the Cooperative Society Act, are not covered by Rule 15(1)(c), which actually deals with involvement of Govt. Servant in **Private trade or employment**. Issuing this clarification without delay is crucial to establishing a uniform interpretation, eliminating arbitrary restrictions and protecting employees' right to freely and fairly participate in union activities.

Thanking you,

Yours faithfully,

  
(Shiva Gopal Mishra)  
Secretary