

भारत सरकार / Government of India

रक्षा मंत्रालय /Ministry of Defence,

रक्षा (नाग-1)/D(Civ-I)

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Subject:- Minutes of the meeting held on 09 March 2016 with the representatives of Federations/Associations about the recommendations of 7<sup>th</sup> CPC.

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A meeting was held under the chairmanship of Defence Secretary on 09.03.2016 with the representative of Federations/Associations about the recommendations of 7<sup>th</sup> PC. The minutes of the meeting are enclosed herewith for information.

*P. Kumar*

(Pawan Kumar)

Under Secretary to the Govt of India

Tele. 32012414

To,

1. General Secretary, AIDEF
2. General Secretary, INDWF
3. General Secretary, BPMS
4. General Secretary, CDRA

MoD ID No. 11(4)/2015-D(Civ-I) dated 28.06.2016

*Agreed*  
*28/07/2016*

“सभी सुखी और स्वस्थ हों: ALL SHOULD BE HAPPY AND HEALTHY”

बेटी बचाओ ,बेटी पढ़ाओ /Save and Educate Girl Child.

Government of India  
Ministry of Defence  
D(Civ.I)

Minutes of the meeting held under the chairmanship of Defence Secretary with representatives of Federations/Associations on the recommendations of 7<sup>th</sup> CPC on 9.3.2016 at 11.00 AM in South Block, New Delhi.

The List of participants is annexed.

2. Chairman welcomed the representatives of Federations/ Associations, invited to attend the discussions on the recommendations of the 7<sup>th</sup> CPC. A Power Point presentation was made to highlight the important issues raised by the Federations/Associations in the memoranda submitted by them to the Ministry of Defence. The views expressed by representatives of Federations/ Associations in respect of the common issues and issues specifically applicable to the employees of Ministry of Defence are tabulated as under:

Sl. No.	Recommendation of the 7 <sup>th</sup> CPC (para no.)	Views/Demands of representatives of Federations/ Associations
(1)	(2)	(3)
1.	<b>Minimum Pay (MMP):</b> Minimum pay of Rs.18,000/-. (5.1.26)	The amount of MMP is insufficient & should be revised from Rs.18,000/- (CPC) to Rs.25,000 to 26,000/- . Average commodity prices as on 1.7.2015 should be adopted to work out MMP <b>on the basis of Retail Price Index</b> and <b>NOT</b> on the basis of Wholesale Price Index (2014). The proposed MMP will also reduce the gap between the lowest and highest (Rs 18,000/- & Rs.2.25 Lakhs)
2.	<b>Fitment:</b> The fitment factor of 2.57 is applied uniformly for all employees (5.1.27)	The Fitment factor should be worked out by following the pattern followed by the previous Pay Commissions. The factor <b>should be between 3.42 or 3.86</b> . Proportionate increase across the board will help the low paid employees especially the Non-gazetted employees.
3.	<b>National Pension Scheme</b>  CPC : has recommended continuation of National Pension Scheme (NPS) (10.3)	Defence Civilian Employees should be exempted from the contributory NPS as has been for the Services. Railways has also recommended this.
4.	<b>Allowances</b>  CPC : has recommended Abolition of 52 allowances (8.1)	Allowances/ Enhancement of allowances for Family Planning (for existing ones) Sumptuary, Headquarters, Cash-handling, Risk to be restored.
5.	<b>Advances</b>  CPC : Discontinue ALL non-	Restore NIB Advances for Natural Calamity (one month pay), Festival (Rs.4500), Cycle (Rs.4500), Motor Cycle,

	interest bearing(NIB) advances and also interest bearing(IB) advances except HBA & computer advance (9.1.2, 9.1.5)	LTC, TA, Medical, etc. Revision by three(3) times. HBA should be raised from pay of 34 months(recommended by CPC) to 100 months, The CPC has recommended HBA ceiling of Rs.25 lakh. It should be raised to Rs.50 lakh.
6.	<b>CGEGIS</b> CPC has recommended to increase monthly deduction for CGEGIS (9.3.6)	Substantial increase in CGEGIS contribution is unjustified. If raised, Government should bear 50% of CGEGIS contribution due from Group B and C employees.
7.	<b>De-layering of Grades</b> <b>DEMANDS: Merger of GPs of Rs.1900 with Rs.2000, Rs.2400 with Rs.2800/ and Rs.4600 with Rs.4800/- i.e. the next higher grades.</b>	Post of LDC should be upgraded to UDC, as part of de-layering, Grade Pays of Rs.1900, Rs.2400 and Rs.4600 should be abolished and merged with the next higher grades.
8.	<b>Annual Increment</b> CPC: Annual Increment @ 3%.(5.1.38)	Needs to be raised from 3% (CPC) to 5%, dates of increment need rationalization on 1 <sup>st</sup> January & 1 <sup>st</sup> July. Banks/PSUs also give 5% increment.
9.	<b>Benefit on Promotion</b>	Before 6 <sup>th</sup> CPC, the increase on promotion was about 1.5 increment. During 6 <sup>th</sup> CPC, the benefit is one increment plus difference of GP which is nearly 2%. Therefore, 2 increments in the feeder post may be granted as promotion benefit.
10.	<b>Health Benefits</b> CPC: Health Insurance to be introduced in addition to CGHS and CS (MA) benefits. (9.5.18)	Premium of Health Insurance to be paid by the Govt and employee equally. All serving employees may also be given cashless/ credit facility in all CGHS approved hospitals.
11.	<b>Fixed Medical Allowance(FMA) for Pensioners</b> Strengthen medical facilities in non-CGHS/CGHS areas. Introduction of Health Insurance scheme for pensioners/employees(9.5.4)	FMA for Pensioners not covered by CGHS and Railways EHS to be increased from Rs.500 per month to Rs.2000 per month, due to increased cost of medical treatment.
12.	<b>Child Care Leave(CCL)</b> CPC: Child Care Leave (CCL) should be granted at 100 percent of the salary for the first 365 days, but <u>Only 80% of salary be paid for 2<sup>nd</sup> year</u> so that only genuinely affected employees avail of this scheme. Extension of CCL to single male parents. (9.2.9)	The recommendation is retrograde and without logic especially when government has already issued some riders to regulate the grant/sanction of CCL, and therefore, should be rejected. The existing provisions may be retained.

