

प्रतिरक्षा भारती Pratihaksha Bharti

भारतीय प्रतिरक्षा मजदूर संघ का मुख पत्र

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29 जून 2024 को भारतीय प्रतिरक्षा मजदूर संघ, जी.ई.एन.सी. एवं पब्लिक सेक्टर एम्प्लाइज नेशनल कन्फेडरेशन का संयुक्त प्रतिनिधि मण्डल कर्मचारियों के विभिन्न मुद्दों पर रक्षामंत्री भारत सरकार श्री राजनाथ सिंह जी से वार्ता करते हुए।

सम्पादक की कलम से



— श्री साधू सिंह

मित्रो

आप सभी भली भांति जानते हैं कि देश में आम चुनाव समाप्त हो चुके हैं। नई सरकार का गठन हो चुका है। पिछली सरकारें प्रचण्ड बहुमत की होती थीं। लेकिन नई सरकार प्रचण्ड बहुमत की सरकार नहीं है। बैशाखियों के सहारे चलने वाली सरकार है। सरकार के मंत्रियों को जो गुरुर था वह ध्वस्त हो चुका है यदि जरा भी अपनी पार्टी और संगठन की चिंता होगी तो घमण्ड छोड़कर आम जनता की कसौटियों पर खरे उतरने का प्रयास करेंगे और आम आदमी, मजदूर और कर्मचारियों की भावनाओं को समझेंगे और उनको सुनेंगे तथा कुछ सही निर्णय लेंगे।

मित्रो मोदी सरकार के दोनों कार्यकाल में भारतीय मजदूर संघ और सम्बंधित संगठनों को निराश करने का काम सरकार ने किया। कुछ मंत्रियों ने तो निश्चित रूप से निराश किया छोटे छोटे कामों को भी नजरन्दाज किया। जैसे एक उदाहरण देना चाहूंगा। माननीय सर्वोच्च न्यायालय ने निर्णय दिया कि जिन कर्मचारियों का चयन प्रक्रिया 31 दिसम्बर 2003 तक पूरा हो गया उनको NPS के स्थान पर OPS प्रदान किया जाय। सरकार ने किया भी। आदेश होने के बाद हमने मंत्री महोदय से समय मांगा समय मिला वार्ता के दौरान यह सुझाव दिया गया कि 31 दिसम्बर 2003 तक जो विज्ञापन हो गए उन सभी को भी NPS के स्थान पर OPS प्रदान कर देना चाहिये तो मंत्री महोदय का उत्तर था कि ऐसे तो पिंडारा बॉक्स खुल जाएगा। उनको कहा गया पिंडारा बॉक्स तो खुल चुका है इनको भी देना ही पड़ेगा आप नहीं दोगे तो न्यायालय इनको भी देगा वही हुआ भी अनेको कोर्ट केश हुए निर्णय सुप्रीम कोर्ट तक ने कर्मचारियों के पक्ष में ही दिया और लोगों को ओपी एस मिला अभी भी ठीक से लागू नहीं हुआ नोटिफिकेशन की तिथि को लेके लोग न्यायालयों में जा रहे हैं उनको सफलता मिलेगी। लेकिन मंत्री जी ने हम लोगों पर भरोसा न करके अधिकारियों पर किया। दूसरा मामला 30 जून और 31 दिसम्बर को सेवानिवृत्त होने वाले कर्मचारियों को एक इन्क्रीमेंट पेंशनरी बेनिफिट देने के सम्बंध में माननीय सर्वोच्च न्यायालय का आदेश हुआ इसको सभी कर्मचारियों को जनरल आदेश के लिये 11 जुलाई 2023 को हम लोग मिले और जनरल आदेश के लिये कहा जबाब में आश्वासन मिला एक महीने के अंदर जनरल आर्डर हो जाएगा। आज तक नहीं हुआ और तमाम कर्मचारी न्यायालय में जाते हैं वहां से आदेश लेकर इन्क्रीमेंट प्राप्त कर रहे हैं। उत्तर प्रदेश सरकार ने अपने कर्मचारियों के लिये जनरल आर्डर कर दिया परन्तु केंद्र सरकार के मंत्री के आश्वासन के बाद भी अभी तक जनरल आर्डर नहीं हुआ। यह रहा है मंत्रियों के कार्य करने की पद्धति जिसका नुकसान निश्चित रूप से वर्तमान सरकार को उठाना पड़ा है। भर्तियों के सम्बंध में भी लगातार बात करने के बाद कुछ स्पेशल ड्राइव चलाया 10 लाख भर्ती करने का लक्ष्य भी लिया कितना पूरा हुआ कितना नहीं। मंत्रियों के इस हीलाहवाली का सीधा नुकसान सरकार को हुआ। NPS से OPS के लिये आंदोलन किया मेमोरेंडम दिया वार्ता भी हुई आश्वासन भी मिला कि वित्त सचिव के

नेतृत्व में गठित कमेटी की रिपोर्ट आने के बाद कोई निर्णय लेंगे। चुनाव से पूर्व पत्र भी लिखा चुनाव घोषणा पत्र के पूर्व भी पत्र लिखा कोई कार्यवाही नहीं हुई। कर्मचारी निराश हुआ और खुलकर सरकार के विरोध में वोट किया। तभी बलेट से जो बोट हुए उसमें सरकारी कर्मचारियों के वोटों में बुरी तरह से पिछड़े। आठवें वेतन आयोग का गठन नहीं आदि ऐसी बातें रहीं जिसने कर्मचारियों के बीच नाराजगी पैदा की। कर्मचारियों की नाराजगी से नुकसान हुआ सर्वविदित है। कुछ मंत्रियों की काम करने की पद्धति ने निराशा पैदा की जिसका खामियाजा कुछ न कुछ भुगतना पड़ा। कुछ सीटे प्रभावित हुई होंगी।

