

No.3/1/2025- JCA  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel & Training  
Pers.Policy (JCA) Section  
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2<sup>nd</sup> Floor, 'B' Wing, Lok Nayak Bhavan, New Delhi  
Dated the 3<sup>rd</sup> June, 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: Minutes of the 49<sup>th</sup> Meeting of the National Council (JCM) held on 11.05.2026 under the Chairmanship of Cabinet Secretary.**

Sir,

I am directed to send herewith a copy of the Minutes of the 49<sup>th</sup> Meeting of the National Council (JCM) held on 11.05.2026 at 3.00 P.M at the Conference Hall, Cabinet Secretariat, Sewa Teerth, New Delhi under the Chairmanship of Cabinet Secretary for information.

**Encl.: As above**

- (i) General Secretary, AIRF, 4 State Entry Road, New Delhi.
- (ii) General Secretary, NFIR, 3 Chelmsford Road, New Delhi

Yours faithfully,

  
(Amit Pankaj)  
Director (JCA)  
Tel.No. 24693180

**MINUTES OF THE 49<sup>TH</sup> MEETING OF THE NATIONAL COUNCIL (NC) OF THE JOINT CONSULTATIVE MACHINERY (JCM) HELD ON 11.05.2026**

The 49<sup>th</sup> meeting of the National Council (JCM) was held on 11<sup>th</sup> May, 2026 at 3:00 pm at Cabinet Secretariat, Seva Teerth, New Delhi, under the chairmanship of Dr. T.V. Somanathan, Cabinet Secretary. List of participants is **Annexed**.

2. **Secretary, DoPT** at the outset, welcomed the Cabinet Secretary who is also Chairman of the National Council (JCM). She also welcomed Leader (Staff Side), Secretary (Staff Side) and other Members of the Staff Side of the NC (JCM) along with representatives of Ministries and Departments on the Diamond Jubilee year of the JCM Scheme. In her opening remarks, Secretary, DoPT stated that the foundation of the scheme of JCM is based on cooperation and harmonious relations between the two sides, and that the dialogue between the two sides should be a continuous and ongoing process. She further stated that since its inception in 1966, the JCM Scheme has played a vital role in institutionalising discussions between the government and its employees. It is this spirit of constructive consultation that not only fosters mutual trust but also contributes to administrative efficiency. She stated that as a result of continuous deliberations, many issues have been resolved including the decision to constitute the 8th Central Pay Commission, the extension of CGHS facilities etc, which reflect the impact of sustained engagement. She also mentioned that several pending issues are under active consideration in consultation with concerned stakeholders.

3. This was followed by opening remarks by Dr. M. Raghavaiah, Leader, Staff Side and Shri Shiva Gopal Mishra, Secretary, Staff Side.

3.1 **Dr. M. Raghavaiah, Leader of Staff Side** extended his warm welcome to the Chairman, NC (JCM) and other senior officers, present in the meeting and thanked the Chairman for holding the 49<sup>th</sup> meeting of the NC (JCM). Thereafter, Leader, Staff Side made the following points: -

- (i) Emphasized the importance of the Joint Consultative Machinery (JCM) as a platform for resolving service matters through regular meetings.
- (ii) Urged for the regular holding of Departmental Council meetings as per the provisions of JCM scheme.
- (iii) Demanded resolution of the pending issue regarding the exemption of TA component of Kilometer Allowance provided to Loco Pilots, Assistant Loco Pilots and Train Managers in the Ministry of Railways from income tax, similar to Travelling Allowance as this matter is pending since long despite the proposal sent by the Chairman, Railway Board.
- (iv) Over 2800 deaths of employees have occurred in the COVID-19 Pandemic, but ex-gratia payment/compensation of Rs. 50 lakhs have not been given.
- (v) Reconsideration of the proposal for option to switch over to the 7th CPC Pay Scale at least for a period of one year i.e. 25.07.2017.
- (vi) Drew attention to the pending awards of the Board of Arbitration and recommended resolving these matters through mutual negotiations, specifically cited the Award in CA ref. No. 3/2001 and DoPT OM of November 2023 in the matter.

  
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3.2 **Shri Shiva Gopal Mishra, Secretary, Staff Side** in his remarks, made the following points: -

- (i) Shared a booklet prepared by Staff Side on 60<sup>th</sup> year of the JCM Scheme.
- (ii) Emphasized the need to hold regular meetings of Departmental Council and Office Councils regularly especially in Ministry of Defence.
- (iii) Decision given by Courts in important cases should be treated as *in rem* and *not in personam* to avoid multiplicity of litigations.
- (iv) Highlighted the issue of non-posting of husband and wife at the same station in case of employees working in AIIMS in different parts of the country.
- (v) Requested settlement of pending awards of the Board of Arbitration through dialogue and negotiations.
- (vi) Raised the issue of non-accepting nomination of Chargeman in the Ministry of Defence to the NC(JCM).
- (vii) Highlighted that, non-functional up-gradation may be ignored for purpose of MACP.
- (viii) Mentioned that privatisation in the Government of India should be stopped to protect the welfare of the employee and to preserve safety.
- (ix) Highlighted that the Department of Defence Production has stopped compassionate appointments in case where there is an untimely demise of an employee causing untold sufferings to families.
- (x) Emphasized the need to implement the decisions of the last NC in a timely manner.
- (xi) Informed that, by September 2026, the deemed deputation period of the Defence Civilian Employees of Ordnance Factories will come to an end. Hence, as demanded by the Staff Side of Defence Ministry, Government may publish a notification for extending the deemed deputation of the employees in the 7 New DPSU's till their retirement.