13.	<p><b>Dress Allowance</b></p> <p>CPC has recommended Dress Allowance to PBORs (8.16.14)</p>	<p>Reject the recommendation of CPC as it would lead to closure of five ordnance factories. Not in interest of the employees of ordnance factories and security of the country. MGO, the major customer of uniforms produced by Ord Factories, has conveyed satisfaction over the quality. The quality and price of parachutes produced in Ord factories have always been competitive and appreciated. No complaint has ever been received about their products. The low output is due to low capacity and low targets. The infrastructure established and serving the nation for 55 years should not be brought to an abrupt end. The Ord. Factory employees have served sincerely and should not be put in a difficult position.</p>
14.	<p><b>MACP</b></p> <p>CPC: continuation of existing 3 MACP(10,20,30 years) with 'Very Good' Bench mark in MACP/Regular promotion as well. No increment if below bench mark in first 20 years of service.(5.1.44)</p>	<p>4 to 5 upgradation under MACP (against existing 3) in promotional hierarchy with benchmark 'Good' and not 'Very Good'. The MACP scheme is a non-functional upgradation without any change in duties and responsibilities. The pace of cadre review proposals is also slow leading to large scale stagnation. In normal promotion, the benchmark is 'Good' and there cannot be two different and harsher parameters.</p>
15.	<p><b>Cadre Review/Cadre Restructuring Proposals</b></p> <p>CPC : Examination of the cadre restructuring proposals should be undertaken at the department level itself with representatives of DoP&amp;T and DoE to reduce the time taken in finalisation of proposals.(7.3.17)</p>	<p>Existing cadre review proposal pending with MoD/ DoP&amp;T/ MoF may be approved before implementing new recommendations of 7<sup>TH</sup> CPC.</p>
16.	<p><b>Fire-Fighting Staff</b></p> <p>CPC : make uniform model Recruitment Rules for all Fire-Fighting Staff in entire Central Govt. till then, recommended for replacement pay scales. (7.7.24)</p>	<p>Improvement in the pay structure, Ration money allowance, Risk allowance, martyr status on death while on duty, new nomenclature on grounds of job profile. Even 6<sup>th</sup> CPC pay scales not yet implemented in many Defence Estts.</p>
17.	<p><b>Risk Allowance</b></p> <p>CPC: New Risk &amp; Hardship Matrix recommended for hazard and risky duties (Chapter 8.1)</p>	<p>Implementation of 6<sup>th</sup> CPC recommendation in respect of risky operations in Ordnance Factories. Existing rate of Risk Allowance to be revised 3 times, linked it to D.A. rate. Risk Allowance payable in identified processes/ operations in Defence Estts should also be specified in the Risk &amp; Hardship Matrix.</p>

		<p>Revision has not taken place for defence civilian employees since 5CPC. Forty five (45) recognized risky operations in defence establishments have been approved by the Cabinet after 8-10 years of deliberation. These should be included. In addition, operations/ staff categories/ organisations previously left-out need to be included in the list of identified risk prone operations to extend them benefit of Risk Allowance.</p> <p>Currently, it is admissible only to industrial non-gazetted employees. This should be extended to Gazetted cadre also who are involved in manufacture of hazardous substances.</p>
18.	<p><b>HRA</b></p> <p>CPC: 24%, 16% and 8% HRA recommended for X, Y and Z class of cities respectively recommended. (8.7.15)</p>	<p>Rate of HRA should be raised/retained from 24%, 16%, 8% to 30%, 20%, 10%. As the rate is not linked to DA, the value of HRA neutralizes with passage of time and high Cost of Living in the Cities.</p>
19.	<p><b>Night Duty Allowance (NDA)</b></p> <p>CPC : weightage of 10 minutes for every hour of duty performed between the hours of 22:00 and 06:00 is the present prescribed hourly rate of Night Duty Allowance equal to (BP+DA)/200 may be continued; formulation will extend to all employees across all Ministries/departments who were already in receipt of night duty allowance. No ceiling has been specified by CPC. (8.17.77)</p>	<p>NDA may be revised in the 7<sup>th</sup> CPC pay scales without any ceiling of Basic Pay of the employees who have been identified/ to be identified for performing Night Duty operations.</p>
20.	<p><b>Conservancy Staff</b></p> <p>CPC: the demand for upgradation of existing grade not found justified as the same was 2-3 levels higher than what exists today. (11.12.84)</p>	<p>The conservancy staff performs their duties in very arduous working conditions and deserve better pay package. These employees should be placed at least one level above the existing level of conservancy Safai Karamcharis.</p>
21.	<p><b>Draughtsman</b></p> <p>CPC: has not accepted the demand for upgradation of pay scales across all levels. Cadre structure in various organisations is different, with different pay scale/grade pay and recruitment qualification. Upgradation of pay not recommended as these posts have relativities with the post of</p>	<p>Grade Pay of Rs.4600 for Senior Draughtsman demanded considering specific duties, qualification, responsibilities.</p>