मित्रों नई सरकार के सामने सरकारी कर्मचारियों की मांगों को लेकर प्री बजट डिस्कसन में भारतीय मजदूर संघ ने कुछ विषय उठाया। जिसमें मुख्य रूप से NPS से OPS लागू करना। आठवें वेतन आयोग का गठन। 20 लाख नई भर्तियां करने। आयकर में छूट आदि विषय उठाये गए हैं।

सरकारी कर्मचारी राष्ट्रीय परिसंघ ने भारत सरकार को पत्र लिखकर बजट में कुछ मुद्दों को हल करने के लिये निवेदन किया है। जिसमें NPS समाप्त करने OPS लागू करने, सरकारी विभागों में भर्ती करने, आठवां वेतन आयोग लागू करने, पेंशनर को कम्प्युटेशन 15 साल के स्थान पर 12 साल में पूरा कराने, करमुक्त आय की सीमा बढ़ा ने, स्टेन्डर्ड डिडक्शन में बढ़ोतरी, 80 सी के अंतर्गत बचत पर छूट देने आदि विषयों को पत्र लिखा है।

भारतीय प्रतिरक्षा मजदूर संघ ने अपनी कार्य समिति की बैठक में 3 प्रस्ताव पास करके सरकार को भेजे हैं। दचे से वचे, आठवें वेतन आयोग का गठन सरकारी विभागों में रिक्त स्थानों को भरने आदि विषय उठाये हैं। आशा करते हैं बदली हुई परिस्थितियों में सरकार अवश्य ही ध्यान देगी।

आप सभी को विदित है कि आयुध निर्माणियों के डीम्ड डेपुटेशन के सम्बंध में महासंघ प्रारम्भ काल से ही बताता आ रहा है कि जब कभी भी कोई ऑप्शन मांगा जाय आप सभी को सरकारी कर्मचारी रहने के पक्ष में ही ऑप्शन देना है। आप सभी को यह भी ज्ञात है कि कर्मचारियों की सर्विस कंडीशन को प्रोटेक्ट करने के लिये दिल्ली हाई कोर्ट का निर्णय है। सरकार हाई कोर्ट में लिखित में दे चुकी है कि कर्मचारियों की सर्विस कंडीशन प्रोटेक्ट करेंगे।

आप सभी को यह भी ज्ञात है कि आप पुणे में सम्पन्न कार्यसमिति बैठक में प्रस्ताव पास कर चुके हैं कि आयुध निर्माणियों के कर्मचारियों को जो 30 सितम्बर 2021 तक भर्ती हो चुके हैं अर्थात् DPSU होने के समय तक कार्यरत थे। उन सभी कर्मचारियों को प्रसार भारती की तरह Tii to Retirement सरकारी कर्मचारी घोषित किया जाय। इसी प्रस्ताव के आधार पर महासंघ MOD के साथ कार्यवाही कर रहा है।

आप लोग दूसरा संगठन क्या कर रहा है उसकी चिंता छोड़कर अपने लोग जो कर रहे हैं उसके बारे में अपने कार्यकर्ताओं तथा सामान्य कर्मचारियों को स्पष्ट करें।

अलौकिक व्यक्तित्व

— प्रमिलाताई मेढे

सह संचालिका, राष्ट्र सेविका समिति, नागपुर

मानते थे।

दत्तं मया सर्वस्वम्

मा. दत्तोपंत ठेंगड़ी, दत्तं मया सर्वस्वम् का प्रतीक रूप। एक अलौकिक व्यक्तित्व। मन में संघ के प्रति नितांत श्रद्धा एवं समर्पण का भाव। आडंबर रहित, अध्ययन—चिंतनशील, मिलनसार व्यक्तित्व के धनी। केवल संघ क्षेत्र में ही नहीं अपितु हिंदुत्व के कट्टर विरोधी साम्यवादी कार्यकर्ताओं के मन में भी उनके प्रति श्रद्धायुक्त आदर था। डॉ. बोकरे जैसे अर्थतज्ञ को भी हिन्दू अर्थशास्त्र चिंतन लेखन करने की प्रेरणा मिली। अपना कट्टर विरोध वोथरा करने का यह चमत्कार था। उनका एक प्रिय वाक्य था— “मैं संघ का गटनायक हूँ। जहाँ भी जाऊँगा या मुझे भेजा जायेगा उसी भूमिका से कार्य करूँगा यह भान भी रखूँगा।”

किशोरी आयु से ही उनको मैं दूर से देखती थी। परन्तु धीरे-धीरे कार्यदृष्टि से अपनापन बढ़ता गया। समिति के बारे में उनके विचार जानने के भी अवसर प्राप्त होते गये।

संगठन को कैसी प्राथमिकता देना चाहिये, यह मुख्य बिन्दु रहता था। संगठन के कारण व्यक्ति बड़ा बनता है, परन्तु कभी-कभी मैं संगठन से बड़ा हूँ—मेरे कारण संगठन बड़ा बना है, यह अहंकार व्यक्ति में निर्माण हो सकता है—उससे बचना है, बचाना है।

कमल का फूल सुंदर—सुवासित होता है। उसकी पंखुडियों का रंग आकार सुगंध मन को आकर्षित करता है परन्तु उसको अगर अहंकार होता है कि फूलों का सौन्दर्य मेरे कारण है, मैं श्रेष्ठ हूँ क्या आवश्यकताएँ सुने इस डंठल से जुड़ा रहूँ, इस मद में वह श्रेष्ठ से अलग हो जाने का विचार करता है। परन्तु डंठल से अलग होने पर वहाँ से मिलने वाला जीवनरस मिलता नहीं। वह सूख जाता है। सुगंध भी नहीं रहती। सूखने के कारण वह पैरों तले कुचला जाता है या तो हवा के झोंके से दूर उड़ जाता है—अनिच्छा से व्यक्ति और संगठन के संबंध भी ऐसे ही होते हैं

व्यक्ति सद्गुणी है, सुन्दर है परन्तु मेरे कारण संगठन बड़ा हुआ है ऐसे अहंभाव के कारण वह संगठन से हट जाता है तो महत्वहीन, अस्तित्वहीन होता है और संगठन को भी क्षति होती है। व्यक्ति और संगठन की पारस्परिकता वे ऐसे ही समझाते थे।