3.3 **Shri C. Srikumar**, Member, Staff Side, representative of the Defence Civilian Employees of MoD stated that it has been assured by the Ministry of Defence in the Madras High Court that all the service conditions of the Defence Civilian Employees of the Ordnance Factories will be protected till they remain on deemed deputation. Further, since all the employees have given advance option to remain in Central Government Service till their retirement from Ordnance Factories, Government may publish a notification for extending the deemed deputation of the employees till their retirement as central government employees. This will end the uncertainty. He further requested that the DoPT may issue a clarification that the Employees Cooperative Societies and Associations under CCS (RSA) Rules, 1993 are outside the purview of Rule 15(i) of the CCS (Conduct) Rules, 1964 in light of the Bombay High Court judgement. Moreover, there is no limitation on the tenure in Co-operative Society Act and also in the CCS (RSA) Rules 1993. He also demanded that Ministry of Defence may issue instructions for payment of NDA in 7<sup>th</sup> CPC Basic Pay notionally calculated at Rs. 43,600/- at par with Railways. The matter is pending with Department of Expenditure. He further requested to consider revision in Rule 10 of CCS (RP) Rules, because for Dies-non, after promotion/MACP Pay fixation, etc the increment get postponed up to 18 months thereby leading to denial in the Annual Increment. Dies-non may not be a factor for postponement of Annual Increments. Alternatively, the 6 months period for the next increment, may be amended to 180 days to give some relief.



4. **Cabinet Secretary and Chairman, NC (JCM)** extended a warm welcome to the representatives of the Staff Side as well as the Official Side. He stated that the JCM is an old and established platform and in existence since 1966 for dialogue between the two sides and for resolution of all issues between the Government and the employees and congratulated all the participants on the occasion of Diamond Jubilee year of the JCM Scheme on completion of 60 years. The Chair acknowledged the active participation and meaningful contributions made by the Staff Side in raising issues of concern.

He mentioned that Government has to consider all possible eventualities before taking any decision. Regarding implementation of Board of Arbitration awards, he stated that, the matter will be examined as per the extant guidelines. On pending matters of last National Council items, he assured that action taken will be reviewed by Secretary, DoPT in Standing Committee meeting.

He further stated that the feedback and inputs provided by the Staff Side are instrumental in identifying areas that require policy intervention and administrative improvements. He assured full cooperation in resolving issues, pertaining to the welfare of the employees in a just and fair manner which are also financially feasible.

5. Thereafter, the agenda points were taken up. The discussion & decisions taken is summed up in the following paragraphs: -

**5.1 Item No. NC-49/9/26- Full reimbursement of Medical Treatment Expenditure incurred by Central Government Employees governed under CGHS and CS(MA) Rules (Ministry of Health & Family Welfare)**

The demand in brief is that the recognized hospitals both under CGHS and CS(MA) charge more than the package rates codified by the CGHS for various medical procedure and treatment.

Secretary, Health & FW informed that the CGHS rates have been enhanced in October 2025. Vide new empanelment guidelines, the Health Care Organisations (HCOs) have been instructed to inform the beneficiaries details of the items which shall be disbursed and those for which payment is to be made by the beneficiaries. In case of treatment in non-empaneled Hospitals, full reimbursement in special specified circumstances which exceed prescribed CGHS rates for both CGHS and CS(MA) Rules has been allowed on the recommendation of the Standing Technical Committee (STC) / High Powered Committee (HPC).

Shri C. Srikumar, Member, Staff Side stated that reimbursement may be allowed for new procedures and non-medical items which are part of the Medical Treatment/Procedure. He further stated that reimbursement rates of Hearing Aids are not revised and it is very low. The rates must be revised taking into consideration of today's market rates.

Secretary, Health & FW informed that the cost of hearing aids ranges from Rs 16,000 to Rs. 4 lakh. However, the said demand will be looked into. She also assured the revision in rates for hearing aids and for the items whose rates have not been revised in a long time. She mentioned that the Department will monitor the functioning of hospitals and will take strict action in any case of violation.

**Decision:** Chairman stated that the MoH&FW may examine / consider revision of the rates within 3 months for hearing aids and other items whose rates have not been revised in a long time.

