

No. 3/1/2021- JCA
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel & Training
Establishment (JCA) Section
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North Block, New Delhi - 110 001
Dated: 30 March, 2021

OFFICE MEMORANDUM

Subject: Final Minutes of the meeting of the Standing Committee of JCM held on 26.02.2021.

The undersigned is directed to enclose herewith a copy of the Minutes of the meeting of the Standing Committee held on 26.02.2021, under the Chairmanship of Secretary (P), for information and necessary action, if any.

Encl: As above

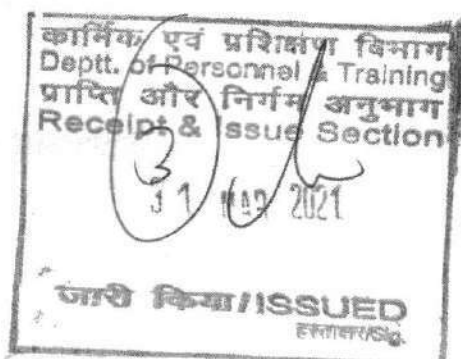
(S.P. Pant)
Deputy Secretary (JCA)
Tel. - 2309 3074

To

1. All the Members of the Standing Committee of the National Council (JCM)

Copy to:

1. Secretary, Staff Side, NC(JCM), 13-C, Ferozeshah Road, New Delhi.
2. General Secretary, AIRF, 4 State Entry Road, New Delhi
3. General Secretary, NFIR, 3, Chelmsford Road, New Delhi.



Minutes of the meeting of the Standing Committee of JCM held on 26.02.2021 at 11.00 AM and onwards under the Chairmanship of Secretary (P) in Conference Room No.119, North Block, New Delhi.

A meeting of the Standing Committee of JCM was held on 26.02.2021 under the Chairmanship of Secretary (P) to discuss the various pending as well as fresh issues raised by the Staff Side.

The list of participants is at **Annexure I.**

2. The Chairman welcomed the participants, and requested them to observe two minutes of silence as a mark of respect to the two members of the Staff Side, namely, Late Shri Rakhal Das Gupta, and Late Shri M.S. Raja, who have since passed away. Thereafter, the Chairman spoke about the importance of the meeting of the SC, JCM, and the beneficial role it plays in the running of the Govt. He expressed regrets that due to various reasons, including the Pandemic in 2020, the JCM meetings have not been held. He also expressed hope that there would be more regular meetings as the situation improves. Secretary(P) invited the members from the Staff Side as well as the Government side to participate in the meeting with a free and frank approach, so that issues are appreciated and solutions are found.

3. Thereafter, from the Staff Side, Dr. M. Raghavaiah, Leader, Shri Shiva Gopal Mishra, Secretary, and Shri C. Sri Kumar, Member, addressed the Meeting, touching upon various aspects of problems being faced by the govt. employees. The following is the gist of the issues raised by the speakers: -

- 3.1 **Ex-gratia payment to the victims of Covid-19** in different Ministries/Departments, who have laid down their lives serving the nation during the pandemic. Secretary, Staff Side specifically spoke about the Railway employees, who worked round the clock during the COVID-19 Lockdown and subsequent Pandemic period, in order to maintain the supply of essential commodities throughout the country. He further informed that more than 450 staff have died during the Pandemic. In view of the grim situation, the, ex-gratia amount should be suitably awarded to the employees in recognition of their contribution to the nation during this difficult time. Further, it was also informed the meagre ex-gratia amount that has been sanctioned, has also not reached the families. This needs to be monitored. He also

requested that a separate quota of Covid-19 victim dependents may be created for appointments on Compassionate Ground, which is apart from the 5% quota permitted. Shri C. Sri Kumar also pointed out that the workers of M/o Defence performed duties, day and night, during the Pandemic period, and hence, the family members of victims of Covid-19 should be given Govt. job on Compassionate Grounds on priority basis.

- 3.2 The unilateral decision of the Government of India **to freeze the DA**, was also mentioned by Secretary, Staff Side and it was demanded that the freeze may be removed immediately in favour of the Govt. employees.
- 3.3 The **New Pension Scheme** was also mentioned, and that it needs to be reviewed, and advantage of the Old Pension Scheme may be given to the employees. The assurance given to the Staff Side that 50% of the last pay drawn would be ensured as pension, may also be acted upon quickly by the D/o Pensions & Pensioners' Welfare.
- 3.4 Regarding the **Night Duty Allowance (NDA)**, it was informed that in the Core Departments, like Railways and Defence Production, the employees like Technicians (Level-3, Level-4), Loco Pilots, Station Masters and such various Technical posts have been denied the benefit of NDA on account of the ceiling imposed by the Government. The award given by the Arbitrator in this regard was also accepted by the Govt., but it has been of no avail. It was informed that a proposal was also sent by the M/o Railways to DoPT, requesting the Govt. to allow them to take a decision on their own on this issue. However, nothing positive has come out of it.
- 3.5 Regarding the issue of **Travelling Allowance**, it was stated that the element of Mileage Allowance is yet to be granted exemption from the purview of Income Tax. This is a burning issue with regard to employees of Railways, who are awaiting some relief.
- 3.6 **Regular meetings of the JCM** at the National Council, Standing Committee, as also at the Departmental Councils-level must be held so that the employees get to present their point of view to the Govt at regular intervals. Secretary, Staff Side also stated that the issues which have already been settled during the

NCJCM or Standing Committee Meetings, should be implemented in their letter and spirit, so that the purpose of JCM is served. Further, the demands of the Staff Side may not be rejected unilaterally, i.e., without consulting them. He also urged that the Staff Side must be consulted whenever stringent measures/ tough decisions are proposed to be taken by the Government so that their point of view is also heard.

- 3.7 The issue of **certain important decisions of the Supreme Court on policy matters to be applied in rem**, and not in *personam*, to avoid multiplicity of litigations and delay in decision-making was also mentioned.
- 3.8 The issue of **creation of posts** was also raised. The current system of surrendering posts to create new posts is not acceptable, as stated by Secretary, Staff Side, as organisations like the Railways/Posts cannot wind up existing posts for creation of new posts. An example was given of the post of Station Master by Secretary, Staff Side in this regard. For creation of the post of a new Station Master, it will be impractical that an existing post of Station Master needs to be abolished. He also touched upon the method of cadre restructuring, wherein there is a ban on creation of new posts. These measures should be removed as they are harming the functioning of the Govt.
- 3.9 The issue of **recovery of the TA** given to the employees during Covid-19 Pandemic was also raised. ***The Staff Side informed that majority of the employees even though were asked to work from home they were called for various emergency duties for which no attendance record was maintained due to suspension of bio metric attendance system to avoid spread of COVID-19 virus. Therefore, the recovery of TA given during the lockdown period to the employees should not be recovered considering the extra ordinary situation. Department of Expenditure may arrange to issue instructions in this regard.***
- 3.10 Regarding **Cash Scheme against LTC**, it was stated that it has been permitted with numerous conditions, which are difficult to comply with, and therefore, nobody would be interested in taking it. Further, the **LTC Block Year 2018-2019** was requested to be **extended till 31.12.2021** in view of the fact that the extended

period was also covered by the COVID-19 Pandemic, and nobody could take the benefit of the same.

- 3.11 It was also stated that the **reimbursement of the expenditure incurred on medical treatment** by individual employees during Covid-19 period, may be made to them on urgent basis without creating hurdles.
- 3.12 **The Staff Side stated that the pay scale of the Master Craftsman of the Defence Ministry was upgraded by the fast track committee from Rs. 4.500-7000 to Rs. 5000-8000 (PB2+GP Rs. 4200 w.e.f. 1-1-2006. In accordance with DoP&T clarifications on ACP/MACP, any placement in the higher pay scale by expert bodies cannot be treated as promotion for the purpose of ACP / MACP. This was upheld by various Courts also. Therefore the MCM of Defence ,who were in the pay scale of Rs. 4500-7000, as on 31-12-2005, and upgraded to Rs. 5000-8000 by fast track committee, are entitled for two more MACP's. As regards the pharmacist, their pay scale was also upgraded from Rs. 4500-7000, to Rs. 5000-8000 after completion of 2 years by Fast Tract committee. This placement also is treated as a promotion and the pharmacist are denied their due ACP/MACP benefits. Both the cases deserves favourable consideration.**
- 3.13 Regarding **Festival Advance**, it was stated that the demand of the Staff Side for restoration of Festival Advance had been agreed to in the last meeting. However, no decision has, so far, been communicated. Hence, the demand for one month's basic pay as Festival Advance, to be recovered in 10 instalments, was also raised.
- 3.14 **The Staff Side stated that the 7th CPC was implemented w.e.f. 1.1.2016. In many departments, employees were promoted after the date of the notification of the 7th CPC. The Staff Side requested for giving one more option to such employees as opted for 7th CPC from the date of their promotion to the higher post. For example of 51,000 employees of Railways were promoted on 1-9-2016. Similar cases are there is Defence, Postal and other Departments. This demand may be favourably considered.**

3.15 Secretary, Staff Side also touched upon **the issue of FR 17A**. FR 17-A states that where an individual employee remains absent unauthorizedly or deserts the post, the period of such absence shall be deemed to cause an interruption or break in service of the employee, unless otherwise decided by the competent authority for the purpose of LTC and eligibility for appearing in departmental examination, for which a minimum period of service is required. Unless the strike is declared as illegal, participation in strike may be dealt with under FR-17-A, and the principle of 'No Work No Pay' be applied and it may not be treated as 'dies-non'. ***The Staff Side further stated that their claim was also supported by many Court judgements including the judgement of Delhi High Court in the case of CGHS employees. Therefore, DoP&T may issue instructions that in the Industrial Establishments where the strike is not declared as illegal by the labour court, in such cases dies non cannot be imposed. The absence day either has to be regularized with wages or at the most by imposing no work no pay and no 'dies non'.***

4. Thereafter, the 49 agenda items were discussed one by one. The agenda items and the decisions taken thereon in the meeting have been listed in the last column of the tabular statement at **Annexure II**.