संघ का गटनायक एक महत्वपूर्ण कड़ी है। एक छोटे गट का वह प्रमुख है, अपने गट को संघ से जोड़े रखता है। विविध पद्धति से संघ में ढालता है। उसी प्रकार संघ का स्वयंसेवक दूसरे क्षेत्र में भेजा जाता है, तब वहाँ विविध उपायों से संघानुकूल वातावरण निर्माण करना यह उसका दायित्व है। अपने आचार विचार से संघ प्रकट करना, संघ के बारे में आस्था निर्माण करना उसका कर्तव्य है। “मैं संघ का गटनायक” इसका भान सतत रखने से वह कभी भी विचलित नहीं होगा। स्वयंसेवकत्व यह गर्व का विषय है ऐसा वे

मा. दत्तोपंत का समिति के प्रति बड़ा आत्मीयता का, सम्मान का भाव था। राष्ट्रजीवन में समिति की महत्वपूर्ण भूमिका है, होनी चाहिये ऐसा वे कहा करते थे।

ऐसे अनौपचारिक स्नेह के कारण रेल या विमान देरी से आने स्थिति में वे तुरंत अहिल्या मन्दिर में आते थे या दिनभर के कार्यक्रमों से निवृत्त होकर आराम से आते थे। फिर घड़ी की सुई स्क जाती थी। वह भी यह चर्चा सुनते—सुनते कभी थकते नहीं थे। दुनिया भर के विषयों पर चर्चा होने के पश्चात् भी अपना मूल बिंदु कभी भूलते नहीं थे। मराठी में “हरदासाची कथा मूल पदावर” ऐसा कहते हैं न, समय का हिसाब नहीं होने के कारण कभी तो भी याद आती कि भोजन करना चाहिये।

एक बार ऐसा ही हुआ—स्वदेशी जागरण मंच के गठन हेतु यहाँ एक बैठक थी। वह समाप्त होने के पश्चात् वे अहिल्या मन्दिर में आये। इस बैठक में विविध क्षेत्रों के कार्यकर्ताओं को आमंत्रित किया गया था पर समिति को नहीं—हमारे मन में वेदना थी, गुस्सा भी था। मा. दत्तोपंत ने आने के बाद बैठक के विषयों की जानकारी दी, चर्चा भी हुई। मैंने उनको बताया कि आपकी इन सभी योजनाओं की सफलता महिलाओं पर निर्भर है। वे यदि उनको व्यवहार में लायेंगी तो ही कुछ बात बनेगी। घर की सारी खरीददारी तो अधिकांशतः महिलाएँ ही करती हैं। उनके सहयोग के बिना यह विषय चरितार्थ होना कठिन है। आज हम इसका अनुभव भी ले रहे हैं।

समिति की ऐसी पद्धति रही है कि वर्ष प्रतिपदा तथा विजयदशमी के उत्सवों के लिए बौद्धिक का विषय दिया जाता था। पूरे देश में एक ही विषय विशिष्ट पद्धति से पहुँचता था— एक भूमिका बनती थी उस समय का विषय था— “आर्थिक पराधीनता—राजनीतिक पराधीनता का प्रथम चरण” चित्राताई ने परिश्रमपूर्वक विविध समाचार पत्रों के लेख—साक्षात्कार आदि के कतरनों का संग्रह किया था। वह फाइल उनको दिखायी। उन्होंने वह बड़े गौर से देखी। वे जाने के लिए निकले तो लगभग मध्य रात्रि हो रही थी परन्तु अहिल्या मन्दिर से निकलने के पश्चात् कार्यालय न जाते हुए संघ के एक ज्येष्ठ व्यक्ति के निवास पर गये, उनको नींद से जगाया और कहा कि अरे भाई हमसे एक बड़ी भूल हुई। समिति की बहनों ने इस विषय का काफी अध्ययन—चिंतन किया है और बौद्धिक के विषयों के बारे में भी बताया है। अहिल्या मन्दिर में सुबह जल्दी जाकर वह संग्रह भी देखने के लिये सूचना दी।

दिल्ली में उनके निवास पर हमें बुलाया। डॉ. बोकरे जी से परिचय करने के हेतु। परिचय के बाद यह भी बताया कि समिति

की बहनों ने अर्थचिंतन के बारे में बहुत किया है। हम वह कभी मानते नहीं, श्रेय देते नहीं, यह बात अलग है। उस दिन भी बातों में बहुत समय लग गया। मा. प्रमिलाबाई मुंजे और मैं हमें अपने कार्यालय जाना था। उन्होंने श्री रामदासजी को टैक्सी लाने को कहा, टैक्सी आयी। हम दोनों पिछली सीटों पर बैठे। नमस्कार कहा टैक्सी वाले को इशारा किया चलने के लिये तो सामने वाला दरवाजा खोलकर वे गाड़ी में बैठे— तब मैंने कहा कि हमें कार्यालय का रास्ता पता है। चाहे तो टैक्सी का नम्बर लिख लीजिये। वे उतरे नहीं और कहा कि अधिकारियों की चिंता करना, समिति में ही सिखाते हैं ऐसा नहीं, हमें संघ में भी यह सिखाया जाता है।

राजनीतिक क्षेत्र के बारे में उनकी स्पष्ट धारणा थी। वह स्वतंत्र विषय है। स्वतंत्र ही रहना चाहिये। राजनीति कभी भी संगठन पर हावी नहीं होनी चाहिये। संगठन की प्रतिभा अलग हो—राजनीतिक क्षेत्र से एक रूप होना दोनों के लिये हानिकारक है। उस क्षेत्र का अवांछित परिणाम हो सकता है। संगठन यानि ऋषि संस्था निर्भीक, निर्मोही, संगठन यानि “धर्मदण्डयोऽसि” की भूमिका, व्यवस्था। संगठन और राजनीति अलग है पर आधार ‘धर्मश् ही है। संगठन को यह पथ्य अधिक रखना है। बातें हितकारी हों। संबंध मातृवत् सहज स्नेह के हों। लाड़ना कब, ताड़ना कब इसका विवेक संगठन करेगा। संगठन का श्रेष्ठ स्थान बनाये रखना यह बड़ी कठोर तपस्या, साधना है परन्तु वह करते ही रहना है। सफलता भी प्राप्त करना है।