**5.2 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 (Ministry of Health & Family Welfare)**

The demand in brief is that under MoH&FW OM dated 26.07.2023, both male and female Central Government Employees have the choice to include either their Parents or Parents-in-law for the purpose of availing the benefits under CGHS. However, no such instructions issued for extending the same benefits to the employees covered under CS(MA) Rules, 1944.

Secretary, Health & FW informed that the option to avail medical benefits either for their parents or parents-in-laws is available as per the provisions of OM dated 26.07.2023 for CGHS beneficiaries and it has been extended vide OM dated 28.03.2024 to beneficiaries under the CS(MA) Rules, 1944 also.

**Decision:** Chairman observed that the item is settled in view of the above and may be treated as closed.

**5.3 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 (Ministry of Health & Family Welfare)**

The demand in brief is that free dental treatment like implantation of Teeth and Dentures has not been covered under CGHS, causing severe difficulties to the retired Government employees who undergo Dental implant, crowning and bridging the gaps in the Teeth.

Shri C. Srikumar, Member, Staff Side demanded that the implantation of teeth and fixation of Dentures cannot be treated as cosmetic treatment and these should be covered under CGHS.

Secretary, Health & FW informed that CGHS already provides coverage for functional tooth replacement options and has revised the rates for Dental procedures. 63 dental procedures have been added taking the total to 116 dental procedure covering essential dental treatments e.g. crowns and bridge, dentures, facial bone grafting maxillofacial surgical procedures. As per revised CGHS rates, the Dental investigations/ treatment/ procedure covered from Sr. No. 741 to 856 of revised CGHS code notified vide OM dated 3.10.2025 broadly include Extractions and oral surgery, Crowns and bridges, dentures, Orthognathic surgeries, major maxillofacial surgical procedures etc.

**Decision:** Chairman directed that if any essential dental treatment is left out, the Department may explore the possibility to cover it.

**5.4 Item No. NC-49/15/26: Revision of Ward Entitlement (Ministry of Health & Family Welfare)**



The demand in brief is that the MoH&FW issued OMs dated 9.1.2017 and 28.10.2022 on the revised Ward Entitlement for the CGHS beneficiaries under 7th CPC. However, the benefit 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.

Shri C. Srikumar, Member, Staff side mentioned that in case of pensioners, as the O.M. was implemented with prospective effect, life-time card has been issued. Hence, there are instances where a Junior officer who has retired after the cut-off date is entitled to a Private ward while a senior officer remained entitled to a semi-private ward. He requested to remove such anomaly and consider upgradation of facilities. If required, any differences of payment in the subscription may be collected from the willing pensioners as a one-time measure.

**Decision: Chairman directed MoH&FW to examine the demand and explore the possibilities to settle the grievance.**

**5.5 Item No. NC-49/18/26: MACP entitlement of Pharmacist (M/o Health & FW & DoPT)**

The demand in brief is that the entry grade of Pharmacist was in Grade Pay of Rs.2800 in the Pay Band-1 (PB-1) and on completion of 2 years' Service, he was granted a non-functional up gradation in Grade Pay of Rs. 4200. It is demanded that the financial upgradation after 2 years of service may be ignored for purpose of MACP as the upgradation is merely a placement. 1<sup>st</sup> MACP should be in GP of Rs 4600/- and 2<sup>nd</sup> and 3<sup>rd</sup> MACP be in Rs 4800/- and Rs 5400/- GP respectively.

Shri C. Srikumar, Member, Staff side raised the issue that as a settled principle, officials recruited in pay grade 2800 are getting 4200 after 2 years of service and this may not be considered as upgradation for the purpose of MACP. Fast Track Committee had recommended the GP of 4200 to the Pharmacist. Leader, Staff Side added that the Group of Ministers had also considered the matter in 1997. He requested that the up gradation from GP of Rs.2800 to Rs.4200 is merely a placement and should not be treated as MACP. Secretary, Staff Side mentioned that, the issue of Pharmacists had been settled in the Fast Track Committee, and their RRs are also being changed to GP Rs. 4200 instead of GP Rs. 2800.

Secretary, DoPT assured that MACP is a policy measure to address stagnation. However, the issue will be examined in the light of the existing MACP guidelines.

**Decision: Chairman directed DOPT to re-examine the issue in consultation with MoH&FW.**

**5.6 Item No. NC-49/12/26: Implementation of Parliamentary Standing Committee recommendations on grant of additional Pension & medical facilities to the Pensioners (M/o Health & FW & D/o Pension & PW)**

The demand in brief is to grant an additional pension of 5% on attaining 65 years of age, 10% on reaching 70 years of age, 15% on reaching 75 years. Staff Side also demanded (i) opening CGHS centres at district locations or designating functional

government hospitals in district headquarters as CGHS centres, and (ii) enhancing the Fixed Medical Allowance to Rs 3,000 per month for pensioners.

