



**NATIONAL ASSOCIATION OF POSTAL EMPLOYEES GROUP 'C'
(Central Head Quarters)**

[Affiliated to Federation of National Postal Organisation New Delhi]

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Ref. :

No: FNPO/Ex-servicemen/Payfixation/2026

Date :

dated 11.5.2026

To
The Secretary
Department of Personnel & Training (DoPT)
Government of India
North Block, New Delhi - 110001

Sub: Long Pending Demand for Uniform and Just Pay Fixation of Re-employed Ex-Servicemen in Central Government Departments - Request for Immediate Intervention and Issuance of Comprehensive Clarificatory Orders - Reg.

Respected Sir,

The Federation of National Postal Organisations (FNPO), representing a large section of Central Government employees including thousands of re-employed Ex-Servicemen working in various Departments under the Government of India, most respectfully submits this memorandum seeking immediate intervention of the Department of Personnel & Training in resolving the long pending issue relating to pay fixation of re-employed Ex-Servicemen.

It is submitted with deep concern that, despite the existence of clear statutory provisions, executive instructions and judicial pronouncements governing the fixation of pay of re-employed pensioners/ex-servicemen, there continues to exist widespread ambiguity, inconsistency and discriminatory implementation across various Ministries and Departments under the Central Government.

The issue has assumed serious dimensions affecting the morale, dignity and financial rights of lakhs of Ex-Servicemen who, after rendering distinguished service to the Nation in the Armed Forces, have been re-employed in Civil Departments of the Government of India.

At present, different Departments and even different Drawing & Disbursing Officers are adopting divergent methods for fixation of pay of similarly placed re-employed Ex-Servicemen. Such inconsistent interpretation of rules has resulted in gross anomalies, avoidable litigation, financial hardship and denial of legitimate benefits.

The Federation humbly submits that the pay fixation of re-employed Ex-Servicemen is governed primarily under the following statutory provisions and executive orders:

1. Fundamental Rule 22 and allied provisions governing initial pay fixation on appointment/re-employment.
2. Central Civil Services (Fixation of Pay of Re-employed Pensioners) Orders, 1986, as amended from time to time.
3. Department of Personnel & Training O.M. No. 3/19/2009-Estt.(Pay-II) dated 05.04.2010.

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4. DoPT O.M. No. 3/3/2016-Estt.(Pay-II) dated 01.05.2017.
5. Ministry of Defence and Ministry of Finance clarifications issued from time to time regarding treatment of Military Service Pay (MSP), pension and increments.
6. Various orders issued after implementation of the 6th and 7th Central Pay Commissions.
7. Directorate Orders issued by the Department of Posts vide F.No.01-02/2018-PAP dated 17.09.2019 and F.No.02-61/2024-PAP dated 10.09.2024.

However, despite the above provisions, field units continue to adopt contradictory interpretations, particularly on the following issues:

- Deduction or non-deduction of Military Pension while fixing pay on re-employment.
- Treatment of Military Service Pay (MSP).
- Grant of increments earned during military service.
- Protection of last pay drawn.
- Fixation benefits under 7th CPC matrix levels.
- Uniformity in fixation between similarly placed employees.
- Applicability of FR provisions vis-à-vis DoPT instructions.
- Date of increment and notional fixation issues.
- Re-fixation after MACP/promotions.

It is painful to note that many Ex-Servicemen are compelled to approach Courts and Tribunals individually for relief, leading to unnecessary expenditure of public money, multiplicity of litigation and avoidable administrative burden on the Government itself.

The Federation submits that Ex-Servicemen who devoted the prime years of their lives in service of national security deserve fair, transparent and humane treatment in civil re-employment. Divergent implementation of statutory provisions defeats the very spirit of welfare measures intended for Ex-Servicemen by the Government of India.

It is further submitted that Article 14 and Article 16 of the Constitution mandate equality before law and equal treatment in public employment. Similarly placed re-employed Ex-Servicemen cannot be subjected to varying standards merely because of differing interpretations by local administrative authorities.

In view of the above, FNPO most earnestly requests the Department of Personnel & Training to kindly:

1. Issue a comprehensive consolidated clarification covering all aspects of pay fixation of re-employed Ex-Servicemen applicable uniformly across all Central Government Departments.
2. Ensure strict and uniform implementation of Fundamental Rules and CCS (Fixation of Pay of Re-employed Pensioners) Orders by all Ministries/Departments.
3. Clarify treatment of Military Service Pay, pension deduction methodology and increment protection in unequivocal terms.
4. Extend the benefit of judicial pronouncements and Government clarifications uniformly to all similarly placed employees without compelling individuals to approach Courts repeatedly.
5. Constitute a high-level committee to examine anomalies faced by re-employed Ex-Servicemen in civil departments.

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6. Direct all Ministries and Departments to review past erroneous fixations and grant consequential benefits wherever due.
7. Consider framing a centralised digital model fixation mechanism to avoid arbitrary interpretation at field level.

The Federation firmly believes that timely intervention by the DoPT shall not only uphold the principles of natural justice and administrative uniformity but also reinforce the confidence of the Ex-Servicemen community in the fairness of the Government system.

The voice raised herein is not confined to a single Department alone, but represents the genuine concerns and aspirations of re-employed Ex-Servicemen serving across various Central Government establishments throughout the country.

FNPO therefore humbly requests your kind and immediate intervention in this matter of national importance and employee welfare.

An early and favourable action is solicited.

With highest regards,

Yours faithfully,

~~[SIVAJI VASIREDDY]~~

Memembr (Staff side) NC-JCM
Secretary General, FNPO
General Secretary, NAPE Group 'C'
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