मा. दत्तोपंत, पं. द्वारकाप्रसाद मिश्र, (पुराने मध्यप्रान्त के तत्कालीन गृहमंत्री) का एक वाक्य हमेशा उद्धृत करते थे— कार्यकर्ता सुविधाभोगी होना एवं अधिकारी अपने अधिकार प्रतिष्ठा के प्रति सजग होना किसी भी संगठन को पतन, विनाश की दिशा में ले जा सकता है। दूसरी बात यह कि किसी अयोग्य—अक्षम कार्यकर्ता को उच्च पद देना भी स्खलन की दिशा में ले जा सकता है। इन दोनों बातों में सतर्क रहना है। अपना हिंदू संगठन देव (देश) कार्य के लिए ही निर्माण हुआ है। यह स्मरण सतत करेंगे रखेंगे तो कोई भी हमें अपने रास्ते से विचलित नहीं कर सकेंगे। आपसी स्नेह, सदभाव ही श्रद्धा निर्माण करता है जिससे दैवी कार्य हेतु सर्वस्वार्पण करने की प्रेरणा मिलती है। आपसी विश्वास के कारण वह दृढ़ होती जाती है। कोई भी संस्था संगठन आगे बढ़ता है या पिछड़ता है यह उसके कार्यकर्ताओं पर निर्भर करता है। बाहर का कोई भी व्यक्ति यह नहीं कर सकता है। इस लिए श्रद्धा—समर्पणभाव से ओतप्रोत कार्यकर्ताओं का निर्माण यह एक चुनौती ही है। उसको समर्थता से पार करना है। श्रद्धावान कार्यकर्ता केन्द्रित कार्य रहना अनिवार्य है इसके बारे में दक्ष रहना वर्तमान परिस्थिति में आवश्यक है। उनके Third Way (तीसरा विकल्प) को सार्थक करना अपना कर्तव्य है।

परम मातृभक्त—परम मातृभूमिभक्त ऐसा यह अलौकिक जीवन दीपस्तंभ जैसा अखण्ड मार्गदर्शक रहेगा।

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दिल्ली प्रदेश के कार्यकारी अध्यक्ष एवं बीपीएमएस के जेसीएम द्वितीय सदस्य श्री वीरेन्द्र कुमार शर्मा जी के सेवानिवृत्ति के अवसर पर भारतीय प्रतिरक्षा मजदूर संघ के पदाधिकारी सम्मान समारोह में उपस्थित रहे जिसमें जीईएनसी के महासचिव श्रीमान साधु सिंह, बीपीएमएस के महामंत्री श्रीमान मुकेश सिंह, उपाध्यक्ष श्री मारुति पवार, जेसीएम तृतीय सदस्य श्री सरबजीत सिंह एवं दिल्ली प्रदेश के कार्यकर्ता थे।

दत्तोपंत ठेंगड़ी मेरे प्रेरणाश्रोत

— डॉ. सुब्रमण्यम स्वामी
पूर्व मंत्री एवं सांसद, नई दिल्ली

दत्तोपंत जी से मेरा परिचय तीन चरणों में है। प्रथम परिचय वर्ष 1949 में उस समय हुआ जब वह जनसंघ में कार्य कर रहे थे। अतः उनसे एक परिचय, राजनीतिक क्षेत्र में एक साथ कार्य करते हुए मित्र के रूप में है। दूसरा परिचय आपात्काल में एक मित्र मार्गदर्शक, व दार्शनिक तथा तीसरा परिचय एक ट्रेड यूनियन नेता के रूप में जहाँ उन्होंने शून्य से एक सर्वाधिक शक्तिशाली श्रमिक संगठन जिसका नाम भारतीय मजदूर संघ है का गठन किया है।

आर्थिक विषयों पर गहरी पकड़: भारतीय जनसंघ की अखिल भारतीय कार्यसमिति बैठक के अवसर पर आर्थिक प्रस्ताव तैयार करने के लिए उनके साथ काम करने का मुझे अवसर प्राप्त हुआ। इसी दौरान दत्तोपंत जी की आर्थिक विषयों पर गहरी पकड़ और उनके व्यापक अध्ययन का मुझे पता चला। दत्तोपंत जी ने राष्ट्र की आर्थिक स्थिति से संबन्धित विस्तृत लेखन और पुस्तकें लिखी हैं किन्तु यह दुःखद है कि इनका यथेष्ट प्रचार नहीं हुआ है। मेरी उनसे उनके साऊथ एवेन्यू निवास पर चाय के कप और तदनन्तर मीठे पान तथा तीन मूर्ति भवन के आगे लम्बे मार्गों पर चहल कदमी करते हुए उनके आर्थिक दृष्टिकोण पर चर्चा होती थी। दत्तोपंत जी विरले नेता थे जो सच्चाई और पूरी ईमानदारी से दीनदयाल उपाध्याय जी के एकात्म मानववाद के दर्शन को आगे बढ़ाना चाहते थे। वे उच्चकोटि के प्रज्ञा पुरुष थे अतः पश्चिम के नए विचारों और आधुनिक तकनीक को बड़ी सुगमता से एकात्म मानववाद के चौखट के भीतर ले आए। इससे एकात्म मानववाद के प्रति उनकी प्रतिबद्धता तथा उनके उच्च ज्ञान के स्तर का पता चलता है।