Secretary, DoP&PW informed that recommendations for additional pension were examined in consultation with DoE & DEA and were not found feasible. Accordingly, the Parliamentary Standing Committee was apprised of its status. She also explained that the Fixed Medical Allowance (FMA) of Rs 1000 per month for OPD was decided on the recommendations of 7<sup>th</sup>CPC and any change in this amount may be taken up with the 8<sup>th</sup>CPC.

Shri C. Srikumar, Member, Staff side stated that the issue of enhancement of the Fixed Medical Allowance (FMA) from Rs 1000 per month for OPD to Rs 3000 per month was already settled in last meeting with DoP&PW and hence referring the matter to 8th CPC may not be appropriate. Secretary, Staff Side mentioned that the issue of enhancement of FMA to Rs. 3000/- was almost settled along with the issue of the commutation. However, these issues were not settled by the MoF.

Secretary, H&FW informed that CGHS coverage is spread over 81 cities and Govt has approved opening of another 29 new Wellness centres across the country. It is also decided to integrate all health facilities available to cover all area. Further, MoA has been signed with AIIMS and Institute of National Importance (INIs) for providing cashless treatment to CGHS pensioners.

**Decision:** Chairman observed that the associations may like to take up the issue of issue of enhancing the FMA with the 8th CPC. The other demands in this regard may be considered as closed in the light of position explained by the concerned Ministries/Departments.

**5.7 Item No. NC-49/11/26: Family Pension to the physically disabled / crippled children- removal of the condition imposed under Rule 54 (iv) of CCS(Pension) Rules, 1972 (now 2021) (D/o Pension & PW)**

The demand in brief is that for Family Pension, physically disabled children must obtain Medical Board certificate regarding nature of disability and a certificate that he is not able to earn his livelihood due to the disability. The process is time-consuming, bureaucratically difficult process and causes hardship to the applicants.

Secretary, Staff Side raised that the problem is not in procuring the disability certificate but there are difficulties in securing the "No Income Certificate".

Cabinet Secretary observed that both certificates, the medical certificate on the nature of disability and the certificate on no independent income of the disabled person, are necessary. However, in case of disabled child fulfilling the eligibility, the concerned employee can endorse it in his service record while in service. DoP&PW may consider simplification of the procedure involved herein so as to avoid hardships to the applicant.

**Decision:** Chairman directed DoP&PW to examine the formalities involved in the issue of these certificates and take steps to simplify the processes to reduce hardships of the applicants.

  
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**5.8 Item No. NC-49/14/26: Issues relating to implementation of the DoP&PW OM Dtd. 03.03.2023 on the subject of coverage under CCS (Pension) Rules, 1972 (now 2021) (D/o Pension & PW)**

The demand in brief is that DoP&PW OM dated 03.03.2023, on coverage under CCS (Pension) Rules, in place of NPS of Employees recruited against the posts/ vacancies advertised/notified, on or before 22.12.2003, is not being properly implemented in many of the central government establishments. As per OM, the Appointing Authorities must take decision on the option given on or before 31.10.2023, however Appointing Authorities delayed decision waiting for further clarifications on date of notification/ appointment etc. Staff side has represented to DoP&PW to issue clarifications regarding the effective date of eligibility for considering compassionate appointment cases.

Shri C. Srikumar, Member, Staff side stated that the vacancies occurred before 22.12.2003 and were conveyed to lower formations may be treated as notifications for deciding their eligibility for Old Pension Scheme. He further raised that in many cases, respective Boards/lower formations are taking 2-3 years in deciding the application.

Secretary, Staff Side added that during meeting with DoP&PW, it was agreed that the date of application may be taken as point of consideration for compassionate appointments. He also mentioned that the number of cases under this category is around 260 in Ministry of Railways and may be few more in other Ministries. He requested that this demand may be accepted.

Secretary, Expenditure assured that order shall be issued in this regard in a week.

**Decision: Chairman directed to decide the matter at the earliest suggesting that the date of application may be considered as point of consideration for Compassionate appointment provided that the applicant meets all other eligibility conditions on the date.**

**5.9 Item No. NC-49/19/26: Revise the Definition of 'Family' to include Widowed Dependant Daughter-in-law for claiming Family Pension (D/o Pension & PW)**

The demand in brief is that widowed dependent Daughter-in-Law may be included in definition of 'Family' for Family Pension. Under Section 21(vii) of Hindu Adoption and Maintenance Act, 1956, a daughter-in-law is legally dependent on her father-in-law after her husband's death.

Shri C. Srikumar, Member, Staff Side raised that the daughter-in-law is part of family as per Hindu Marriage Act. He also mentioned that daughter-in-law is considered as part of family vide various court's judgements. Secretary, Staff Side suggested that the issue should be decided positively.

**Decision: Chairman clarified that this is a policy decision of the Govt and is beyond the mandate of this Committee. The item may be treated as closed.**

**5.10 Item No. NC-49/20/26: Family Pension should not be reduced to 30% of the Notional Pay of the deceased Government Employee / Pensioner (D/o Pension & PW)**

The demand in brief is that Family Pension should not be reduced to 30% of the Notional Pay of the deceased Government Employee/Pensioner.

