



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)

CENTRAL OFFICE : 2-A, NAVIN MARKET, KANPUR-1 • PH.: (0512) 2332222 • FAX : (0512) 2296229
Mob. : 09335621629, 09415726924, 09415733686 • E-mail : gensecbpmis@yahoo.co.in, cecbpmis@yahoo.in

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Dear Members,

Kindly go through the draft on 8th CPC on the topics of NPA, Incentive for Higher Qualification, Bonus, Office Bag, PRIS, Transfer Policy, Cadre Management.

Kindly offer your valuable suggestions.

With regards,

Sincerely Yours

(Rabindra Kr Mishra)
General Secretary

Extension of Non-Practising Allowance (NPA): At present, Non-Practising Allowance (NPA) is granted primarily to medical professionals in the Central Government on the ground that they are prohibited from engaging in private practice. However, there are several other categories of professionals across various Central Government departments whose qualifications and nature of duties also provide them with opportunities for private practice, but who are similarly restricted from doing so without any compensatory allowance. Such categories are mentioned below:-

- **Scientists/Technical Experts** in specialized fields (e.g., pharmaceuticals, biotechnology, engineering consultancy) where private consultancy is otherwise feasible
- **Legal Professionals** (law officers, legal advisors) who are barred from private legal practice
- **Chartered Accountants / Cost Accountants / Financial Advisors** in government service who cannot undertake private consultancy
- **Architects and Engineers** (especially in CPWD, Railways, Defence, etc.) who are restricted from private design/consultancy work
- **Pharmacists** (in certain regulatory or sensitive roles where private engagement is restricted)
- **Psychologists / Clinical Therapists** employed in government institutions

This creates an imbalance and inequity in service conditions, as such employees are denied the opportunity to supplement their income while also not being compensated for this restriction.

It is, therefore, proposed that a Committee may be constituted to identify all such left-out categories of employees who are debarred from private practice due to service conditions. Based on its findings, appropriate recommendations may be made to extend the benefit of Non-Practising Allowance (NPA) or a similar compensatory mechanism to these categories, ensuring fairness, parity, and recognition of professional constraints across all services.

Incentives for Higher Qualifications: At present, nursing staff in Central Government, Railways, and ESIC institutions are granted two additional non-absorbable increments for acquiring higher qualifications such as B.Sc. Nursing or postgraduate qualifications, provided these are not prescribed as minimum qualifications for recruitment. However, in several other departments, employees are instead granted a one-time lump-sum incentive for acquiring higher qualifications, leading to disparity and unequal treatment among similarly placed Government employees.

This differential approach is inherently discriminatory and undermines the principle of uniformity in service conditions. Granting increments has a long-term financial benefit and appropriately recognizes the value of enhanced knowledge and skills, whereas lump-sum payments offer only limited, short-term compensation.

It is, therefore, proposed that all Central Government employees, irrespective of their department or cadre, may be granted additional increments for acquiring higher qualifications relevant to their duties, in place of one-time lump-sum incentives. This would ensure equity, motivate employees toward continuous professional development, and enhance overall administrative efficiency.

Revision of Bonus Calculation Ceiling (for 8th Central Pay Commission)

The bonus calculation ceiling for Central Government employees has remained stagnant at ₹7,000 for an extended period, despite significant revisions in pay structure. Bonus, being a form of deferred wages, is intended to reflect the contribution of employees to the overall performance of their departments. However, the continued application of an outdated ceiling has rendered the benefit inadequate and inequitable.

The Federation has proposed a **Minimum Pay of ₹72,000** before the 8th Central Pay Commission. In line with this, it is strongly recommended that the ceiling for calculation of bonus be revised from the existing ₹7,000 to ₹72,000, i.e., the revised Minimum Pay. Further, this ceiling should be automatically linked to the Minimum Pay determined by successive Pay Commissions to ensure periodic and rational revision.

Although Central Government employees are not directly governed by the provisions of the Payment of Bonus Act, 1965, the principle enshrined therein—“₹7,000 or the minimum wage, whichever is higher”—provides a sound and just basis for such revision. Accordingly, aligning the bonus ceiling with the Minimum Pay would uphold the spirit of fairness and equity.

Civilian employees, particularly in critical sectors such as Defence establishments, play a vital role in supporting national security and operational readiness. Their expectations for fair compensation are fully justified in the context of rising workload, inflation, and cost of living.

It is also proposed that the **Productivity Linked Bonus (PLB)** should, in no case, be less than the amount of **Ad-hoc Bonus**, thereby ensuring a minimum guaranteed level of benefit to employees.

The Federation, therefore, strongly urges the 8th Central Pay Commission to recommend enhancement of the bonus calculation ceiling to ₹72,000, with automatic linkage to future Minimum Pay revisions, and to ensure that PLB is never lower than Ad-hoc Bonus. Early implementation of these measures will reinforce the principle of bonus as deferred wages and as recognition of employees' valuable contribution to public service.