उनके सानिध्य के फलस्वरूप मैं इस बात से पूर्णतया सहमत हूँ कि वह सार्वजनिक क्षेत्र में सर्वाधिक मौलिक चिंतक और प्रामाणिक व्यक्तित्व के धनी हैं। उन्होंने चूंकि संगठनात्मक संस्कृति के अनुरूप अपने को ढाल लिया है और अपने मैं को पीछे रखते हुए पूर्णतया समर्पित जीवन के कारण उनके विचार को जितनी प्रसिद्धि मिलनी चाहिए वह नहीं मिली है। कलियुग में अच्छे विचारों को स्वतः प्रचार नहीं मिलता किन्तु बुरे विचार तुरन्त विस्तार पा जाते हैं। इसमें सोचता हूँ कि दत्तोपंत जी की मित्रता का हक अदा करने के लिए आवश्यक है कि उनके विचारों तथा उनकी पुस्तकों के व्यापक प्रचार प्रसार हेतु रा.स्व. संघ और भारतीय मजदूर संघ स्थान स्थान पर कार्यशालाएँ आयोजित करे जिससे कि समाज के बड़े भाग तक उनके विचार पहुँच सकें।

मेरे प्रेरणा श्रोत : दूसरे चरण में मैंने दत्तोपंत जी को भूमिगत रह कर आन्दोलन का नेतृत्व करते हुए देखा है। वह फरवरी 1976 से लोकसंघर्ष समिति के अध्यक्ष थे। मैं राज्यसभा से पलायन

(Escapade) के उपरान्त 10 अगस्त से 20 नवम्बर 1976 तक भारत ही में था और इस अवधि में मुम्बई तथा पुणे में मेरी दत्तोपंत जी से अनेक भेंट वार्ताएँ हुईं। हमारे आस पास कई राजनेता धीरे धीरे पीछे हट रहे थे किन्तु हम सबके मध्य दत्तोपंत जी चट्टान की भाँति डटे हुए थे। उनमें जरा सी भी डगमगाहट नहीं आई। इसी लिए वह मेरे प्रेरणाश्रोत थे। मेरे कई निकटस्थ मित्रों का जब मुझ पर इस बात का भारी दबाव था कि मैं आपात्काल के विरुद्ध संघर्ष से अपने को पृथक कर लूँ और इन्दिरा गांधी को नाराज न करूँ तब यह दत्तोपंत जी (और माधवराव मुले जी) ही थे जिन्होंने मेरा हौसला बढ़ाया और संघर्ष को आगे बढ़ाने के लिए प्रोत्साहित किया। जहाँ तक कि दत्तोपंत जी ने मेरी धर्मपत्नी जिसे पुलिस बुरी तरह मानसिक यातना (Mental Torture) दे रही थी को अत्यन्त सहानुभूति भरा पत्र लिखा जिससे पता चलता है कि दत्तोपंत जी किस प्रकार सबका ध्यान रखते थे और पारिवारिक बारीकियों व भावनाओं को किस कदर गहराई से जानते थे।

यह किसी आन्दोलन ही में समझ आता है कि कौन आदमी (Men) और कौन लड़के (Boys) अथवा कौन भेड़ (Sheep) और कौन बकरी (Goat) है।

मेरी दृष्टि में आपात्काल के दत्तोपंत जी वास्तविक महानायक हैं किन्तु फिर वही बात कि उनके आत्म विलोपी स्वभाव और प्रचार से दूर रहने के कारण उनकी आपात्काल हटवाने और देश में पुनः लोकतंत्र स्थापना में देश को कितनी बड़ी देन है इससे देशवासी आज भी अनभिज्ञ हैं। लोग बाग मुझे आपात्काल के नायक (Hero) के रूप में जानते पहचानते हैं किन्तु मुझे यहाँ यह स्पष्ट करने दें कि दत्तोपंत जी और माधवराव मुले जी, वह दो महापुरुष थे जिन्होंने मुझे मनोवैज्ञानिक तथा मानसिक रूप में संघर्ष की भूमिका के लिए सन्नद्ध किया।

वर्ष 1947 के पश्चात् कालखंड के वह युगपुरुष थे : तीसरे चरण का मेरा उनसे परिचय तब प्रारम्भ हुआ जब जनता पार्टी सरकार केन्द्र में सत्तासीन हुई। भारतीय मजदूर संघ से संबद्ध अनेक श्रम संघों के अध्यक्ष के नाते मुझे दायित्व मिला। उस दौरान श्रम संघों की कार्यविधि रणनीति आदि संबंधित अनेक विषयों पर उनसे अनौपचारिक औपचारिक खुली भेंट वार्ताएँ होती थीं। दत्तोपंत जी का मार्गदर्शन सदैव ज्ञानवर्धक और उच्चकोटि का होता था। श्रमिक जगत् का यह चमत्कार ही माना जाना चाहिए कि शून्य से प्रारम्भ कर के भारतीय मजदूर संघ पच्चीस वर्ष की अल्प अवधि में विभिन्न प्रदेश सरकारों (केन्द्र की जनता पार्टी सरकार सहित) के अवरोधों के बावजूद देश के समस्त श्रमिक संघों से आगे प्रथम स्थान पर पहुँच गया। केवल यही एक हकीकत

दत्तोपंत जी को सन् 47 उपरान्त के युगपुरुष सिद्ध करने के लिए पर्याप्त है। दत्तोपंत जी के नेतृत्व का एक यह भी आश्चर्यजनक पहलू है कि जब रा.स्व.संघ से जुड़े अन्य आनुषांगिक संगठनों के साथ अछूत जैसा व्यवहार हो रहा था तब श्रमिक क्षेत्र के संयुक्त मोर्चों में भारतीय मजदूर संघ की सहभागिता का स्वागत हो रहा था।

पाखंड से कोसों दूर : दत्तोपंत जी की सर्व स्वीकार्यता का रहस्य क्या है। सर्वप्रथम वे पूर्णतया निष्कपट और ईमानदार हैं। जो कुछ उनके दिल में होता है वही जुबान पर होता है और उसी का उनके दिमाग में तानाबाना होता है। उनमें ढोंग और कपट लेश मात्र भी नहीं है। दूसरी बात यह कि किसी विषय पर आप उनसे सहमत या