**Decision:** Chairman clarified that it is a policy decision of the Govt. The item may be treated as closed.

**5.11 Item No. NC-49/6/26: Grant of retrospective promotions in case the Appointing Authorities delay holding DPCs and effecting promotions (M/o Defence & DoPT)**

The demand in brief is that DoPT instructions on DPC and Promotions are not being followed properly in Ministry of Defence and for many years neither DPC is held nor Promotions are given. Staff side demanded that where the Appointing Authorities delay holding DPCs and effecting promotions, the employees should be given notional promotion / notional pay fixation and seniority from the date of the eligibility of employee / date of availability of vacancies in the higher posts.

Shri C. Srikumar, Member, Staff Side point out that the Military Engineering Service in Ministry of Defence has not conducted DPC in last 4 years. Shri Rupak Sarkar, Member, Staff Side also raised the issue of non-conducting DPC in CDBT in Ministry of Revenue. Shri Ajay, Member, Staff Side raised similar issue relating to Department of Defence Production.

Secretary, DoPT informed that advisories are issued by DoPT from time to time to hold DPCs regularly. Timely conduct of DPCs is being monitored and DPC always recommends year wise panel for the number of years for which it had not met. There is no provision for grant of notional promotion on delay in convening DPCs.

**Decision:** Chairman directed DoPT to circulate all the relevant circulars in this regard. All Ministries/Departments to ensure that the time lines are strictly followed. DoPT to fix accountability in cases of unreasonable delays. Chairman also directed DoPT to examine specific cases of delay in holding DPC in case of Group 'B' and 'C' posts.

**5.12 Item No. NC-49/24/26: Withdrawal of ban on Compassionate Ground Appointments in the Ministry of Defence (M/o Defence & Dept. of Defence Production)**

The demand in brief is that, it is alleged that Ministry of Defence (MoD) has issued order for stopping Compassionate Ground Appointments to the dependents of the deceased Central Government employees of Ordnance Factories. In the Army Hqtrs under MoD, all modes of appointments including Compassionate appointment, are banned.

Shri C. Srikumar, Member, Staff Side stated that post-corporatization of Ordnance factories, compassionate appointment is banned for the past 5 years and the families are struggling. This issue needs to be settled without further delay. He also stated that in the name of optimization of posts, compassionate appointment is not taking place in Army Units also. Both these issues need to be settled.



Secretary, D/o Defence Production informed that no recruitment is taking place in the Ordinance Factories due to the corporatization of these factories. In absence of vacancy, 5% ceiling cannot be worked out.

**Decision: Chairman directed DDP to examine feasibility of compassionate appointment for such cases in DPSUs, in consultation with DoLA, without further delay. He also informed that the deemed deputation issue of the employees of Ordinance Factories is under active consideration of the Govt.**

**5.13 Item No. NC-49/5/26: Rationalization of the policy regarding recovery of wrongful/ excess payment made to Government Servants (Department of Expenditure)**

The demand in brief is that the process of examination regarding recovery of wrongful/ excess payment made to Government Servants needs to be simplified and decentralized. All the Offices/ Establishments may be directed to forward the waiver proposal of recovery without effecting the recoveries from the employees and pensioners.

Secretary, Staff Side mentioned that the Supreme Court judgement and DoPT instructions are not being implemented in letter and spirit. In Ministry of Railways and Ministry of Defence, huge amount has been deducted as recovery from its employees/pensioners. Leader, Staff Side raised the point that recovery for Group-C, Group-D and retiring employees is not permissible as per rule. Shri C. Srikumar, Member, Staff side stated that the lower formations are not forwarding the waiver proposal fearing action. Shri Ravindra S. Reddy, Member, Staff Side mentioned that service records once audited and approved for a particular period, cannot be subjected to audit each and every time and ordering for recovery of excess payments after many years is not justified on that ground. Shri B.C. Sharma, Member, Staff Side observed that in Ministry of Railways, old cases of more than 20 years are being examined and recoveries are being made. Shri Mukesh Mathur, Member, Staff Side, proposed to provide specific cases pertaining to the wrongful recoveries to DoE. Shri Praveen Chandra Bajpai, Member, Staff Side, mentioned that if excess payment has been made due to the fault on part of the Administration, there should not be any recovery.

**Decision: Chairman directed Secretary, Expenditure to hold a meeting with Staff Side representatives on the matter. He also directed that Secretary, Expenditure may explore the possibilities of fixing accountabilities in such cases in light of guidelines and judgement of the Apex court.**

**5.14 Item No. NC-49/21/26: Not allowing the benefit of favourable Service Litigation judgments to the similarly placed employees (DoPT, DOLA & DoE)**

The demand in brief is that in service matters the Government should end litigations at the High Court level and should not draw the employees up to the Supreme Court. In cases, Supreme Court give its verdict in favour of the employees, the same should be extended to all similarly placed employees to avoid multiplicity of litigations.