Extension of Bonus to Group 'A' also:

At present, Bonus (both Productivity Linked Bonus and Ad-hoc Bonus) is granted only to Group 'C' and Group 'B' (Non-Gazetted) Central Government employees. However, the overall performance and productivity of any department or organization is the result of the collective efforts of employees across all categories, including Group 'B' Gazetted and Group 'A' officers.

Excluding certain categories of employees from the purview of bonus creates a sense of disparity and undermines the principle of collective contribution. Every level of the organizational hierarchy plays a significant role in achieving institutional goals, and recognition of such contributions should be uniform and inclusive.

It is, therefore, proposed that the benefit of Bonus—both PLB and Ad-hoc—may be extended to all Central Government employees, irrespective of their group or gazetted status. This would promote a sense of equity, enhance motivation across all levels, and reinforce the concept of shared responsibility and collective performance within the Government system.

Office Bag / Briefcase / Ladies Bag Allowance

This allowance was recommended by earlier Pay Commissions and has been retained by the Government with revised rates from time to time. However, Group 'C' employees have been excluded from its purview, leading to an unjust disparity.

It is, therefore, proposed that the Office Bag / Briefcase / Ladies Bag Allowance may be extended to all categories of Central Government employees, including Group 'C', with suitably revised rates reflecting the current cost of such items. This would ensure equity and uniformity in the provision of essential work-related accessories.

Performance Related Incentive Scheme (PRIS)

At present, the benefit of the Performance Related Incentive Scheme (PRIS) is extended to employees of the Department of Space and the Department of Atomic Energy in recognition of their critical contributions to strategic and scientific advancements. However, employees of the Defence Research and Development Organisation (DRDO), who are engaged in equally vital and high-impact work related to national security and technological development, have been excluded from this scheme.

This exclusion is unjustified, considering that DRDO personnel contribute significantly to defence research, innovation, and self-reliance in critical technologies under demanding and sensitive working conditions. Denial of PRIS to DRDO employees creates disparity and adversely affects morale, despite the comparable nature and importance of their work.

It is, therefore, proposed that PRIS may be extended to employees of DRDO on par with those in the Department of Space and the Department of Atomic Energy. This would ensure equitable

recognition of their contributions, enhance motivation, and strengthen the overall effectiveness of the country's strategic research and development framework.

Rationalisation of Transfer Policy and Protection of Group 'C' Employees

The existing practice of transferring Group 'C' employees, particularly those at the lowest rungs of service, to outstation locations under rotational transfer policies often results in severe hardship without corresponding administrative gains. These employees typically have limited financial resources and strong local family and social commitments. Frequent or abrupt transfers disrupt children's education, affect the care of dependent family members, and create significant financial and emotional stress, ultimately impacting work efficiency and morale.

It is, therefore, proposed that Group 'C' employees may, as far as possible, be rotated within the same station by assigning them to different seats, sections, or duties instead of being transferred out of station. This approach would fulfill administrative requirements while minimizing personal hardship.

The identification of "sensitive posts" should be carried out in a transparent and consultative manner, involving recognized unions, associations, federations, and Staff Side members of the JCM. Such a participative process will ensure fairness, prevent arbitrariness, and promote trust. Thereafter, rotational transfers under the guidelines of the Central Vigilance Commission (CVC) may be implemented in a structured and objective manner.

In addition, the following key aspects must be incorporated into a comprehensive and humane transfer policy:

- **Transfer on Promotion:** Promotion should, as far as possible, not result in compulsory outstation transfer, especially for Group 'C' employees. Efforts should be made to accommodate them within the same station or nearby locations.
- **Spousal Grounds:** In cases where both husband and wife are employed (particularly in Government service), posting at the same station should be ensured. Although guidelines exist, they are often not implemented in letter and spirit. Strict compliance and monitoring mechanisms are required.
- **Compassionate Grounds:** Requests for transfer on compassionate grounds—such as serious illness, disability, or critical family circumstances—should be considered promptly and sympathetically.
- **Disbandment of Departments:** In cases of closure or restructuring of offices/departments, employees should be accommodated within the same city or nearby vicinity. Under no circumstances should such transfers adversely affect their pay, status, or service conditions.
- **No Transfer on Disciplinary Grounds:** Transfers should not be used as a punitive measure. Any disciplinary matter should be dealt with strictly as per prescribed rules, and not through displacement.

There is an urgent need to frame a clear, uniform, and employee-friendly transfer policy incorporating the above principles. Such a policy would ensure fairness, reduce grievances, and enhance organizational efficiency while safeguarding the dignity and well-being of employees.

Proposal for Formulation of Inter-Departmental/Inter-Ministerial Transfer Policy on Compassionate Grounds (for Group 'C' & Group 'B' Employees)

At present, there is no structured mechanism to facilitate inter-departmental or inter-ministerial transfers of Group 'C' and Group 'B' employees on compassionate grounds. This results in genuine cases—such as serious family illness, disability, care of dependent parents, or other pressing personal circumstances—remaining unresolved, particularly where the employee's parent department does not have offices in the required location.