असहमत हों उनकी मित्रता पर इसका कोई प्रभाव नहीं पड़ता। अतः उन्हें आप कैसी भी रहस्य की बात बता सकते हैं और यह पक्का भरोसा कर सकते हैं कि वह इसे अपने तक ही सीमित रखेंगे। तीसरे वह आदर्श चरित्रवान हैं। उनका व्यक्तिगत जीवन और सार्वजनिक चेहरा दोनों एकरूप हैं। दिखावटीपन नहीं है। उनके उद्देश्य और तौर तरीके, उनके वचन और कर्तृत्व एक समान हैं, निर्मल हैं। चौथे वह सुमेधाशाली, प्रज्ञाशील और अध्ययनशील हैं जो इतिहास को भलिभाँति जानते हैं।

दत्तोपंत जी से मुझे एक ही शिकायत है कि वे राजनीतिक क्षेत्र में क्यों नहीं आए। अगर गंगोत्री प्रदूषित है तो फिर नीचे वाराणसी में गंगा को मैली होने से कैसे बचाया जा सकता है।



प्रतिरक्षा भारती पत्रिका के प्रकाशन प्रभारी श्री रामकुमार शर्मा जी के सेवानिवृत्ति के अवसर पर भारतीय प्रतिरक्षा मजदूर संघ केन्द्रीय कार्यालय में सम्मान समारोह का आयोजन हुआ जिसमें जीईएनसी के महासचिव श्रीमान साधु सिंह, बीपीएमएस के महामंत्री श्री मुकेश सिंह श्री सुरेश यादव, श्री नन्हेलाल मौर्या, श्री रामशंकर विश्वकर्मा, श्री गोपाल द्विवेदी, श्री पुनीत चन्द्र गुप्ता श्री सरबजीत सिंह एवं कानपुर के पदाधिकारीगण तथा सभी यूनिट के अध्यक्ष व मंत्री उपस्थित थे।

INQUIRY

(3) Inquiry mandatory if charge is not accepted.

Proceedings initiated under Rule 14 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965, cannot be closed by imposing one of the minor penalties after due consideration of the defence submitted by the accused officer. It is obligatory to hold a formal inquiry before coming to a decision about the quantum of penalty.

[Rule 100 of P. & T., Manual, Vol. III.]

(4) Procedure for holding *ex parte* enquiry.

Whenever an official continues to remain absent from duty or overstays leave without permission and his movements are not known, or he fails to reply to official communications, the Disciplinary Authority may initiate action under Rule 14 of the CCS (CCA) Rules, 1965. In all such cases, the Competent Authority should, by a Registered A.D. letter addressed to the official at his last known address, issue a charge-sheet in the form prescribed for the purpose and call upon the official to submit a written statement of defence within a reasonable period to be specified by that authority. If the letter is received undelivered or if the letter having been delivered the official does not submit a written statement of defence on or before the specified date or at a subsequent stage does not appear in person before the Inquiry Officer or otherwise, fails or refuses to comply with the provisions of CCS (CCA) Rules, the Inquiring Authority may hold an *ex parte* inquiry. The notices of all hearings should be served on the accused or communicated to him unless the first notice says that the inquiry will continue from day to day. In *ex parte* proceedings, the entire gamut of the enquiry has to be gone through. The notices to witnesses should be sent, the documentary evidences should be produced and marked, the Presenting Officer should examine the prosecution witnesses and the Inquiring Authority may put such questions to the witnesses as it thinks to be fit. The Enquiring Authority should record the reasons why he is proceeding *ex parte* and what steps he had taken to ask the accused official to take part in the enquiry and avail of all the opportunities available under the provisions of Rule 14 of the CCS (CCA) Rules. In such a case, the details of what has transpired in his absence, including depositions, should be furnished to the accused officer. During the course of enquiry, the accused is free to put in appearance and participate in the enquiry. If the accused appears in the enquiry when

some business has already been transacted, it is not necessary to transact the same business again unless the accused official is able to give justification to the satisfaction of the Inquiry Officer for not participating in the enquiry earlier. The Competent Authority may, thereafter, proceed to pass the final orders dismissing or removing the official from service after following the prescribed procedure.

2. The procedure outlined above can be observed in the case of a Government servant, whether permanent or temporary remaining absent without authority, etc. Such a Government servant should not be placed under suspension but when an official who is under suspension disappears and cannot be contacted at his last known address, the suspension orders should be lifted and the proceedings in the manner stated above initiated for his removal in absentia.

[Rules 63 and 64, P. & T. Manual, Vol. III.]

INQUIRY OFFICER

(5) Appointment of Inquiry Officers in P & T.- It has been decided earlier that in cases of disciplinary proceedings under Rule 14 of CCS (CCA) Rules, 1965, an Enquiry Officer selected for the purpose should belong to another arm of service in the same station in all cities and towns where Circle Headquarters were located. It was further mentioned therein that it should be ensured that the Enquiry Officer thus appointed is of sufficiently senior rank and is not suspected of any prejudice or bias against the accused person; also that he should not have been associated with an enquiry against the accused person at an earlier stage and should not have expressed an opinion about the merits of the case. It has been represented that this decision should not be confined only to cities and towns where Circle Headquarters are located but should be extended to Divisional Headquarters level. The matter has been considered and it has been decided that the aforementioned principle should be made applicable also in places where more than one Divisional Headquarters are located to the extent it is possible.

[D.G., P. & T., Letter No. 20/1/71-Disc. I., dated the 9th December, 1971.]

The position has been reviewed in the light of the functional reorganization of the P & T Circles into separate Postal and Telecommunication Circles and it

has been decided that the Inquiry Officers may be from respective wings of Postal and Telecommunication Wings to which the delinquent official belongs but from a different Division, preferably at the same station or nearby.

[D.G, P. & T., Letter No. 6-8/74-Disc. I, dated the 21st September, 1974.]