The meeting ended with a vote of thanks to the Chair.

ANNEXURE-I

List of Participant Official Side / Staff Side who attended the Standing Committee Meeting held on 26.02.2021 under the Chairmanship of Secretary (P)

STAFF SIDE	OFFICIAL SIDE
Dr. M. Raghavaiah Leader	Ms. Sujata Chaturvedi Additional Secretary (Estt.) DoPT
Shri Shiva Gopal Mishra Secretary, Staff Side	Ms. A. G. Mathew Additional Secretary (Pers) D/o Expenditure
Shri Guman Singh Member	Shri Deepak peter Gabrel PGD Ministry of Railways
Dr. N. Kanniah Member	Shri M. L. Gupta EDPC –II/I Ministry of Railways
Shri K. S. Murthy Member	Shri Rakesh Mittal Joint Secretary (E) Ministry of Defence
Shri R. P. Bhatnagar Member	Shri Anurag Bajpai Joint Secretary Deptt. of Defence Production
Shri C. Srikumar Member	Shri Satyajit Mishra Joint Secretary (E) DoPT
Shri R. Srinivasan Member	Shri Ruchir Mittal Director (Pension) D/o Pension & PW
Shri R.N. Parashar Member	Shri Ashok Chakarpani Director, OSD(IP) Ministry of Defence
	Shri S.P. Pant Deputy Secretary (JCA) DoPT

AGENDA DISCUSSED DURING THE STANDING COMMITTEE MEETING HELD ON 26.2.2021 – DECISIONS TAKEN

A. Unresolved Items of the Earlier SCM held on 7.3.2019

S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions/Decision on 26.02.2021
1	Item No. 1/SC/19 M/o Railways M/o Defence	Policy formulation for direct appointment of Trained Trade Apprentices of Central Government Industrial Establishments like Railways, Defence etc. as per the amended provisions of Section 22 of Apprentice Act, 1961.	Executive Director(IR) M/o Railways stated that they have already formulated the policy for direct appointment of Trained Trade Apprentices in 2016 by reserving 20% of posts at level – I. Chairman stated that in the first instance, the concerned Ministries / Departments have to formulate a policy for direct appointment of Trained Trade Apprentices under the Apprentice Act, 1961 and the percentage of reservation of posts for Apprentices shall be decided.	Ministry of Railways has informed through their letter dated 20.01.2020 that as provided for in the amended Apprentices Act, 1961, M/o Railways has also incorporated a provision that in open-market recruitments for Level-1 posts, preferential consideration for Course Completed Act Apprentices (CCAAs) trained in Railway establishment will be provided for upto 20% of notified vacancies. This has already been implemented in the ongoing recruitment drive. Ministry of Defence has informed through their letter dated 14.02.2021 that necessary guidelines in this regard have been issued vide MoD ID No. 31 (30/2018 D(Lab) dated 09.01.2020. Ministry of Railways and Ministry of Defence have been requested to review the matter.	Secretary, Staff Side stated that it is 60% in one of the Departments of the Ministry of Defence, and the same should be extended to other Departments too. Further, the amended Apprenticeship Act (Section 12) gives power to the Department to make their own rules for appointment of apprentices. He also stated that the apprentices come after passing an examination. Hence, they should not be subjected a fresh examination. Only a skill test should be conducted to recruit them. It was finally decided that the matter would be discussed by the Staff

					Side separately with the Ministry of Railways and Ministry of Defence in their respective Departmental Councils for final settlement. Hence, the matter may be taken out from the purview of Standing Committee.
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S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Decision on 26.02.2021
2.	Item No. 25/2019/SC. Ministry of Railways	Counting of full service of temporary casual labourers for pensioners and retirement benefits in Railways:	ED(IR), M/o Railways stated that as per the existing instructions, in case casual labourers are absorbed in regular establishments, half of the service rendered as casual labourer from the date of attaining temporary status till absorption in regular service is counted as qualifying service for the purpose of pension. It was informed by ED(IR) that they follow orders passed by Apex Court on 24.3.2017., in SLP filed by Rakesh Kumar Vs. Union of India in the Hon'ble Supreme Court, in which the Apex Court directed that "the casual labourers, who are absorbed in regular establishment, half of the service rendered as casual labour from the date of attaining temporary status till absorption in regular service, may be counted as qualifying service for the purpose of pensionary benefits".	Ministry of Railways has informed through their letter dated 23.02.2021 that as per the extant / settled practice and various rules/circulars of the Railways only 50% of the service after attaining temporary status by the Casual Labour and 100% of service after regularization (taking charge of a regular post) are admissible for counting of pensionary benefits. No part of casual service prior to attainment of temporary status is to be counted for pensionary benefits. This also in consonance with DoP&T's clarification in this matter. DoP&T vide their O.M. No. 49014/2/2014-Estt(C) dated 26.02.2016 have clarified that only 50% of the service rendered under temporary status would be counted for the purpose of retirement benefits to Casual labour. Hence, this item may be treated as closed.	Secretary, Staff Side stated that this item has been lingering on for the last 20 years. Ministry of Railways has been approaching DOPT for giving permission for the same. In Rakesh Kumar vs. UOI also, the decision has been given in the same spirit. It was finally decided that the Ministry of Railways will examine it again and take a decision in the matter. Hence, the matter may be discussed by the Ministry of Railways with the Staff Side in the next Departmental Council Meeting.

S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions/ Decision on 26.02.2021
3.	Item No. 34/2019/SC Ministry of Railways / D/o Personnel & Training	Implementation of 7 th CPC recommendation s – Upward revision of pay scales of various categories.	JS(Estt.) DoPT informed that DoPT has taken a decision on the issue of up-gradation of posts of Chemical and Metallurgical Assistant (CMA), Chemical and Metallurgical Superintendent (CMS) and Assistant Chemist and Metallurgist (ACMT) and in this regard, an Inter-Ministerial communication has already been sent. Final decision will be communicated to the Ministry of Railways in due course.	The Committee comprising of the representatives from M/o Railways. D/o Personnel & Training, D/o Expenditure, agreed with the recommendations of the 7th CPC to allow upgradation of pay scales of three categories of posts in the Accounts Cadre (SSO(A/Cs)/ Sr. Travelling Inspector(A/Cs)/ Sr. Inspector (Stores A/Cs)) of Ministry of Railways. The Committee also considered the cases of chemical and metallurgical staff but did not accept the recommendations of 7th CPC for upgradation of their pay scales. The Committee observed that if the post of CMA is upgraded, the employees holding M.Sc. degree will also get benefited, which does not appear to be in consonance with the Pay Commission's recommendations. After change of educational qualification for the post from degree in Engineering/M.Sc. to Bachelor degree in Science (with Physics and Chemistry) by the Ministry of Railways, the Committee felt that if the benefit of upgradation is given to the employees, who get selected on the basis of changed educational qualification, it would not be in consonance with the recommendations of the 7th CPC and such upgradation may disturb the traditional relativity between CMA and Senior Section Engineers (SSE)/Section Engineers (SE).	It was requested by the Secretary, Staff Side that the issue may be reviewed by the Government once more. He requested that the benefit given by the 7th CPC should not be snatched from the cadre of Chemists. It was finally decided that the matter may be partially closed, and the second part may be decided by the Ministry of Railways separately. Hence, the item was agreed to be removed from the list of the agenda of the Standing Committee. The unsettled part is to be decided by the Ministry of Railways.

S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
4	Item No.24/19/SC D/o Expenditure	Transport Allowance in case of Physically Handicapped person at double rate and deduction of the same if one is on short leave may be dispensed with.	Joint Secretary (Personnel) stated that as per Department of Expenditure's OM No. 21/5/2017-E.II(B) dated 07.07.2017, Transport Allowance at double the normal rates is admissible to Physically disabled employees, viz. Visually impaired, Orthopedically Handicapped, Deaf and Dumb/hearing impaired and also to employees suffering from spinal deformity. Otherwise, the general conditions for drawal of Transport Allowance at normal rates apply equally to all Govt. employees. Hence, Transport Allowance at double the normal rates will not be admissible for the calendar months (s) wholly covered by leave for persons with disabilities. In this regard, the Department of Expenditure has not issued any other instructions. He further stated that there are	Department of Expenditure has informed through their letter dated 16.02.2021 that the - Transport Allowance (TA) is paid to Central Government employees to compensate for the cost incurred on account of commuting between residence and office. - Physically disabled employees as mentioned in this Department's order, are paid TA at double the normal rates as these employees generally require assistance to commute. - The condition of drawal of TA and of TA at double the normal rates are same. As per existing	The Staff Side agreed to close this item. Hence, the item may be treated as closed .