Shri Sivaji Vasireddy, Member, Staff Side mentioned about unavoidable litigations in Postal Department in matter of MACP. Sh Ajay, Member, Staff Side cited the case of NFU in grade of 5400 in civilian employees of Ministry of Defence pending with DoPT.

Leader, Staff side cited the case of allotment of higher pay scales w.e.f 01.01.1996 in the case of Railway Accounts staff. Shri C. Srikumar, Member, Staff side stated that in a matter pertaining to calculation of OT wages under Factories Act, 1948, despite dismissal of the SLP filed by the MoD in the Supreme Court, without implementing the judgement, MoD is filing a review petition.

**Decision:** Chairman observed that genuine cases may be looked into, but a generalised order cannot be issued in this matter. He desired the Staff side to prepare list of such issues which shall be examined suitably by Ministries/Departments concerned.

**5.15 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 (DoE & MHA)**

The demand in brief is that based on the judgment of the CAT, New Delhi in OA No. 315/2022 dated 20.12.2022, the Pay Scale of the Fire Fighting Staff of Delhi Fire Service (Leading Fireman [level 4 to 5] & Fire-Operator/Fireman [level 3 to 4]) was revised with concurrence of DoE. However, the pay scale of Fire Fighting Staff of other Ministries / Departments has not been revised accordingly, even though Fireman is a common category.

Secretary, Staff Side mentioned that apart from Fire-fighting staffs in other UTs, there are firefighting staffs in Departments like Railways, MHA, Civil Aviation, Defence. Therefore, this issue needs to be examined comprehensively and not in isolation.

**Decision:** Chairman directed MHA to provide all the pending proposals to Department of Expenditure (DoE) to consider cases of Fire Fighting Staff of UTs. He also directed that DoE may request other Departments with Fire Fighting staff to provide proposal on this issue within three months' time.

**5.16 Item No. NC-49/17/26: Children Education Allowance (DoPT)**

The demand in brief is that due to change in minimum age for admission in 1<sup>st</sup> class under New Education Policy 2020, children of CG employee were forced to repeat one year as they have not attained the age of six years. Also, there are cases when children were readmitted in class 1 of State Govt recognized school to attain age of 6 years for admission in PM Shri Kendriya Vidyalaya. However, the 2<sup>nd</sup> CEA claims in UKG/1<sup>st</sup> class were rejected. In such cases of repetition, CEA may be allowed to be reimbursed as special case.

Secretary, Staff Side agreed that there may be some implementation issue and he may take up specific cases separately.

Secretary, Department of School Education & Literacy assured that the instructions of DoPT will be brought to the notice of all concerned for taking appropriate action.

**Decision:** Chairman observed that in light of the discussions, the item may be treated as closed.

**5.17 Item No. NC-49/22/26: Regional Recruitment of non-Gazetted Staffs should be implemented (DoPT)**

Government had decided to recruit Group 'C' employees through Staff Selection Commission (SSC) on all India basis in compliance to the judgment of the Supreme Court in the Radhey Shyam Singh & Others vs Union of India case dated 09.12.1996. However, it is found that there are few takers for certain regions/ states. Therefore, the demand is that the regional recruitment in Group 'C' may be allowed.

**Decision:** Chairman observed that this issue is not only creating problems for the staff but also the administration. It is felt that linguistic barrier at the level of Group C hampers administrative efficiency and hence there is need to re-examine the policy and recruitment mechanism in consultation with DoLA.

**5.18 Item No. NC-49/8/26: Grant of Pay Fixation Benefit to those employees who are promoted after availing the benefit of MACP (DoPT)**

After getting MACP, when an employee is promoted, the benefit under FR-22(I)(a)(1) is not given. The demand is that employees who were given pay fixation benefit on MACP, should also be given fixation benefit under FR-22(I)(a)(1) when the employee is promoted to a higher post carrying higher responsibility.

Shri Sivaji Vasireddy, Member, Staff Side mentioned that earlier, the difference in grade pay was admissible in case of promotion after MACP. Shri Ajay, Member, Staff Side also mentioned some anomalies that have been taken up in past.

Shri C. Srikumar, Member, Staff Side stated that during 6<sup>th</sup> CPC the employee who got MACP prior to regular promotion, was given the benefit of pay fixation under FR 22(I)(a)(1) and when he was promoted to the next higher post, even though fixation benefit was not given, he got the grade pay difference. Since 7<sup>th</sup> CPC has dispensed with the Grade pay system, the demand for granting one additional increment on promotion after MACP is justified and government may consider the same favourably.

**Decision:** Chairman desired that specific cases may be examined but larger policy issue may be left for 8<sup>th</sup>CPC to decide.

**5.19 Item No. NC-49/2/26: Review and withdrawal of the provisions of the FR 56(J) / (I) and Rule 48 of the CCS (Pension) Rules, 1972 (DoPT)**

The demand in brief is that these rules need to be reviewed and withdrawn and the implementation of the DoPT O.M. dated 28.8.2020 may be kept in abeyance till extensive discussions are undertaken.