In regard to the question whether the Enquiry Officers should necessarily belong to a Division different from the Division of the defending official, it is clarified that the Enquiry Officers may belong to a different Division only in those cases, where such appointments will not cause any major administrative difficulties. In other words, the Enquiry Officers may be appointed from a different Division only in those places where there are more than one Division of the same arm of service at the same place or at nearby places.

In this regard, it is once again reiterated that while appointing Enquiry Officers, adequate care should be taken to ensure that only such officials are chosen as Enquiry Officers who are sufficiently senior in rank as compared to the defending officials and also who cannot be suspected of any prejudice or bias against the defending officials. The official appointed as Enquiry Officer should also not have associated with any enquiry against the defending official at any earlier stage and should have also not expressed any opinion about the merits of the case. A special care in this regard is absolutely necessary because according to the instructions contained in GID (12), the defending official can submit appeal/petition against the appointment of a particular Enquiry Officer on the grounds of bias. When he submits such an appeal / petition, the enquiry proceedings will remain suspended till the disposal of his appeal / petition, and this will result in the avoidable delay in finalization of proceedings, which should be guarded against at all costs.

[D.G., P. & T., Letter No. 201/70/74-Disc. II, dated the 20th May, 1976.]

(6) Power of Inquiring Authority.- The position, as it emerges, is that, an Inquiring Authority is not competent to issue a formal charge-sheet to the charged officer, but is only competent to record its findings on any article of the charge different from the original articles of the charge, if the proceedings of the inquiry establish the same, provided that the findings on such article of charge are recorded by the Inquiring

Authority only, if the Government servant has either admitted the facts on which such articles of charge are based or has had a reasonable opportunity of defending himself against such articles of charge.

[D.G., P. & T., Letter No. 5/3/81-VT, dated the 14th December, 1981.]

(7) Witness cannot function as Inquiry Officer/Presenting Officer.- An official who may have to appear as a witness in a disciplinary case should not be appointed as the Presenting Officer or Inquiry Officer in that case.

[Para. 87, P. & T. Manual, Vol. III.]

(8) Inquiry to be stayed when application is made against the Inquiry Officer's appointment on ground of bias. For the purpose of GID (12), the Reviewing Authority would normally be the Appellate Authority.

[D.G., P. & T., Letter No. 7/28/72-Disc. I, dated the 19th March, 1973.]

Obviously, any representation against the appointment of Inquiring Officer on grounds of bias should be made as soon as the Inquiring Authority has been appointed, but not after the proceedings have commenced and reached an advanced stage. No hard and fast rules can, however, be laid down and each case will have to be examined on merits on the facts and circumstances brought out by the concerned Government servant alleging bias on the part of Inquiring Authority. As the rules stand at present, it is not possible to deny to the Government servant the right to ask for review of any orders issued under CCS (CCA) Rules, 1965, at any time.

[D.G., P. & T., Letter No. 6/28/72-Disc. I, dated the 2nd August, 1973.]

DEFENCE ASSISTANT

(9) The rules do not vest any discretion in the Disciplinary Authority in regard to the nomination of a Government servant to present the case of the delinquent official. However, if for any compelling reasons it is not practicable for the Controlling Authority of the assisting Government servant to relieve him without undue delay or without serious detriment to the public interest to present the case of the delinquent official, he should inform the Inquiry Officer about it with reasons, for being communicated to the accused

official, and the Government servant nominated to assist the accused well in time. In that case, the accused official could choose any other Government servant to assist him in the presentation of his case before the Inquiry Officer. It has been held by the Ministries of Law and Home Affairs that refusal by superior officer to grant permission to nominated Government servant on reasonable grounds would not amount to denying the right of representation under CCS (CCA) Rules, as it would be open to the delinquent official to nominate another Government servant.

[D.G., P. & T., Letter No. 6/4/66-Disc., dated the 6th August, 1966 and Letter No. 10/1/68-Disc., dated the 23rd July, 1969.]

The correct position is that, no permission is needed by the accused Government servant to secure the assistance of any other Government servant. The latter also is not required to take the permission for assisting the accused Government servant. It will, however, be necessary for him to obtain the permission of his Controlling Authority to absent himself from office in order to assist the accused Government servant during the enquiry.

[D.G., P. & T.'s Letter No. 153/3/78-Disc. II, dated the 17th October, 1978.]

(10) Government servant under suspension eligible to function as Defence Counsel.- A question has been raised whether under the provisions of Rule 14 (8) of the CCS (CCA) Rules, 1965, a Government servant under suspension, is eligible to function as Defence Counsel, if his services are required by an accused official. The reply to the question is that, merely because an official is under suspension does not mean that he has ceased to be a Government servant, and as such, an official under suspension has full right to work as Defence Assistant. The question was recently examined by the Kerala High Court and it was opined that there is no rule that a person under suspension is not entitled to assist another Government servant in the enquiry proceedings.

2. The above ruling may be kept in view while deciding similar cases.

[D.G., P. & T.'s Letter No. 201/15/75-Disc. II, dated the 3rd July, 1975.]

(11) Assistance of legal practitioner to be decided on merits of each case.- The assistance of a

legal practitioner should not be refused to the officer concerned if the Presenting Officer is a legal practitioner. The rule, however, vests discretion in the Disciplinary Authority to permit assistance of a legal practitioner having regard to the circumstances, that such assistance is justified. No orders exist laying down guidelines to the Disciplinary Authority as to in what circumstances such justification may be said to exist. The matter has been carefully considered and after taking into account the judgments delivered by some High Courts on this point, it has been decided that the Disciplinary Authority should bear, in each case, such circumstances in mind, as the status of the Presenting Officer, his experience in this type of job and the volume and nature of documentary evidence produced in the case before taking a decision as to whether or not the services of a legal practitioner should be made available to the officer concerned. It is reiterated that the discretion of the Disciplinary Authority is vast and it should exercise such discretion in the most impartial manner on the merits of each case and be guided solely by the criterion whether the denial of assistance of a legal practitioner is likely to be construed as denial of reasonable opportunity to the officer concerned to defend himself.