			no instructions with regard to having attendants for handicapped employees and if there is any such instances then that should be brought to the notice of Department of Expenditure. The Staff Side agreed to these suggestions.	for grant of TA at normal rates/TA at double the normal rate, the Allowance shall not be admissible for the calendar month(s) wholly covered by leave. • TA will be admissible for full month. • TA at normal rates / TA at double rates is already granted liberally to Central Government employees/disabled Central Government employees, who even attend office for a single day in a calendar month. • The Staff Side may bring it to the notice of the Government the cases of hardship. So far, no such case has been in the notice of the Government. Office of the Indian Audit and Accounts informed through their letter dated	
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				19.02.2021 that Payment of double TA to the Physically Handicapped employees is made as per the extent provisions of DoPT in IA&AT. No deduction of proportionate amount of Transport Allowance payable to persons with disabilities is in practice in IA&AD. Hence, this item may be treated as closed.	
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S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
5.	Item No.26/19-SC D/o Expenditure	Extension of benefits of revised Pension Rules - 2016 in respect of pensioners of Central Government employees in autonomous bodies	Joint Secretary (Personnel): stated that Department of Expenditure has issued orders only for Central Government employees and not in respect of employees belonging to autonomous bodies. In case of Dearness Allowance, the orders are issued by administrative Ministries/Departments. Secretary (Staff Side) pointed out that the employees of autonomous bodies were getting pay scales of Central Government; the problem arose when the Department of Expenditure imposed the condition that 25% of the expenditure will be borne by the administrative Ministries/Department. It is imperative that these Central Government employees in autonomous bodies should be kept on equal footing with Central Govt. employees for the purpose of pay scales and pension. Joint Secretary (Personnel) stated that there are as many as 680 autonomous bodies where Central Government employees are working and if this demand is accepted the repercussion will be huge. Joint Secretary (Personnel) stated that the Staff Side may keep this demand as a separate issue.	As mentioned by the Joint Secretary (Pers.), DoE in the meeting of the Standing Committee, the Staff Side may keep this demand as a separate issue. Hence, this issue is required to be taken up by the Staff Side with the D/o Expenditure in isolation. Hence, this item may be taken away from the list of pending items of Standing Committee.	It was decided that the matter may be discussed separately by the Staff Side with the Department of Expenditure. Hence, the item may be treated as closed in so far as agenda for the meeting of Standing Committee is concerned.

S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
6.	Item No.29/19/SC D/o Expenditure	Enhancement of Bonus Ceiling Limit of Casual Labourers, consequent on enhancement of bonus calculation ceiling of Central Govt. Employees	Joint Secretary (Personnel) informed that the details have been sought from different Ministries/Departments mainly from Ministry of Defence, M/o Labour, M/o Housing & Urban Affairs etc. and the information is awaited. Once the information is received from these Ministries, the rates of bonus will be enhanced, accordingly.	Department of Expenditure informed through their letter dated 16.02.2021 that the matter is under examination in this Department, as data/inputs from different Ministries/Department is still awaited. After finalisation of this issue, an appropriate order/OM will be issued by this Department. Data in this regard may be provided to the Government. Thereafter, this will be treated as a fresh item. Hence, the item may be treated as closed.	AS(Pers), Department of Expenditure asked the Staff Side to ensure that Data from all concerned Departments is received in the Department of Expenditure. So far, only Department of Expenditure has sent the data.

S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
7.	Item No.48/19/SC M/o Housing and Urban Affairs	Deduction of House Rent on flat rates without providing equal facilities Staff Side informed that House Rent is being deducted from Railwaymen and other Central Government Employees on flat rates fixed by the Nodal Ministry. But facilities like underground drainage, provision for flushing facilities in toilets, supply of water etc., have not been provided equally in all the quarters. Till such time these facilities are provided, the same amount of House Rent should not be deducted in lieu of these facilities. Staff Side have specially mentioned that quarters of M/o Railways are very old and in a very bad condition and yet they are taking charges from employees as per latest norms.	The representative of M/o Housing & Urban Affairs stated that this item is partially related to their Ministry and the Ministry of Finance as the House Rent Allowance (HRA) Rules are administered by the Ministry of Finance. Further, M/o Housing & Urban Affairs only notifies the rate of License Fee to be recovered from the allottees of General Pool Residential Accommodation (GPRA). Accommodations are constructed and classified as per the plinth area norms.	M/o Railways requested the Secretary (Staff Side) to discuss the matter in next Departmental Council meeting in Ministry of Railways. Ministry of Housing and Urban Affairs has informed through their letter dated 29.11.2019 that the representative of this Ministry had already explained that this item is partially related to the Ministry of Housing & Urban Affairs because the House Rent Allowance (HRA) Rules are administered by Ministry of Finance. Ministry of Housing & Urban Affairs only notifies the rate of Licence Fee to be recovered from the allottees of General Pool Residential Accommodation (GPRA). Hence, this item may be treated as closed and the matter in Departmental Council meeting in Ministry of Railway.	It was decided that the Ministry of Railways will hold a meeting with Staff Side in Departmental Council. Hence, the item may be treated as closed in so far as agenda for Standing Committee meeting is concerned.

S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
8.	Item No.13/19/SC DoPT	Removing the anomalous situation in the representation of JCM. Staff Side requested that at least all non-gazetted employees should be considered for inclusion in the JCM Scheme.	Joint Secretary (Establishment) stated that the J.C.M. Scheme covers all regular civil employees of the Central Government except Class-I and the Class II services, other than the Central Secretariat Services and the other comparable services in the Government organization and its HQs. He further stated that the matter to include Group B employees for coverage under JCM Scheme is presently under examination.	Ministry of Railways informed through their letter dated 23.02.2021 that in the Ministry of Railways only Assistant Section Officers in Railway Board Secretariat Service (RBSS) and Personal Assistants in Railway Board Secretariat Stenographers' Service (RBSSS) are Group 'B' non-gazetted on the lines of CSS and CSSS. Any decision in this matter may be taken by the nodal Ministry i.e. DOP&T. In respect of RBSS and RBSSS, orders of DOP&T are adopted mutatis-mutandis in the Ministry of Railways. Further, the JCM policy has been formulated by DOP&T and M/o Railways has only adopted this policy. Office of Indian Audit & Accounts informed through their letter dated 19.02.2021 that in IA&AD all Group B Non-Gazetted cadres are under JCM Scheme. Department of Post informed through their letter dated 24.02.2021 as per guidelines of JCM Scheme, for the purpose of nomination on the Staff Side only those Federation / Associations / Unions will be recognized, which	The Staff Side demanded that all Non-Gazetted employees may be permitted to be a part of JCM Scheme. AS(Estt.), DoPT indicated that she would look into the matter.

				have enjoyed recognition in the past and which represent broadly and adequately all the categories of employees of a Department. In addition to this, as per essential features of the scheme of JCM, the scheme will cover all regular civil employees of the Central Government except: (a) The Class I Services (b) The Class II Services (c) Persons in Industrial Establishment employed mainly in managerial or administrative capacity and those being employed in supervisory capacity. 2. PS Group 'B' Officers and ASPs in the Department have been earmarked as Gazetted Group 'B' PS Group 'B' are Supervising Officers/Divisional Heads Unit Heads. They are running the administration of Division, which is a Managerial Cadre. Similarly, ASPs are also working as Head of a Sub Division and are assisting Division/Units Head as ASP (HQ) and ASP (Out Door) for smooth functioning of administration of the Division/Units. They are working at middle level management. The PS Group 'B' having separate association, whereas ASP a Gazetted Group 'B' cadre having separate association which also consists of Inspector Posts Group 'B' Non-	
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				Gazetted. 3. Group 'B' Gazetted Association is representing only Group 'B' Officers strength of Group B Gazetted Officers is 2948 which is 1.68%. Strength of Group 'B' 'Non-Gazetted Officers is 5628 which is 3% of the Strength Group 'B' Non-Gazetted cadre staff is already covered in JCM. In view of the above, Group 'B' Gazetted Officers cannot be brought under the ambit of JCM. Updated status is awaited from Ministry of Defence.	
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9	Item No.12/19/SC MoHFW	Opening of CGHS Dispensaries in Agra, Barrackpore (Kolkata) and Kochi.	Ministry of Health &FW has informed that the CGHS Wellness Centre(s) at Agra, Barrackpore (Kolkata) and Kochi have been made functional. Staff Side suggested that dispensaries in other parts of the country, where it is not present may be considered. The Chairperson agreed to the suggestion.	All the places mentioned in the Agenda have been covered. Hence, a Fresh Agenda is required to be given by the Staff Side for opening dispensaries in new cities. Hence this item may be treated as closed.	This item may be both the sides agreed to close this item. A fresh Agenda is required to be given by the Staff Side for opening dispensaries in new cities.

S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
10	Item No. 43/19/SC MoHFW	Grant of one time option to CGHS beneficiaries to opt for entitlement as per their revised Pay in Pay Band. They were given ward facility below their entitlement, determined as per last pay drawn. Request is to give them their proper entitlement based on the notional pay in the pay band, as mentioned in OM No. S.11011/2/2008-CGHS (P) dated 20.5.2009, which states that pay in the pay band means the corresponding pay in the pay band that pensioners would have drawn, had he/she continued in service.	Ministry of Health & FW that the demand to grant one-time option to pre-1.6.2009 pensioners to opt for re-determination of their ward entitlement based on their notional pay in Pay Band is not allowed. Though Ministry of Health & FW has informed through their letter dated 20.07.2020 that no further action is required. Staff Side requested that based on requests/representations received by them, an assessment of number of cases who would be interested in exercising the proposed option has to be considered by the MHFW. Further, Staff Side has also asked for a review in this regard and requested the Chair to convene a meeting with the Official Side of the M/o Health & FW.	M/o Health vide their letter dated 25.2.2021 informed that the demand to grant one-time option to pre-1.5.2009 pensioners to opt for re-determination of their ward entitlement based on their notional pay is not allowed. Hence, the matter may be treated as closed.	Staff Side agreed to give data on this for consideration of the matter afresh.