Shri C. Srikumar, Member, Staff Side cited one case of alleged misuse and requested that there is a need to relook the guidelines.

**Decision:** Chairman observed that Departments should be careful while invoking the provisions. The guidelines may be re-iterated.

**5.20 Item No. NC-49/1/26: Facilities to Casual, Contract and Outsourced workers (DoPT, DoE & MoL&E)**

The demand in brief is that such workers may be regularised against the posts they have been deployed to work and they may be granted all facilities including wages at

par with permanent employees. They may be provided the right to form union/ association in terms of Article 19(1) (c) of the Constitution of India.

Shri Rupak Sarkar, Member, Staff Side cited the judgement in Uma devi and mentioned that there are few pre-2008 matters pending. He requested for granting temporary status to Casual workers.

It was clarified by DoPT that scheme was one-time scheme and no longer exists. Secretary, Ministry of Labour and Employment mentioned that instructions have been issued to debar the outsourcing agency in cases of violation of provisions of Wage Act.

It was clarified that only Central Government employees can form a service association in terms of CCS (RSA) Rules 1993.

**Decision: Chairman observed that specific cases of violations may be brought to DoPT's attention for re-examination.**

**5.21 Item No. NC-49/4/26: Determination of minimum qualifying service for promotion to different non-gazetted grades (DoPT)**

The demand in brief is that minimum 5 promotions for Group C entrant may be granted, just like OGAS. The minimum qualifying service for promotion may be reduced and the residency period should not be more than 6 years for promotion.

Shri C. Srikumar, Member, Staff Side stated that while fixing the residency period for promotion, existing employees should not be affected. Despite DoPT's instructions, the protection clause of the earlier residency period for the existing employees on the date of notification of the new RR is not incorporated in the foot notes in many cases. The instruction must be re-circulated. He further quoted an example that the residency period for promotion from Grade Pay Rs. 2400 (level-4 of 7<sup>th</sup> CPC) to Grade Pay Rs. 4200 (Level-6 of 7<sup>th</sup> CPC) is 10 years which is equal to MACP Period. Such anomalies must be rectified.

**Decision: Chairman observed that specific instances on problems faced due to revised residency period may be brought to the notice of DoPT for examination and appropriate action.**

**5.22 Item No. NC-49/23/26: Recognition of Various Service Associations (DoPT & other Ministries)**

The demand in brief is that 13 applications for recognition under the RSA Rules, 1993 are pending since long time in respect of several Service Associations in different Departments and Ministries. As a result, many Departmental Councils of various Ministries remain defunct.

Secretary, Staff Side raised that in many cases although there is no litigation pending, the recognition of service associations has not been decided.

**Decision: Chairman directed the concerned Ministries/Departments to examine the pending cases of recognition mentioned by Staff side. It should be ensured**

that apart from cases where the matter is sub-judice, all other cases are decided in a specific time frame. Cases where application is complete with required documents and the matter is not sub-judice, should be decided within 3 months. Cases where the application is returned for want of deficient documents, should be decided within 6 months' time.

**5.23 Item No. NC-49/13/26: Implementation of the provisions of Maternity Benefit Act, 1961 to the Women Central Government Employees (DoPT)**

The demand in brief is that Maternity Leave to a women employee is available to women having 2 or more than 2 surviving children under the Maternity Benefit (Amendment) Act, 2017. DoPT should issue instructions extending maternity leave benefit to women employees having 2 or more than 2 surviving children.

Secretary, DoPT informed that the subject matter pertains to two different rules which have different provisions with respect to maternity and related benefits. The benefits under both are different and cannot be compared.

**Decision: Chairman observed that Government employees are governed by CCS(Leave) rules which have wider provisions and in fact more benefits for maternity, child care, etc. They are in line with the two-child norms of Government. They cannot be compared with the Maternity Benefit Act, 1961. In view of the above, the issue may be treated as closed.**

**5.24 Item No. NC-49/3/26: Removal of 5% ceiling on compassionate appointment (DoPT)**

The demand in brief is that Govt. has imposed restriction of 5% on the compassionate appointments to the total direct recruitment quota vacancies earmarked for each year in each recruiting units of various departments causing untold sufferings to families of untimely demise of employees, whereas the compassionate appointments in the Railways is continue to operate without any such ceiling.

Shri C. Srikumar, Member, Staff Side stated that in the Ministry of Defence, Direct Recruitment has been stopped in Group-C Posts for many years and hence, there is no candidate available in Group-C Direct Recruitment post for promotion to higher post so as to get resultant vacancies in DR posts to calculate the 5% Quota. Therefore, instead of calculating the 5% in the vacancies arising in the DR post in a particular year, it may be calculated as 5% of the available DR vacancies. Apart from this, in Ministry of Defence, the dependents of Armed Forces Personnel are given employment on compassionate ground in the 5% quota calculated in the vacancies of Defence Civilian Posts thereby depriving the dependents of deceased Civilian Employees. Dependents of deceased Armed Forces Personnel may be recruited on compassionate grounds against the 5% vacancies of the DR posts of Armed Forces and not against the Civilian Quota.