It is, therefore, proposed that a comprehensive policy be formulated to enable such transfers across Ministries/Departments on compassionate grounds.

Key Features of the Proposed Policy:

- **Creation of a Centralized Digital Platform:** An open, transparent, and centralized digital portal may be developed under a nodal Ministry, preferably the Department of Personnel & Training (DoP&T). This platform should capture requests from employees seeking transfer on compassionate grounds and display available vacancies across Ministries/Departments.
- **Identification of Equivalent Posts:** Posts of similar nature, duties, and pay levels across different Ministries/Departments should be identified and mapped in advance. This will facilitate smooth redeployment of employees without administrative complications.
- **Facilitation of Inter-Departmental Transfers:** Based on availability and suitability, employees may be transferred to equivalent posts in other Central Government offices located in the desired station, ensuring continuity of service, pay protection, and seniority safeguards as per rules.

Justification

Many Ministries and Departments do not have a widespread field presence across all districts or regions. As a result, employees facing genuine hardships are often left without any viable option for relocation within their parent organization. However, Central Government offices of other Ministries/Departments are present in almost every district across the country.

In the absence of a formal mechanism, this existing administrative network remains underutilized for addressing compassionate cases. A structured inter-departmental transfer policy would effectively leverage this widespread presence, ensuring that employees are supported during critical personal situations without compromising administrative efficiency.

Conclusion

The proposed system would bring transparency, fairness, and efficiency in handling compassionate transfer cases. It would significantly reduce employee hardship, improve morale, and promote a more humane and responsive administrative framework.

The 8th Central Pay Commission may kindly recommend the formulation of such a policy along with the development of a centralized digital platform for its effective implementation.

Proposal on Cadre Management – Formulation of Common Model Recruitment Rules (RRs) for Central Government Employees

Efficient cadre management is the cornerstone of a responsive, transparent, and professional administrative system. At present, Recruitment Rules (RRs) for similar categories of posts are framed independently by different Ministries/Departments, often leading to inconsistency,

delays, duplication of effort, and avoidable litigation. The process of framing or revising RRs is time-consuming, as it involves multiple layers of consultation, resulting in administrative inefficiency and uncertainty in service conditions.

In order to address these issues, it is proposed that a system of **Common Model Recruitment Rules** for common categories of posts across Ministries/Departments may be formulated centrally by the Department of Personnel & Training (DoP&T).

Key Proposals:

- **Formulation of Common Model RRs:** DoP&T may identify posts of similar nature, duties, and pay levels across various Ministries/Departments and frame standardized Model Recruitment Rules applicable uniformly. This would bring consistency and clarity in eligibility criteria, qualifications, methods of recruitment, and promotional avenues.
- **Centralized Authority with DoP&T:** The role of individual Ministries/Departments in framing Recruitment Rules may be made primarily advisory. The final approval and notification of RRs (through statutory instruments such as SROs) should vest with DoP&T as the nodal authority.
- **Standardization and Periodic Revision:** DoP&T may undertake periodic review and revision of these Model RRs in a time-bound manner, ensuring that they remain aligned with evolving functional requirements, technological advancements, and policy changes.

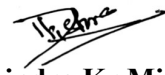
Justification

1. **Uniformity and Transparency:** A common framework will eliminate disparities in recruitment conditions for similar posts across departments, ensuring fairness and transparency in public employment.
2. **Reduction in Delays:** Centralized formulation will significantly reduce the time taken in drafting, vetting, and approving RRs, thereby expediting recruitment processes and policy updates.
3. **Minimization of Litigation:** Standardized and well-vetted RRs will reduce ambiguities and inconsistencies, which are often the root cause of service-related disputes and court cases.
4. **Optimal Utilization of Expertise:** DoP&T, being the nodal personnel authority, possesses institutional expertise in service matters. Entrusting it with the primary responsibility will enhance the quality and coherence of Recruitment Rules.
5. **Administrative Efficiency:** Ministries/Departments will be relieved of repetitive and technical work related to RR formulation, allowing them to focus on core functional responsibilities.
6. **Adaptability and Scalability:** Identifying and grouping common categories of posts will enable easier policy interventions and reforms in future, ensuring a dynamic and adaptable cadre management system.

Conclusion

The introduction of Common Model Recruitment Rules under the centralized guidance of DoP&T will mark a significant reform in cadre management. It will ensure uniformity, reduce administrative delays, minimize litigation, and promote a more efficient and streamlined governance structure.

The 8th Central Pay Commission is, therefore, requested to recommend the formulation and implementation of such a system, with DoP&T as the nodal authority for finalization and notification of Recruitment Rules across Central Government services.



(Rabindra Kr Mishra)
General Secretary

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