S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
11	Item No.20/19/SC D/o Pension & PW	Include unmarried/ widow/ divorcee sister in the definition of family for family pension. The request is for those cases where the brother is unmarried and has no family other than sister.	Earlier, Department of Pension & PW has informed through their letter that no decision was taken in the National Council (JCM) to reconsider the issue. Hence, there does not appear to be any fresh ground to reconsider this decision and the item may be closed. Staff Side stated that the issue needs to be reviewed, and especially in case of mentally retarded children. JS(DOE) suggested that instead of clubbing other categories, a fresh representation relating to mentally retarded adult children may be sent, so the issue could be examined.	Department of Pension & PW informed through their letter dated 23.02.2021 the matter was deliberated upon and Staff Side wanted this issue to be re-considered. Chairman advised DoP&PW to re-consider the same. Accordingly, the issue has been re-examined in this Department in consultation with Department of Expenditure and are of the view that the disabled sibling were covered under the scope of Family Pension because physically or mentally they are not in a position to earn their livelihood. Which may not be the case with unmarried/divorced/widowed sister. In view of this, the demand of the Staff Side National Council (JCM) has not been considered. Hence, there may be no change in the present position and status-quo may be maintained.	The Ministry of Health & FW will examine this matter afresh.

S. No.	Item Nos. and Ministry/ Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
12	Item No. 44/19/SC MoHFW	Provision of CGHS facility for life time to dependent/ disabled/mentally retarded children of Central Government Employees/Pensioners. The mentally retarded son gets benefit of CGHS facility even after his marriage. However, daughter loses this benefit the movement she gets married.	AS(H), M/oH&FW stated Director CGHS to examine the issue in the light of extant provisions under CCS Pension Rules.	M/o Health vide their letter dated 25.2.2021 informed that the in accordance with the Pension Rules, 1972, Central Government employees/Pensioners' children with special needs and disabilities are allowed family pension, whereas CGHS facilities for mentally/physically disabled married daughters of Central Government employees/Pensioners is not allowed. The matter is now being examined, so as to provide CGHS facilities to dependent daughters of the Central Government Employees/Pensioners after their marriage. Staff Side is to give a fresh representation in this regard limiting it to really needy. Hence, for the present, the item may be treated as closed.	It was decided that the Ministry of Health & FW will hold discussions with the Department of Disabilities and the Department of Pension & PW. Thereafter, a final decision will be taken by them.

S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
13	Item No.3/19/SC Pension & PW	Revision of the benefit of Deposit Linked Insurance Coverage from GPF	Revision of the benefit of Deposit Linked Insurance Coverage from GPF. Under GPF Rule 33-B, nominees are entitled to get Rs. 60,000/- whereas, under New EPF scheme, nominees are entitled to get Rs.6,00,000/-. Hence request is to enhance the existing benefit from Rs.60,000/- to Rs.6,00,000/- under GPF Rules also.	Joint Secretary (Pension) informed that a proposal was sent to Department of Expenditure to consider enhancement of the limit set for Deposit Linked Insurance Scheme, 1976 from Rs.60,000/- to Rs.6,00,000/-. Department of Expenditure requested for clarification and some precedent cases which are with EPFO. He further informed that the Department of Expenditure has been reminded to take action expeditiously.	AS(Pers), D/o Expenditure informed that DOE has been examining this issue independently without linking it with the Scheme of EPFO. The revised proposal is that the limit of benefit under Deposit Linked Insurance Coverage from GPF may be enhanced from Rs. 60,000 to Rs. 3.50 Lakh. Matter is under consideration of Department of Expenditure.

S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
14	Item No.18/19/SC D/o Pension & PW	Revision of Ex-gratia to CPF/SRPF retirees. On 1.1.1997, the ex-gratia payment was revised as follows: Group 'A' – Rs. 3,000/- Group 'B' – Rs. 1,000/- Group 'C' – Rs. 750/- Group 'D' – Rs. 650/-	Joint Secretary (Pension) stated that all Group 'A', 'B', 'C', and erstwhile Group (D) officers are covered under the said scheme. The matter has been reviewed and is being sent to Department of Expenditure for consideration. Before the matter is sent to Department of Expenditure for consideration, Pension disbursing Banks and CPAO has been requested to furnish numbers of such beneficiaries so that financial implication could be calculated. The information is still awaited. Staff Side requested that since the matter is getting delayed, necessary Govt. orders may be issued at the earliest.	Department of Pension & PW has informed through their letter dated 23.02.2021 that the issue w.r.t. the revision is under examination and will be referred soon to Department of Expenditure.	Department of Pension & PW is to collect data and send the same with their comments and financial implication to the D/o Expenditure.

S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
15	Item No. 36/19/SC M/o Railways	Implementation of Pay Scales recommended by the 7 th CPC in case of several other common categories. Scales of Accounts staff of unorganised cadre, canteen staff, EDP staff, firefighting staff, MTS, para medical staff, etc. has been revised but there is confusion regarding revision of pay scale of medical laboratory staff. The request is that the scale of medical laboratory staff is revised w.e.f. 1.1.2016 as per the 7 th CPC recommendations.	ED(IR) informed that action on this item will be taken and issue will be resolved within next 6 months.	Ministry of Railways informed through their letter dated 23.02.2021 that the 7th CPC vide para 7.3.31 of its report recommended that administrative ministries may take appropriate steps for aligning the Laboratory Staff under their respective jurisdictions on the lines of cadre review of Laboratory Staff done by Ministry of Health and Family Welfare. Accordingly, the issue of cadre restructuring of Medical Laboratory Staff of Indian Railway has been taken up holistically in this Ministry keeping in view of the fact that cadre restructuring in Railways may not exactly be brought out in line with cadre restructuring exercises held in 1993, 2003 and 2013 in Railways, Laboratory Staff of Railways already got benefit of upgradation and had better cadre structure as compared to civil side prior to restructuring in 2015. However, a proposal of cadre restructuring of Medical Laboratory Staff is under examination in Board. This proposal envisages merger of three grade viz. GP-2000, 2400 and 2800 into one grade i.e. GP-2800, creation/up gradation of posts in Grade GP-4200 and introduction of new grades viz. GP-4800 & 5400 (PB-3) and Changes of designation. In the light of Ministry of Finance's instructions dated 04.09.2020 putting a ban on creation of posts, the proposal is further being examined.	It was decided that the Ministry of Railways would discuss the matter in Departmental Council of Railways and arrive at a decision. Hence, the item may be shifted from the Standing Committee meeting to Departmental Council Meeting.

S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
16	Item No. 37/19/SC M/o Railways	Recommendations of the 7 th CPC on the allowances. 7 th CPC has recommended Running Hour Allowances (RHA) to Train Controller, Track Maintainer, Loco Pilot (Mail/Express), Loco Pilot (Passenger), Loco Pilot (Goods), Guard (Mail/Express), Guard (Passenger). Request is to extend the same to Loco Shunters, Guard (Goods) and Assistant Loco Pilots. Further, the request is to count this for the purpose of pensionary benefits	ED(IR), Ministry of Railways informed that recommendations in respect of the allowances; viz. Special Train Controllers Allowance to Train Controllers, Risk and Hardship Allowance to Track Maintainers (except additional allowance to Running Staff in Railways) have been accepted by the Government and orders in this regard have been issued by the M/o Railways	Ministry of Railways has informed through their letter dated 20.01.2020 that it may be appreciated that 7 th CPC already extended 'Additional Allowance' to some other categories of Running Staff viz. Loco Pilot Goods and Sr. Passenger Guard in addition in enhancing the quantum of 'Additional Allowance' earlier granted only to Loco Pilot Mail/ Express, Loco Pilot Passenger/Motorman, Guard Mail/ Express. The recommendation of 7 th CPC was further scrutinized by a Committee of Secretaries and thereafter accepted by Government of India. These recommendations have been implemented in Railways vide Board's letter RBE No. 85/2017 dated 10.08.2017. Further, it is stated that 7 th CPC specifically mentioned that Dearness Allowance will be payable on this allowance, however, it will not count for pensionary benefits. 2. In view of the position, it is not feasible to make any unilateral deviation from the accepted recommendations of 7 th CPC and extend it to other categories of Running Staff not covered by the same. There is no change in status furnished earlier. The item may be treated as closed.	The representatives of the Ministry of Railways stated that, wherever recommended, they have already issued orders. In addition, two more categories have also been added. Secretary, Staff Side stated that the same has not been applied to Loco Shunter, Asstt. Loco Pilot and Guards (Goods). He requested for reconsideration of their case and a specific reply by the Ministry of Railways. Secretary, DOPT stated that the item may be

					treated as settled and for the left-out category a separate new item may be given by the Staff Side.
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S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
17	Item No. 46/19/SC M/o Railways	Fixation of pay on promotion to a post carrying higher duties responsibilities but carrying same grade pay It has been given to Loco Pilot and Mail Guard but not, among other, to shunters and Goods Guard.	Executive Director (IR), Ministry of Railways stated that this item was originated during the 6 th CPC and was resolved during the year 2017. Again, this item has been re-opened in 7 th CPC. Ministry of Railways have forwarded the matter to Department of Expenditure, Ministry of Finance for their consideration	Ministry of Railways has informed through their letter dated 14.12.2020 that the issue was examined, and a reply has been to the Federation vide Board's letter PC-VI/2017/IC/I dated 22.11.2017 detailing why their demand was not agreeable. It is therefore observed that prima-facie, no anomaly has been brought out in Item No. 46. This item may be treated as closed.	Secretary, Staff Side stated that there are various trades in which the benefit has been given. However, still there are some categories where, even though higher responsibilities are involved, the benefit of pay fixation has not been given. The Ministry of Railways stated that the Department of Expenditure and DoPT have not permitted them to do so. AS(Pers), DoE stated that this is an internal matter of the Ministry of Railways and they can take a decision, on their own, in the matter.