Shri Ajay, Member, Staff Side mentioned that 5% of only group C vacancies are being taken. He requested that vacancies in Group B should also be added for the purpose of earmarking 5% compassionate appointment vacancies.

**Decision: Chairman directed that MoD may examine the issue of diversion of vacancies.**

6. On completion of discussions on agenda items, Secretary, Staff Side and Leader, Staff side thanked the Chairman for convening the 49<sup>th</sup> meeting of National Council. The Chairman appreciated Staff Side for their cooperation and for raising the issues. He observed that the dialogue process should continue in future and assured Staff Side that decisions taken in today's meeting will be implemented within the decided time line.

7. The meeting ended with Vote of thanks to the chair.

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Annexure

LIST OF PARTICIPANTS OF THE 49<sup>TH</sup> MEETING OF THE NATIONAL COUNCIL (JCM) HELD ON 11<sup>TH</sup> MAY, 2026 UNDER THE CHAIRMANSHIP OF Dr. T.V. SOMANATHAN, CABINET SECRETARY

OFFICIAL SIDE

S. No.	Name of the Officer	Name of the Ministry/Department
1.	Ms. Rachna Shah	Secretary, DOPT
2.	Shri Satish Kumar	Chairman, Railway Board
3.	Shri Srinivas R. Katikithala	Secretary, MoHUA
4.	Ms. Vandita Kaul	Secretary, D/o Posts
5.	Shri Sanjay Kumar	Secretary, D/o School Education & Literacy
6.	Ms. Vandana Gurnani	Secretary, M/o Labour & Employment
7.	Ms. Nivedita Shukla Vema	Secretary, D/o Pension & PW
8.	Ms. Punya Salila Srivastava	Secretary, Health & FW
9.	Shri Arvind Shrivastava	Secretary, D/o Revenue
10.	Shri Sanjeev Kumar	Secretary, Department of Defence Production
11.	Shri Rajiv Mani	Secretary, D/o Legal Affairs
12.	Ms. Manjush Jain	Member Finance, Railway Board
13.	Mohd. Kumar Ahmad	Special DG, CPWD
14.	Ms. Parama Sen	AS(Pers.), D/o Expenditure
15.	Shri Manoj Dwivedi	AS (PP), DOPT
16.	Shri Sanjay Gupta	DDG, CPWD, MoHUA
17.	Shri Manish Tripathi	AS, D/o Defence
18.	Ms. Renu Sharma	PED/ Industrial Relations, M/o Railways
19.	Dr. Garima Bhagat	JS, D/o Defence Production
20.	Shri Arvind Khare	JS, M/o Home Affairs
21.	Shri Manashvi Kumar	JS, M/o Health & FW
22.	Dr. Mahendra Kumar	JS, M/o Labour & Employment
23.	Shri. Dhruvajyoti Sengupta	JS, D/o Pension & PW
24.	Dr. Harmit Singh Pahuja	JS (JCA), DoPT
25.	Shri Amit Pankaj	Director (JCA), DOPT
26.	Shri Gandhrav Kumar Sandilya	Under Secretary (JCA)

STAFF SIDE

S.No.	Name of the Participant	Designation
1.	Shri Shiva Gopal Mishra	Secretary
2.	Shri M. Raghavaiah,	Leader
3.	Dr. N. Kanniah	Member
4.	Shri J.R. Bhosle	Member
5.	Shri Venu P. Nair	Member
6.	Shri Mukesh Mathur	Member
7.	Shri Goutam Mukherjee	Member
8.	Shri P. K. Patashahani	Member

9.	Shri K.V. Raghavendra	Member
10.	Shri Guman Singh	Member
11.	Shri Shaik Rahiman	Member
12.	Shri P. S. Chaturvedi	Member
13.	Shri Munindra Saikia	Member
14.	Shri Binod Sharma	Member
15.	Shri B.C. Sharma	Member
16.	Shri V Gopalakrishnan	Member
17.	Shri R. P. Singh	Member
18.	Shri R.G. Kabar	Member
19.	Shri Praveen Chandra Bajpai	Member
20.	Shri Vinod Mehta	Member
21.	Shri Rupak Sarkar	Member
22.	Shri Tapas Bose	Member
23.	Shri Amal K Das	Member
24.	Shri R. Srinivasan	Member
25.	Shri C. Srikumar	Member
26.	Shri R Ravindra S. Reddy	Member
27.	Shri Mukesh Kumar Singh	Member
28.	Shri Ajay	Member
29.	Shri Pradip U. Khadse	Member
30.	Shri Sivaji Vasireddy	Member

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3/6/26