



भारतीय प्रतिरक्षा मजदूर संघ
Bharatiya Pratiraksha Mazdoor Sangh
(AN ALL INDIA FEDERATION OF DEFENCE WORKERS)
(AN INDUSTRIAL UNIT OF B.M.S.)
(RECOGNISED BY MINISTRY OF DEFENCE, GOVT. OF INDIA)

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REF: BPMS / MOD / ESW / LEAVE / 57 (7/3/L)

Dated: 27.12.2023

To,
The Secretary,
Department of Ex-Servicemen Welfare,
Govt of India, Min of Defence,
South Block, New Delhi – 110011
{secyesw@nic.in}

Subject: Leave Encashment for Re-employed Ex-Servicemen (PBORs).

Respected Sir,

I am writing to bring to your attention a matter of significant concern regarding the re-employed 'Personnel Below Officers Rank (PBORs)' from the Defence Services in Central Government civil services or autonomous bodies under the Central Government. This matter specifically pertains to the disparities in pay fixation on re-employment and leave encashment, drawing attention to the existing differences between officers and PBORs.

While acknowledging the Department of Personnel and Training Office Memorandum No. 14028/1/2017-Estt(L), dated 27.06.2017, which allows re-employed pensioners to be governed by Rule 39(6)(a)(iii) of the CCS (Leave) Rules, 1972, granting leave encashment up to a maximum of 300 days **including** the period for which encashment was allowed at the time of retirement from Army/Air Force/Navy, there remains a notable incongruity in pay fixation on re-employment between officers and PBORs.

It is worth to mention here that officers, upon re-employment, are entitled to the benefit of past service in pay fixation, providing them with a fair and just arrangement. However, this benefit is not extended to PBORs, who do not receive the same consideration in the fixation of pay upon re-employment. We wish to emphasize that this is the major point of disparity between officers and PBORs.

We believe in the principle of equality and fairness and thus seek your intervention to rectify this specific disparity. It is our humble request that re-employed ex-servicemen, both officers and PBORs, be granted equal consideration in pay fixation on re-employment, ensuring that PBORs also receive the benefit of past service in this regard.

Furthermore, we kindly request that re-employed ex-servicemen, be granted leave encashment up to 300 days, **excluding** the number of days that were encashed at the time of

their retirement from the Army/Air Force/Navy. This adjustment would align their benefits and promote a more just and equitable system for our re-employed servicemen.

We understand the complexities involved in policy decisions and recognize the need for a comprehensive approach. Therefore, we request your assistance in coordinating with relevant ministries, including the Department of Personnel and Training (DoPT) and the Ministry of Finance, to address and rectify this specific disparity.

Your intervention in this matter will not only be a gesture of fairness but also a recognition of the invaluable contribution made by our re-employed ex-servicemen to the service of the nation.

Thank you for your attention to this matter, and we look forward to a positive resolution.

Sincerely yours

A handwritten signature in blue ink that reads "M. K. Singh". The signature is written in a cursive style and is underlined with a blue horizontal line.

(MUKESH SINGH)

General Secretary/BPMS &
Member, National Council (JCM),
Member, JCM-II Level Council (MoD)