S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
18	Item No. 49/19/SC M/o Railways	Inadequate medical facilities & conditions imposed for recognition of Referral Hospitals by the Indian Railways	Ministry of Railways has informed through their letter dated 20.01.2020 that as per the minutes of the meeting, Secretary, Staff Side has considered this Item as closed .	This item treated as closed.	Both the sides agreed to treat the item as Settled.

S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
19	Item No. 10/19/SC D/o Expenditure	Restoration of Interest Free Advances, withdrawn by the Government based on 7 th CPC Recommendations	Joint Secretary (Personnel) stated that Seventh Pay Commission in its report had recommended that all interest free advances should be abolished. The recommendations of the Commission relating to the abolition of interest free advances have been accepted by the Government with the exception of interest free Advances for Medical Treatment and Travelling Allowance for the family of the deceased. Travelling Allowance on tour or on transfer and Leave Travel Concessions have also been retained. Staff Side also raised the demand for the restoring Festival Advance. Joint Secretary (Personnel) agreed to reconsider the issue of restoring the Festival Advance. Staff Side thanked JS (Pers.) for agreeing to reconsider the issue of restoration of Festival Advance to the Central Govt. Employees. JS (Pers.) agreeing to reconsider the issue of restoration of Festival Advance to the Central Govt. Employees.	Department of Expenditure has informed through their letter dated 16.02.2021 that the matter is being considered in this Department and a decision in this regard would be conveyed at an appropriate time. Matter is under consideration of D/o Expenditure.	The Staff Side demanded that, as agreed to in the last meeting, Festival Advance may be granted every year without any condition with recovery of the same in 10 monthly instalments. The Staff Side also stated that so many restrictions may not be put on the same. Secretary (P) stated that there is no restriction on what to do of the amount of advance but there is restriction on how to disburse it. He asked the Staff Side to give better alternative (s) for the same. AS(Pers), DOE stated that the Staff Side may suggest better alternatives. The matter may be discussed by the Staff Side with AS (Pers), DOE separately. Hence, the item may be shifted from agenda of the Standing Committee to the Departmental Council of Department of Expenditure.

S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
20	Item No. 21/19/SC D/o Expenditure	Removal of conditions of being at the CHQ for few days in a month to claim the Transport Allowance	Joint Secretary (Personnel) stated that the Transport Allowance is granted for full month, even if an employee attend office for one day in a calendar month. However, when an employee remains away from Headquarters for full calendar month(s) on duty / tour, he does not get any Transport Allowance. Since the employee has no occasion to commute between place of duty/Headquarters and residence during such calendar month(s), grant of Transport Allowance for that calendar month(s) is not admissible and also not justified. Further, for such period when employee is sent away on duty/tour from his Headquarters to any other place, he gets adequately compensated by grant of Daily allowance for that period. As per 6th and 7th CPC recommendations, Daily allowance is being given as reimbursement for hotel accommodation, food bill and local travel charges. Staff Side demanded to revisit this demand on certain grounds. Joint Secretary (Personnel) agreed to re-examine the matter.	Department of Expenditure has informed through their letter dated 16.02.2021 that the 1.Transport Allowance is paid to Central Govt. employees to compensates for the expenditure incurred for commuting both to and fro between the place of duty and residence by the Govt. employee 2. Regarding admissibility of Transport Allowance during absence for more than one month from Hqrs on tour/training. It is stated that (a) When an employee goes on tour, he gets Daily Allowance for that period which includes taxi charges to reach his destination from his place of stay (b) When an employee goes for training which is treated as duty and where Govt. conveyance and TA/DA is not provided for attending the training Transport Allowance is admissible. This item may be treated as closed.	Secretary, Staff Side stated that this was a situation, sui generis, when the Government staff was forced to stay back at home due to non-availability of public transport and also due to fear of spread of corona. It was agreed that this item may be treated as closed and a fresh agenda may be given by the Staff Side on this issue. Hence, this item may be treated as closed.

S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
21	Item No. 27 & 38/19/SC D/o Expenditure	Parity in pay scale of all stenographers, assistants and Ministerial staffs in subordinate offices and in IA&AD and organized accounts cadre with Central Secretariat staffs by upgrading their pay scales.	Joint Secretary (Personnel) stated that in cases where 7 th CPC has recommended downgrading of pay scales of Assistants and Section Officers of CSS, Assistant Nursing Superintendent etc., the Government after considering the recommendations of the Commission decided that those recommendations related to downgrading of posts may not be accepted, and normal replacement may have to be allowed in such cases. He further said that a Committee has been formed by Department of Personnel & Training to examine the matter.	Department of Expenditure has informed through their letter dated 7.10.2019 that the DoE has stated that in cases where 7 th CPC has recommended downgrading of pay scales of Assistant and Section Officers of CSS, Assistant Nursing Superintendent etc., the Government after considering the recommendations of the Commission decided that those recommendations related to downgrading of posts may not be accepted and normal replacement may have to be allowed in such cases. With respect to constitution of a Committee in DoPT in the matter the position may be updated in consultation with the Division concerned in the DoPT. A committee has been constituted in DoPT to examine the issue.	The Committee constituted by DoP&T has to examine the issue. The Staff Side informed that the committee will hold discussions with the Staff Side before finalising its recommendations.

S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
22.	Item No. 4/19/SC M/o Defence	Career progression of Data Entry Operator Cadre of DRDO, under Ministry of Defence. The clerical staff and storekeepers, conversant with computer, were given the designation of DEO. A separate of DEO was created. However, they are still in the grade pay of Rs. 2800 whereas the clerical staff, which joined duties during the year 2000 have got the grade pay of Rs.4200 now. Further, the Grade pay of Rs.5400 for the post of Administrative Officer is only to the Administrative Staff and not to DEO.	The representative of Ministry of Defence / DRDO stated that the comments of DoPT, Establishment (RR) are still awaited. The matter will be decided once DoPT provides their suggestions/comments. Staff Side informed that there is huge stagnation in the cadre of Data Entry Operators and the employees working in the cadre are in the age group of 50 or more. Because of the stagnation, the employees working in this cadre retires even without reaching grade pay of 4600/-. Therefore, it may be considered that the DEO Cadre are treated at par with the Administration and	Ministry of Defence has informed through their letter dated 1102.2021 that the issue of recommendation of Seventh CPC with regard to EDP were submitted on 29.11.2016 and 13.12.2017. Reminders also sent to DoP&T on 03.08.2018 and 07.08.2019 Decision awaited. Establishment (RR), DOPT informed through their letter dated 23.02.2021 that as per RRFAMS portal, no proposal is pending with Estt.(RR) in respect of amendment of RRs for the post of Administrative Officer in DRDO as on date. Hence, no further action required on the part of Estt,(RR), DOPT	The Staff Side stated that their request was to give 25% quota in promotion for the promotion of DEO Cadre to Admin officer and that they never requested for LDCE for DEO to become Admin Officer. It was agreed that the MOD/DRDO would discuss the matter with the Staff Side and come up with a revised proposal.

			Allied Cadre of DRDO so as to give them promotional opportunities. Further, there are no new recruitment in the cadre and it will be a onetime measure for career progression in respect of Data Entry Operators. The Staff Side requested MoD to consider the matter urgently. Chairman directed representative of M/o Defence/<u>DRDO</u> to take note of it and assured the Staff Side that the matter will be looked into.		
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S. No.	Item and Ministry / Deptt.	Nos.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
23	Item No. 5/19/SC M/o Defence		Recognition of Technical Diploma Course in different discipline of Engineering / Technology obtained through Distance Education Mode for the purpose of LDCE to the Departmental Candidates for appearing for higher post with Grade Pay Rs. 4200/- (Level 6 of 7 th CPC)	Representative of Ministry of Defence informed that this item is not agreed to and DRDO is in the process of framing of New Recruitment Rules, for the same. Staff Side stated that the decision of not recognizing Distance Education Diploma Courses for appearing in LDCE Examination will demoralize the existing employees for joining higher courses and acquiring qualifications, which will be beneficial not only to the individual but also to the organization. Even in such instance when the individual acquires a Diploma, he still has to appear for the LDCE Examination and qualify. Therefore, DOP&T may consider this aspect and issue a general instruction to all Ministries to recognize Diploma in Engineering acquired through Distance Education Mode from a govt. recognized institution/university.	Ministry of Defence informed through their letter dated 11.02.2021 that the validity of Technical Diploma Course falls under the mandate of MHRD/AICTE in the case of DRDO, necessary instruction regarding validity of technical Diploma obtained through distance education mode has been promulgated vide letter No. DHRD/76237/drtc/Misc/C/M/01 dated 31.01.2020 as per guidelines issued by MHRD/A/CTE. This item may be treated as closed.	After thorough discussions, the Staff Side requested that the AICTE may be asked to have a qualifying examination for such candidates as have acquired Diploma qualification through distance education mode and the employees who pass the examination may be made eligible to participate in LDCE. It was finally decided that this request of the Staff Side would be considered after having discussion with AICTE. Hence, the Ministry of Defence has to discuss the matter with AICTE and take a final decision in the Departmental Council. The matter may be treated as closed from the agenda of the Standing Committee.

