



**भारतीय प्रतिरक्षा मजदूर संघ**  
**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)

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**Dear Members,**

**Kindly go through the draft on 8<sup>th</sup> CPC on the topics of Leave, LTC, Group Insurance, Ex-Gratia Compensation, Medical Facilities, Provident Fund, Compassionate Appointment.**

**Kindly offer your valuable suggestions.**

**With regards,**

**Sincerely Yours**

**(Rabindra Kr Mishra)**  
**General Secretary**

**Leave**

A fair and compassionate leave policy is essential for the physical, mental, and social well-being of employees. Government staff, both industrial and non-industrial, work under demanding conditions while also managing family, social, and health responsibilities. Therefore, the leave framework should be flexible and supportive, enabling employees to handle personal needs without affecting productivity, while promoting a healthy work-life balance and overall efficiency.

**Leave Rules:** CDS (IEs) Leave Rules, 1954 should be merge with CCS Leave Rules, 1972 and unified in a single common set of rules.

**Casual Leave (CL):**

The entitlement of Casual Leave may be restored to 12 days per year for all Central Government employees. Further, Casual Leave, including Half-Day Casual Leave, may be permitted to be combined with Earned Leave (EL) or Half Pay Leave (HPL) in cases involving medical grounds.

**Earned Leave (EL):**

The existing ceiling of 300 days for accumulation of Earned Leave may be abolished. Ex-servicemen who join as civilian employees should be allowed encashment of Earned Leave independently, without taking into account the leave encashed during their previous service.

Additionally, the limit of Earned Leave encashment linked with Leave Travel Concession (LTC) may be enhanced from the present 10 days to 20 days on each occasion of availing LTC.

#### **Half Pay Leave (HPL):**

In cases where an employee has less than 300 days of Earned Leave (EL) at the time of superannuation or retirement, the balance of Half Pay Leave in their account may be allowed to be converted into full pay leave to bridge the shortfall up to the 300-day limit. Additionally, up to 3 days of Half Pay Leave may be permitted to be converted into Commuted Leave without the requirement of a medical certificate, in order to facilitate administrative convenience.

#### **Maternity & Paternity Leave:**

The existing restriction limiting maternity benefits to two surviving children may be withdrawn in line with the provisions of the Maternity Benefit (Amendment) Act, 2017, taking into account the changing demographic context of the country. These benefits should also be extended to cases of surrogacy.

Further, male Government employees may be granted 45 days of Paternity Leave without any restriction on the number of children. This leave may be availed either before or within six months from the date of childbirth. In cases of adoption, 45 days of Paternity Leave may also be granted within six months from the date of taking a child into pre-adoption foster care or from the date of valid adoption.

#### **Child Care Leave (CCL):**

The existing condition restricting Child Care Leave to two surviving children may be removed. CCL may be permitted in a minimum of six spells within a calendar year, which may be extended to up to ten spells in a year for single female Government employees.

Further, the provision for payment of CCL at 100% of salary for the first 365 days and 80% for the subsequent 365 days may be discontinued, ensuring full salary for the entire duration of leave. Additionally, no age limit should be imposed on the child for availing CCL, particularly in cases involving children with mental or physical disabilities or those suffering from prolonged illness.

#### **Work-Related Illness and Injury Leave (WRIIL):**

The existing provision that, in cases where the Employees' Compensation Act, 1923 applies, the leave salary payable under WRIIL is reduced by the amount of compensation received under the Act, along with the condition that no Earned Leave (EL) or Half Pay Leave (HPL) accrues during such period, may be withdrawn.

These provisions impose an undue and inequitable burden on employees who suffer illness or injury in the course of their official duties. It is unjust that employees, for circumstances entirely beyond their control and arising directly out of service conditions, are subjected to financial reduction and loss of leave benefits. Such restrictions not only undermine the principle of fair compensation but also adversely affect the morale and sense of security of the workforce.

In the interest of equity, justice, and employee welfare, WRIIL should ensure full protection of pay and leave entitlements, without any deductions or denial of leave accrual, so that affected employees are not penalized for work-related risks and hardships.

### **Special Leave for Union/Association Activities and Other Purposes:**

a) The existing ceiling of Special Casual Leave for trade union activities may be enhanced to up to 30 days for executive committee members and up to 60 days for office bearers of recognized unions, associations, and federations, in order to facilitate effective representation and organizational functioning.

b) Special Casual Leave may also be granted on humanitarian grounds to Central Government employees undergoing serious medical treatment. Employees diagnosed with cancer and undergoing chemotherapy or radiotherapy, as well as those undergoing dialysis, may be sanctioned up to 45 days of Special Casual Leave in a year to support their treatment and recovery.

### **Menstrual Leave:**

To promote the health, dignity, and well-being of women employees, provision may be made for granting one day of special leave per month in connection with the menstrual cycle. Several states have already introduced such progressive measures, and extending a similar benefit to Central Government employees would reflect a sensitive and inclusive approach toward workplace welfare.

### **Late Attendance Policy:**

At present, Half-Day Casual Leave is deducted for each instance of late attendance beyond the permitted limit of up to one hour on not more than two occasions in a month. In view of increasing traffic congestion in urban areas and the implementation of biometric attendance systems across Central Government establishments, this provision may be rationalized.