S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
24	Item No. 8/19/SC M/o Defence	Correlation of the hourly rates of Industrial Workers of Ordnance Factories based on 6 th CPC pay scale w.e.f. 01.01.2006. After 6 th CPC, in production units, hourly rates of industrial workers were correlated to basic pay of Rs.7100/-. However, they were made applicable from Feb. 2014. Employees are demanding from 1.1.2006.	The Representative of MoD, <u>Deptt. of Defence Production</u> stated that the matter has been considered in consultation with Department of Expenditure and decision was taken to the effect that it may not be agreed. Staff Side raised their objection on this and stated that there was a huge delay in examining the matter based on the recommendation of 6th CPC in 2008, and hourly rates of Industrial Workers were revised in 2014 and these rates are from prospective date. But, after so many years of delay, now it is informed that the	Ministry of Defence Department of Defence Production informed through their letter dated 16.02.2021 that the demand of Staff Side/AIDEF was rejected by the Department of Expenditure, Ministry of Finance on 19.09.2017 Workers Union of Ordnance Clothing Factory, Avadi had challenged this order in Hon'ble CAT, Madras. Since the Matter is sub-judice, it was decided that fresh proposal for reconsideration by the D/o Expenditure will be initiated after outcome of the case in Hon'ble Tribunal which is still awaited	It was agreed upon by the both the parties that the aspects of 6th CPC may not be touched upon; the matter being <i>sub-judice</i>. The Staff Side stated that for 7th CPC, the Ministry of Railways has revised the same long back but the Ministry of Defence (Department of Defence Production) has not done the same so far. The Staff Side informed that the 6th Pay Commission pay formula is to be carried forward to the 7th Pay Commission. It was agreed upon by both the sides that the matter may be discussed in the Ministry of Defence in their Departmental Council. Hence, the item may be shifted from the agenda of the Standing Committee to the agenda of the Departmental Council.

			matter has not been agreed to by the Department of Expenditure. They further informed that after the implementation of 7th CPC w.e.f. 01/01/2016, till date, the hourly rate of the Industrial workers of Ordnance Factories is not yet correlated and still pending with MoD. Such delay results in huge loss to the Industrial Workers. Chairman assured that Joint Secretary (Personnel), D/o Expenditure has agreed to re-examine this issue again.		
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S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
25	Item No. 2/19/SC DoPT/ CS-Div.	Promotional prospects of MTS: The Staff Side stated that 10% promotional quota in MTS grade is very low and it should be increased by 20%. In most of the cases the employee join as MTS and retire as MTS without any promotion. Therefore, promotional opportunities for them may be provided.	Joint Secretary (Establishment) stated that there is 4-tier promotional structure for MTS, and once the MTS is promoted to the grade of LDC, he is eligible for further promotion in subsequent grades. Chairman stated that the Staff Side has brought this issue for the first time and the matter will be considered in due course and Staff Side will be informed accordingly.	Joint Secretary (Establishment) stated that instructions in this regard are very clear for LDCE, for which the post in immediate feeder grades and other posts with certain eligibility conditions (namely; educational qualifications and residency period etc.), depending upon the grade pay of the feeder grades are prescribed. Normally residency period is half of the period required for promotion as prescribed. For LDCE being eligible for all posts in the feeder grade without residency, this provision is not justifiable. For example; for the purpose of LDCE conducted for the post with Grade pay 4200/-, both posts in Grade Pay 2800/- and 1800/-, are treated equally as per 6 th CPC recommendation, if accepted. Matter is under consideration of CS-II Division of DoPT.	The Staff Side requested that the promotion quota may be raised from 10% to 25%. The Chair agreed to refer it to the Committee. The Staff Side informed that the committee may consult the Staff Side before finalising its recommendations.

S. No.	Item Nos.and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
26	Item No. 6 Ministry of Defence	Implementation of the recommendation of 6th CPC with regard to Limited Departmental Competitive Examination for posts in Group "B" and Group "C"	Joint Secretary (Establishment) stated that instructions in this regard are very clear for LDCE, for which the post in immediate feeder grades and other posts with certain eligibility conditions (namely; educational qualifications and residency period etc.), depending upon the grade pay of the feeder grades are prescribed. Normally residency period is half of the period required for promotion as prescribed. For LDCE being eligible for all posts in the feeder grade without residency, this provision is not justifiable. For example, for the purpose of LDCE conducted for the post with Grade pay 4200/-, both posts in Grade Pay 2800/- and 1800/-, are treated equally as per 6th CPC recommendation, if accepted. Staff Side stated that M/o Defence is not allowing LDCE Exam. for those who possess higher qualification. As a result, all these employees retire in same grade. Staff Side demanded that qualified Departmental candidates may be allowed to appear for LDCE without any restrictions, since the employee is considered for promotion through LDCE, only after qualifying the examination. Chairman directed M/o Defence to send a proposal at the earliest to amend the RRs in this regard.	An updated status is awaited from Ministry of Defence.	The Staff Side stated that it is a conscious decision of the 6th CPC to permit an employee with appropriate qualification for direct requirement to appear in the Departmental examination even for Group B post. In other words, if an MTS holds qualification for a direct recruitment in the grade pay of 4800/-, he/she may be permitted to appear in the Departmental examination in the same. This demand of the Staff Side and recommendations of the 6th CPC would be further studied by DoP&T.

S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on 25.02.2021	Discussions / Decision on 26.02.2021
27	Item No.11/19/SC DoPT Estt.(D)	MACP to the employees, who have completed 10/20/30 years on the date of their retirement	Joint Secretary (Establishment) stated that the instruction in this regard is very clear and as per MACP scheme three financial up-gradations to be granted on completion of 10/20/30 years of regular service from the date of entry or whenever a person spends 10 years in the same grade pay. As such relaxation on length of service would be a deviation from the basic concept of MACP scheme and its practicability. Staff Side stated that above instructions cause injustice to the employee who work whole month and not allowed any benefit because of one day. The Staff Side requested that the matter may be looked into. Joint Secretary (Establishment) stated that this issue cannot be agreed to, at this stage as there are lot of court cases in this matter.	Establishment (D),DoPT has informed through their letter dated 10.02.2021 that as per MACP scheme three financial up-gradations to be granted on completion of 10/20/30 years of regular service from the date of entry or whenever a person spends 10 years in the same grade pay. As such relaxation on length of service would be a deviation from the basic concept of MACP scheme and its practicability. No change in the position of the official side. The item may be treated as closed.	The Chairman stated that it was not possible to agree to this demand. Hence the matter may be treated as closed.

S. No.	Item Nos. and Ministry / Deptt.	Subject	Decision in the Meeting of 7.3.2019	Status as on date	Discussions/ Decision on 26.02.2021
28	Item No. 13/19/SC DoPT/JCA	Removing the anomalous situation in the representation of JCM. Staff Side requested that at least all non-gazetted employees should be considered for inclusion in the JCM Scheme.	Joint Secretary (Establishment) stated that the J.C.M. Scheme covers all regular civil employee's of the Central Government except Class-I and the Class II services, other than the Central Secretariat Services and the other comparable services in the Government organization and its HQs. He further stated that the matter to include Group B employees for coverage under JCM Scheme is presently under examination.	Ministry or Railways informed through their letter dated 23.02.2021 that in the Ministry of Railways only Assistant Section Officers in Railway Board Secretariat Service (RBSS) and Personal Assistants in Railway Board Secretariat Stenographers' Service (RBSSS) are Group 'B' Non-gazetted on the lines of CSS and CSSS. Any decision in this matter may be taken by the nodal Ministry i.e. DOP&T. In respect of RBSS and RBSSS, orders of DOP&T are adopted mutatis mutandis in the Ministry of Railways Further, the JCM policy has been formulated by DOP&T and M/o Railways has only adopted this policy. Office of Indian Audit & Accounts informed through their letter dated 19.02.2021 that in IA&AD, all Group B Non-Gazetted cadres are under JCM Scheme. Comments/updated Status sought from D/o Posts and O/o IA&AD. This item has already figured against Sl. No.8.	This item is repetition of Item No. 8. Hence, the matter may be treated as closed.

New Agenda items for the meeting of Standing Committee (received on 08.02.2021)

Sl. No.	Agenda item No. / Concerned Ministry /Department	Brief	Comments from concerned Ministry/ Department	Decision/ comments in the meeting of 26.2.2021
1.	Agenda Item No. 1/21/SC D/o Pension & Pensioner's Welfare	Coverage under CCS (Pension) Rules, 1972, in place of National Pension System, to those employees who are recruited to Central Government Service, based on the Employment notification, issued during the year 2002, 2003 and selection process completed on or after 1/1/2004.	Department of Pension & PW informed through their letter dated 23.02.2021 that the National Pension System (NPS) was introduced for Central Government employees by a Notification of Ministry of Finance (Department of Economic Affairs) dated 22 nd December, 2003. NPS is mandatory for all new recruits to the Central Government service from 1 st January, 2004 (except the armed forces). However, in some specific court cases, like WP(C) No. 3834/2013 titled Parma Nand Yadav Vs. Union of India and WP(C) No. 2810/2016 titled Rajendra Singh Vs. Union of India , where the selection of candidates had been made before 01.01.2004 but their actual appointment in the Government service could be made on or after 01.01.2004 due to various reasons, on the direction of the Hon'ble High Court of Delhi, the	The Staff Side specifically talked about the Casual Labourers who had been working as casual labour on the date of switching over the New Pension Scheme. The Chair asked Director, DOP&PW to examine both the points. He also directed to club item No. 6 of the New Agenda with this item.

			benefit of Old Pension Scheme was allowed to the petitioners. After considering all the relevant aspects and to extend the benefit to similarly placed Government servants in order to reduce further litigation, the Government has decided, vide an Office Memorandum No. 57/04/2019-P&PW(B) dated 17th February, 2020 of the Department of Pension & Pensioners' Welfare, that in all cases where the results for recruitment were declared before 01.01.2004 against vacancies occurring on or before 31.12.2003, the candidates declared successful for recruitment shall be eligible for coverage under the Central Civil Services (Pension) Rules, 1972. Accordingly, such Government servants who were declared successful for recruitment in the results declared on or before 31.12.2003 against vacancies occurring before 01.01.2004 and covered under the National Pension System on joining service on or after 01.01.2004, may be given a one - time option to be covered under the Central Civil Services (Pension) Rules, 1972. A Writ Petition No. 1358 / 2017	
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			was filed by Shri Shyam Kumar Choudhary and ors. before the Hon'ble High Court of Delhi. Hon'ble Court vide its order dated 09.04.2019, allowed the Writ Petition. The operative part of the order reads as under : <i>The issue is no longer res integra. In the case of certain constables of the BSF, this Court by its judgement dated 12th February, 2019 in Tanka Ram Vs. Union of India 2019 (174) DRJ 146 (DB) allowed the prayer of those petitioners and permitted them to avail of the benefit of the old pension scheme. It was held that the option to continue the old pension should be extended to all those who had been selected in examination conducted in 2003, but were issued call letters only in January or February, 2004.</i> <i>In the present case also, the reason the Petitioners not joining prior to 1st January, 2004 is entirely due to the Respondents. The Petitioners cannot be deprived of the benefit of the Old Pension Scheme, as they qualified even prior to the notification of the New Pension Scheme.</i>	
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			<i>For the above reasons, the petition is allowed and direction is issued to the Respondents to extend the benefit of the Old pension scheme to each of these petitioners.</i> Since, the above case viz. Shri Shyam Kumar Choudhary and ors., was not similar to the cases referred in the order, an SLP (C) was filed before Hon'ble Supreme Court vide Dy. No. 31539/2019 and case No. 23568 / 2019 against the order dated 09.04.2019 of Hon'ble High Court of Delhi. After dismissal of the SLP, a Review Petition (C) No.21889/2020 was filed in Hon'ble Supreme Court. The Review Petition was dismissed by Hon'ble Court on 24.11.2020. In view of the above, the order of Hon'ble High Court dated 09.04.2019 in WP (C) No. 1358/2017 was implemented in personem only.	
2.	Agenda Item No. 2/21/SC Estt:DOPT(Pay)	Non-implementation of decision taken in the 7th CPC National Anomaly Committee meeting held on 17/07/2018 on the item no. 4, on fixation of pay on Promotion. The Staff Side has requested to grant atleast two increments, while	Establishment Pay Division, DoPT informed through their letter dated 23.02.2021 the anomaly occurred on account of the demand of Staff Side to grant at least two increments on promotion. Staff Side claimed that after 7th CPC, the promotion	The Staff Side stated that during the 5th& 6th CPC, at each promotion, atleast one increment plus some extra benefit was ensured. However, in the 7th

		on promotion/MACP, under FR-22 (C).	benefit is restricted to only one increment. Amendment to the relevant provisions of CCS (RP) Rules 2016 is under examination in consultation with D/o Expenditure.	CPC, only one increment is recommended. Hence, the employees are the loser. AS(Pers), DOE agreed to reconsider it.
3.	Agenda Item No. 3/21/SC M/o Finance	Central Government Employees may be granted one more option to switch over to 7 th CPC, from a date subsequent to 25 th July 2016.		AS(Pers.), DOE stated that there should be some end date to the same. The Staff Side stated that there are some problems, and that is reason why it is being raised. If not agreed, there will be many court cases. The DOE is to examine it separately and discuss in Departmental Council Meeting of DOE. Hence may be treated as shifted to DOE.
4.	Agenda Item No. 4/21/SC M/o. Finance, D/o. Exp.	Re-option opportunity for switching over to 7 th CPC Pay Level, to a date beyond 25th July, 2016..		Same as 3 above. So, it is to be dropped.
5.	Agenda Item No. 5/21/SC	Accumulation of Earned Leave/Leave on Average Pay (LAP),		The Staff Side stated that they are asking

	Estt: Leave and Allowance, DOPT	beyond the ceiling of 300 days, including Industrial Employees.	for accumulation and not for any change in policy for encashment of Earned Leave. The Staff Side stated that the Industrial employees in the Defence Ministry are not allowed accumulation of leave beyond 300 days and that they may also be permitted to accumulate 300 plus 15 days' EL in their account at par with other employees. They also stated that the employees may be allowed to accumulate leave beyond 300 days so that they can avail of the benefit of leaves in case of emergency before retirement. The Chair stated that this point pertains to Ministry of Defence
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				exclusively. Hence, it may be dealt by their Departmental Council.
6.	Agenda Item No. 6/21/SC M/o Railways, & D/o Pension & Pensioner's Welfare	Coverage under CCS (Pension) Rules, 1972: The Staff Side has requested that, in all cases, where the results for recruitment were declared before 1-1-2004, against the vacancies occurring on or before 31-12-2003, the candidates declared successful for the said recruitment, shall be eligible for Cover, under CCS (Pension) Rules, 1972.	Department of Pension & PW informed through their letter dated 23.02.2021 Department of Pension and Pensioners' Welfare administers pension related policy in respect to Central Government employees. Railway employees are governed under separate service rules. DoPPW has issued instructions vide Office Memorandum No. 57/04/2019-P&PW(B) dated 17th February, 2020 providing that in all cases where the results for recruitment were declared before 01.01.2004 against vacancies occurring on or before 31.12.2003, the candidates declared successful for recruitment shall be eligible for coverage under the Central Civil Services (Pension) Rules, 1972. As per para 8 of the said OM, it is for the Appointing authority of the post to examine and decide options exercised by the Government servant. It is therefore, for the Ministry of Railways to examine and decide such options exercised by Railways	The Chair stated that this point is specific to Ministry of Railways. However, he directed that this point may be clubbed with point No. 1.

			employees. Ministry of Railways may, however, refer matters to this Department for clarification required, if any.	
7.	Agenda Item No. 7/21/SC D/o. Expenditure	Fixation of pay on promotion, in 6 th CPC pay structure-deprival of annual increment, to those promoted prior to 31.12.2006		AS(Estt.), DOPT stated that it is difficult to accept the demand, if charge of the new post was not taken up before 31.12.2005. The Staff Side requested to examine this issue once more as their release from feeder grade was dependent on so many factors. D/o Expenditure to take necessary action.
8.	Agenda Item No. 8/21/SC Estt : Pay, DOPT	Unjustified denial of financial upgradation to Junior Translator in GP 4200/Level-6, joining the posts on selection from the lower grades. The Staff Side has requested to issue clarification to all the Ministries/Departments.	Establishment (D), DoPT informed through their letter dated 22.02.2021 In terms of the provisions under ACP/MACP Scheme, if the relevant Recruitment Rules provide for filling up of vacancies by Direct Recruitment, induction of an employee to the higher post through Limited Departmental Competitive	The official Side desire to close the item. However, the Staff Side wanted it to be reconsidered.

			Examination (LDCE) may be treated as direct recruitment for the purpose of benefit under ACP/MACPS. In such cases, past regular service rendered in a lower grade shall not be counted for the purpose of benefit under ACP/MACP Scheme. This Department has also issued clarification to point of doubt Sl. No. 8 vide DoP&T's O.M. No. 35034/1/97-Estt.(D)(Vol.IV) dated 10.02.2000. Hence, no further action is called for on the above agenda item.	
9.	Agenda Item No. 9/21/SC Estt : Pay, DOPT	Grant of increment on 1 st January & 1 st July to those employees retiring on 30 th June/31 st December- Apex Court order. The Staff Side has requested to issue instructions to all Ministries to grant increment on 1 st January & 1 st July to those employees retiring on 30 th June/31 st December	Establishment Pay Division, DoPT informed through their letter dated 23.02.2021 DoPT examined the matter in consultation with D/o Legal Affairs and D/o Expenditure and necessary instructions have been issued to all concerned vide OM 19/2/2018-Estt (Pay-I) dated 03.02.2021 which were also put in public domain.	The Staff Side stated that since the judgement of the Hon'ble Supreme Court has not been accepted for implementation <i>in rem</i> , <i>hundreds</i> of court cases are coming up. To avoid multiplicity of court cases, it was requested to extend the benefit of the court case to all similarly placed employees. The Chair agreed to

				examine the issue in consultation with all concerned, viz, Ministry of Law, D/o Expenditure etc.
10.	Agenda Item No. 10/21/SC DOPT :Estt. RR / Estt.: Pay	Enhancement of entry qualification and upgradation of entry Grade Pay of Pharmacist category. The Staff Side has requested to review of entry qualification of Pharmacists.	Establishment (RR), DOPT informed through their letter dated 18.02.2021 that the Estt(RR) vide OM No. AB-14017/66/2008-Estt(RR) dated 09.03.2009 issued general guidelines indicating criteria for assessing suitability of officers where there is revision/upgradation/merger of pay scales recommended by 6 th CPC. These instructions apply to all Civil Posts where RRs are being framed/amended under provisions to Article 309 of Constitution of India including category of Pharmacist also. The demand for higher pay level for pharmacists is to be considered by D/o Expenditure. As far as entry qualification concerned, it is stated no model RRs have been issued by	The representative of the Ministry of Health & FW informed that they have already issued order for re-designation wherever financial implications are not there. The Staff Side demanded that the Ministry of Health instructions on re designation of Pharmacist may be issued to all the Ministries / Department to adopt the same.