It is proposed that cumulative late attendance of up to 120 minutes (2 hours) in a month may be condoned. Only when late attendance exceeds this monthly threshold should Half-Day Casual Leave be deducted. This approach would be more practical, fair, and aligned with current working conditions.

### **Leave Travel Concession (LTC)**

a) Leave Travel Concession for visiting the Home Town may be permitted once every year to enable employees to maintain regular family and social connections.

b) LTC for visiting any place in India may be revised to a block period of two years instead of the existing four-year block, providing greater flexibility and frequency of travel.

c) All Central Government employees may be allowed to avail LTC by air from the nearest airport of their place of posting/duty to any destination within India, ensuring convenience and time efficiency.

d) Employees may be granted LTC at least two occasions prior to retirement for visiting foreign countries.

e) The benefit of LTC may also be extended to parents-in-law in cases where the employee's own parents are not alive, considering evolving family structures.

f) Encashment of 20 days of Earned Leave may be permitted on each occasion when LTC is availed, to provide additional financial support.

g) The Special Cash Package Scheme introduced during the COVID-19 period in lieu of LTC, which allowed employees to claim leave encashment and fare reimbursement without actual travel subject to prescribed spending conditions, may be continued as an optional facility for employees who are unable or unwilling to travel.

### **Group Insurance Scheme (including CGEGIS)**

Despite the recommendations of the 5th, 6th, and 7th Central Pay Commissions to revise subscription rates and enhance insurance coverage, the scheme has remained unchanged. This has significantly reduced its relevance and effectiveness over time.

It is, therefore, proposed that the insurance coverage under the scheme be revised as follows:

- Group A: ₹75 lakh
- Group B: ₹50 lakh
- Group C: ₹25 lakh

The existing ratio of premium to savings (3:7) may be retained. These revisions are essential to ensure adequate financial security for employees and their families in line with present-day economic realities. The Commission is requested to kindly consider and recommend these changes to the Government.

### **Ex-Gratia Compensation for Employees Killed in Accidents While on Duty**

In the unfortunate event of death of a Central Government employee occurring during the bona fide performance of official duties due to accidents, the ex-gratia compensation may be enhanced to **₹1 crore**.

This enhancement is justified in view of the risks undertaken by employees in the line of duty and the need to provide adequate financial support and security to the bereaved families.

### **Medical Facilities**

All beneficiaries should be provided non-discriminatory and comprehensive healthcare, including universal access to cashless treatment facilities.

In line with the recommendations of the Parliamentary Standing Committee, CGHS Wellness Centres may be expanded from the existing 81 cities to cover every district headquarters. Simultaneously, more multi-specialty hospitals in cities and towns should be empanelled under CGHS, with adequate deployment of doctors and paramedical staff at all centres. Treatment and diagnostic charges should be revised periodically, and empanelled hospitals must be strictly prohibited from charging beyond prescribed rates.

Cashless treatment facilities should be extended uniformly to beneficiaries under CGHS and CS (MA) Rules, including pensioners, to ensure timely care, financial protection, and reduced administrative burden. The existing disparity in contributions may be addressed by exempting employees and pensioners from CGHS contributions, with the Government bearing the cost.

Ward entitlements may also be upgraded (General to Semi-Private, and Semi-Private to Private) in line with current healthcare standards.

Further, the Fixed Medical Allowance (FMA) may now be revised to ₹5000 per month in view of inflation, and indexed to the Consumer Price Index for automatic revision with Dearness Relief. Lastly, annual medical check-ups for all employees above 40 years of age may be introduced through CGHS, on par with Group A officers.

### **Provident Fund (including GPF)**

The Deposit Linked Insurance cover for Central Government employees governed under CCS (Pension) Rules, 2021 may be enhanced to ₹10,00,000 to provide adequate financial protection to families in the event of the employee's untimely demise.

Further, the interest rate on General Provident Fund (GPF) may be aligned with that of the Employees' Provident Fund (EPF) to ensure equitable and competitive returns on long-term savings, thereby safeguarding the financial interests of employees.

### **Compassionate Appointment**

At present, the 5% ceiling on vacancies under the Direct Recruitment quota in Group 'C' posts is inadequate. This restrictive limit often delays or denies timely assistance to deserving families. It is, therefore, proposed that the 5% ceiling be removed to ensure compassionate appointments are granted at the earliest.

Further, the scope of eligible dependents may be expanded to include the daughter-in-law of the deceased employee. The current system of calculating the 5% ceiling solely based on Group 'C' direct recruitment vacancies is also inequitable, as dependents of Group 'A' and 'B' employees are considered but vacancies in these groups are excluded from the calculation.

A similar anomaly exists in the Ministry of Defence, where dependents of deceased service personnel are accommodated within the 5% quota of Group 'C' civilian posts, without accounting for vacancies in Armed Forces positions.

The 8th Central Pay Commission may, therefore, recommend removal of the ceiling and rectification of these disparities to ensure fairness, timeliness, and the true spirit of the scheme is upheld.



**(Rabindra Kr Mishra)**  
General Secretary