			Estt.(RR) for Pharmacist category. Wherever, no Model RRs are issued the EQ for the post is to be prescribed in terms of the requirement of the duties and responsibilities of the post by Administrative ministry/Department and general guidelines of DoPT	
11.	Agenda Item No. 11/21/SC DoPT - Establishment Leave and Allowance	Regularisation of the absence of employees, due to various circumstances under Covid-19 Pandemic and Lockdown. The Staff Side has requested to grant Special Casual Leave/Quarantine leave due to various circumstances under Covid-19 Pandemic and Lockdown.		The Staff Side quoted three circumstances under which they wanted special casual leave / quarantine leave to be sectioned. They are as follows: a. Due to on availability of public transport, employees who were not able to attend duty especially those who are staying beyond 3.5 miles from their office /

				establishments may be granted special casual leave till the restoration of public transport. b. Employees who were / are tested COVID-19 positive and asked to remain quarantine to avoid spread of the virus should be granted quarantine leave or special casual leave for the period of the quarantine. c. Employees who were struck at home town and other places after declaration
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				of lock down may be granted special casual leave.
12.	Agenda Item No. 12/21/SC D/o Expenditure	Option to switchover to sixth CPC Pay Scale, to those employees, who are subjected to the benefit of entry pay, in accordance with D/o Expenditure OM No. 8-23/2017-E.III dated 28 th September 2018. Request to issue a clarification to all the Ministries/Departments for extending the benefit of option, to switch over to 6 th CPC pay scale from 1-1-2006 and also to get their pay fixed in the entry pay on promotion to the higher grade as mentioned in the DoE OM dated 28-9-2018.		AS (Pers), Department of Expenditure agreed to re-examine the matter.
13.	Agenda Item No. 13/21/SC D/o Expenditure & Estt : RR / Pay	Grant of entry pay of promotes, at par with direct recruits appointed on or after 1-1-2006, without any condition.	Establishment (D), DoPT informed through their letter dated 22.02.2021 (a) It is mentioned that the instant matter contained in Agenda Item No. 13 relates to Deptt. of Expenditure's (DoE) O.M. dated 28.09.2018 wherein benefit of entry level	AS(Pers), Department of Expenditure agreed to discuss this issue separately with the staff side. Hence, this item may be taken away from the Agenda of the

			pay for direct recruits have been allowed in case of promotion in grades where there is an element of Direct Recruitment Estt.(D) Branch deals with ACP/MACP Scheme. However, it has been decided to extend the benefit allowed under DoE's O.M. No. 8-23/2017-E.IIIA dated 29.09.2018 by allowing refixation of pay of employees under MACP Scheme and clarification has been issued vide DoP&T's O.M. No. 35034/3/2015-Estt.(D) dated 08.09.2020 in consultation with DoE. (b) The Staff Side have now requested that entry level pay should be allowed in all cases of promotion irrespective of whether there is any element of direct recruit jor not. Therefore, it is for DoE to consider the request of the Staff Side. If, any modification in above DoE's O.M. dated 28.09.2018 is made by DoE, its implication on MACPS would be examined and if need be necessary clarification under MACP Scheme will be issued by Estt. (D) at that stage. Hence, no	Standing Committee Meeting.
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			action is called for from Estt.(D) on the above agenda item at this stage. Establishment Pay Division, DoPT informed through their letter dated 23.02.2021 that the Staff Side pointed that D/o Expenditure vide OM dated 28.09.2018 allowed grant of higher Entry Pay to the promotes in some grades subject to the condition that there should be an element of Direct Recruitment in Recruitment Rules of relevant posts. Staff Side claimed that the grades, where there is no element of Direct Recruitment in RRs, are deprived of this benefit. Staff Side accordingly demanded that the condition “element of direct recruitment” in the concerned posts may be deleted and pay of employees promoted to the concerned Grade Pay should not be fixed less than the pay applicable to Direct Recruits. The demand seeks modification of OM issued by D/o Expenditure and needs to be examined by D/o Expenditure.	
14.	Agenda Item No. 14/21/SC M/o Health and Family Welfare	To settle the outstanding grievances of the Pharmacist Category. The Staff Side has requested to change the nomenclature /Designation etc. of the pharmacist		Same as Agenda Item No. 10.

		in the Central Government Departments.		
15.	Agenda Item No. 15/21/SC M/o Health and Family Welfare	Medical treatment of Government employees/ pensioners and also the family members, outside India, who are governed under CGHS.		Being a new demand, it is to be considered by the Ministry of Health separately. Hence, it may be excluded from the Agenda Item of the Standing Committee.
16.	Agenda Item No. 16/21/SC Estt: DoPT, JCA	To ensure effective functioning of the Joint Consultative Machinery. The Staff Side has requested holding of JCM meetings, may be made as statutory responsibility, of every Ministry/Depts. for effective use of JCM Scheme.		It was informed that a Time-Table in this regard has already been issued. A copy of the same will be made available to the Staff Side.
17.	Agenda Item No. 17/21/JCM Estt : DoPT - JCA	Implementation of awards of Board of Arbitrations, by Government of India. The Staff Side has requested to expedite action for dialogue, to resolve the issue relating to Awards.		It was informed by the Office Side that a separate meeting with the staff side, on the subject, would be called shortly
18.	Agenda Item No. 18/21/SC DoPT – Estt : D	Notional Pay Fixation, on promotion/ACP/MACP, to the employees, who are imposed with minor penalty. The Staff Side has requested to amend the DoPT's OM No. 22034/5/2004-Estt. D dated	Establishment (D), DoPT informed through their letter dated 22.02.2021 (a) In the matters of disciplinary / penalty proceedings, grant of benefit under the MACPS are subject to rules governing	The Chair agreed to review the same.

		15/12/2004.	normal promotion. Such cases are regulated under the provisions of the CCS(CCA) Rules, 1965 and instructions issued there under. (b) The extant provisions (of promotion / pay fixation after currency of penalty) do not prescribe that the same is to be given effect only in case of certain minor penalties. As such, promotion and consequential pay fixation are given effect after the currency period any penalty. (c) The extant provisions of notional promotion and notional pay fixation are prescribed for those Government Servants who could not have been granted promotion due to pendency of Departmental Proceeding and who have subsequently been exonerated. In such cases the Government Servant concerned is granted notional promotion and notional pay fixation w.e.f. a date on which his immediate junior has been promoted. Actual promotion and financial benefit of pay fixation is granted from a prospective date only. In case	
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			of financial upgradation under MACPS, such Government servant is granted actual financial benefits w.e.f. the due date (retrospectively) only. (d) Regulation of pay to the effect of granting notional pay fixation under MACPS/ notional promotion during the currency of penalty is contrary to the extant instructions that the promotion is to be given effect after expiry of the penalty. Grant of notional pay fixation under MACPS on a date which falls during currency of penalty will have effect of dilution of impact of penalty. As such, it may not be appropriate to accede to the suggestion of the Staff Side.	
19.	Agenda Item No. 19/21/SC M/o Defence & Estt : RR, DOPT	Educational Qualification for recruitment of MTS and MTS (Tradesman Mate) in the Ministry of Defence.	Establishment (RR), DoPT has informed through their letter dated 18.02.2021 that the DoPT vide OM No. AB-14017/6/2009-Estt(RR) dated 30.04.2010 issued model Recruitment Rules for Group C posts with Grade pay Rs. 1800 – which is as follows Matriculation or equivalent pass OR ITI pass	The staff side requested that DoPT may issue instructions in this regard to MoD to amend the qualifications for recruitment of MTS (Tradesman Mate) as Metric or ITI. AS(E), DoPT agreed to look into the

			*May be adopted as per special requirements of the post, if any. Therefore, in terms of Model RRs, it is for Ministry of Defence to prescribe appropriate qualifications in the RRs. Moreover, being Group C' post, approved of DoPT is not required to be sought by M/o Defence while framing/amending the RRs, unless there is a deviation from the Model RRs. Hence, no action is called for from Establishment (RR).	matter.
20.	Agenda Item No. 20/21/SC DoPT – Estt: I	One time relaxation for LTC Cash voucher scheme, for new recruits, who got appointed in the year 2012.	Establishment (A-IV), DoPT has informed through their letter dated 22.02.2021 that fresh recruits are eligible for 8 LTCs every year (six Home Town LTCs and two All India LTCs) in their initial years of service after completing one year of service. Therefore, in the case of a fresh recruit appointed the year 2012, the eighth LTC will expire in the year 2020. As per Special Cash Package scheme in lieu of LTC announced by the Department of Expenditure, ministry of Finance and the FAQs issued vide DoE's OM No. 12(2)/2020-E.II(A) dated 10.11.2020, the fresh recruits are also eligible to submit their cash vouchers upto 31st March, 2021.	The staff side demanded for extending the LTC cash voucher special package to the employees recruited during 2012 and also for extending the period of 2018-19 LTC up to 31.12.2021. The Office Side agreed to examine the same.

			The fresh recruits who had booked their tickets during the lockdown period but could not undertake journey during the lockdown and their advance money having being put a 'credit shell' by the airlines, have also been allowed to undertake their journey on or before 28th February, 2021 vide DoPT's OM No. 31011/1/2020-Estt (A-IV) dated 05.02.2021. However, the fresh recruits who have utilized their eighth LTC up to the year 2020 and special cash package in lieu thereof, up to 31st March, 2021, are not eligible for any LTC in the year 2021 since a minimum block of two years in their case is not available out of the current LTC block year 2018-2021 {2018-19 and 2020-21} This is as per LTC rules and has been followed for all fresh recruits considering the fact that they are eligible for availing eight LTCs in their initial eight years of service after completion of one year. Further, the special Cash package Scheme has been announced by the Ministry of Finance for the Central Government Employees for the current LTC book year 2018-2021 and the employees can avail of the said scheme for the block year available to them upto	
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			31 st March, 2021 only. Any further extension of the scheme beyond 31 st March 2021 for any category of employee, whether fresh recruit or otherwise, is in the domain of Department of Expenditure, Ministry of Finance.	
21.	Agenda Item No. 21/21/SC DoPT – Estt.(Leave & Allowance)	Implementation of Govt. decision on 7 th CPC recommendations, on Risk Allowance, to the Central Government Employees, including Defence Civilian Employees. The Staff Side, has requested to give Risk Allowance with effect from 01.07.2017.		It was decided that DoPT will look into the matter.