[D.G., P. & T., Letter No. 6/8/72-Disc. I, dated the 29th August, 1972. 1

WITNESSES

(12) Enforcement of attendance of witnesses and production of documents at departmental enquiries.- 1. A copy of the Departmental Enquiries (Enforcement of Attendance of Witnesses and Production of Documents) Act, 1972, is reproduced for information and guidance, as a separate chapter. [Chapter 8.]

2. It will be seen that Section 4 of the Act empowers the Central Government to authorize the Inquiring Authority in departmental enquiry to exercise powers specified in Section 5 to enforce attendance of witnesses and production of documents. The intention is that, an ad hoc notification in respect of a particular enquiry will be issued by the Central Government authorizing the Inquiry Authority conducting that enquiry to exercise powers specified in Section 5. In other words, for each departmental enquiry in which it is found necessary to invoke the provisions of the Act, a separate notification will be issued.

[D.G., P. & T., New Delhi, Letter No. 6/20/72-Disc. I,

dated the 23rd November, 1972.]

(13) Inclusion of SPE Official as a departmental witness and cross. examination of delinquent.-

There is no bar to an SPE Officer acting as a departmental witness. The only point to be ensured is that, he is not appointed to present the case on behalf of the prosecution. The fact that he conducted the preliminary enquiries need not stand in the way of his being examined as a prosecution witness.

[D.G., P. & T., Letter No. 6/42/63-Disc., dated the 28th August, 1963.]

(14) Cross-examination of defence witnesses.- It has been held in consultation with the Department of Personnel and Administrative Reforms and the Ministry of Law that the procedure followed under Rule 14 (14) of the CCS (CCA) Rules, 1965, in regard to the witnesses produced on behalf of the Disciplinary Authority will equally apply in terms of Rule 14 (17) *ibid.*, in regard to the witnesses produced on behalf of the accused Government servant. In other words, the defence witnesses produced by the delinquent official, after examination by or on behalf of the Government servant, will be cross-examined by the Presenting Officer. The Inquiry Officer will have, of course, full authority to examine the defence witnesses just as he has similar power to examine prosecution witnesses under Rule 14 (14) *ibid.*, i.e., when he considers that the deposition of a witness has some ambiguity and clarifications are necessary.

[D.G. P. & T., Letter No. 201/13/76-Disc. II, dated the 25th/28th September, 1976.]

(15) Discretion of the Inquiring Authority regarding examination of witnesses.- A doubt has been raised by certain circles regarding the powers of the Inquiring Authority to refuse to examine witnesses whose evidence in its opinion is irrelevant or immaterial to the case. This doubt has arisen because Rule 15 © of CCS (CCA) Rules, 1957, had specifically provided that the Inquiring Authority had the authority to decline to examine any witness on the ground that his evidence is not relevant or material, but the CCS (CCA) Rules, 1965, are silent in this regard. The matter has been examined in consultation with the Ministries of Home Affairs and Law and the legal position in this regard is as follows:-

"An oral enquiry which the Enquiry Officer is bound to hold if so requested by the charge-sheeted employee,

can very well be regulated by him in his discretion, exercised by him in a judicial manner. charge-sheeted employee starts cross-examining the departmental and controlled. If the employee desires to examine witnesses whose evidence may appear to the Enquiry Officer to be thoroughly irrelevant, the Enquiry Officer may refuse to examine the witness; but in doing so he will have to record his special and sufficient reasons, so that the record would, *ex facie*, show that the Enquiry Officer, in refusing permission, had exercised his discretion in a judicial manner and not in an arbitrary or perfunctory manner. The Enquiry Officer would then be justified in conducting the enquiry in such a way that its proceedings are not unduly or deliberately prolonged."

The position explained above may please be brought to the notice of all the officers appointed as Inquiring Authorities in disciplinary cases.

[D.G. P. & T., Letter No. 41/14/67-Disc. Part I, dated the 6th February, 1968.]

(16) Disciplinary action in case of refusal to appear as witness.- A Government servant cannot refuse to be a witness in an enquiry against another Government servant or against an employee of a Municipal Committee or other local bodies. In case he fails to do so, it can be construed as a sufficient reason for initiating disciplinary proceedings against him.

[Para. 91, P. & T. Manual, Vol. III.]

(17) Statements of witnesses to be authenticated by the signature of the witnesses, the accused and the Inquiring Officer.- The normal practice that is being followed in all departmental inquiries is that, the statements of witnesses are countersigned by the witnesses concerned, the accused official and the Inquiry Officer so that the validity of the documents is not questioned by any one at a later date. It is necessary that this procedure is followed in all inquiries.

[D.G. P. & T., Letter P. & T. Manual, Vol. III.]

(18) Supply of a copy of day-to-day proceedings during the enquiry.- It has been suggested that a copy of the oral statements of witnesses recorded from day-to-day in a departmental enquiry should be furnished to the delinquent official by the Inquiry Officer at the close of the day's proceedings and before the delinquent official himself is called upon to make his own statement before the Inquiry Officer. The matter has been considered in detail and it has

been decided that there should be no objection in supplying copies of the oral statements of witnesses recorded by the Inquiry Officer to the delinquent official, before calling him to make his own statements, if a specific request to this effect is made by the delinquent official before recording of oral statement starts.

[D.G.P.&T. Letter No 20/26/25-Disc, dated the 17th September 1966 and Para 93, P& T Manual. Vol III]

If an accused officer fails to turn up the enquiry or refuses to participate in the enquiry, a copy of various pieces of oral or documentary evidence let in during the enquiry should be supplied to the accused officer

[Para 94, P& T Manual. Vol III.]

ORAL ARGUMENTS/WRITTEN BRIEFS

(19) The Enquiring Authority should, after the completion of the production of evidences, hear the Presenting Officer, if any, appointed, and the delinquent official or permit them to file written briefs of their respective cases, if they so desire. In case they desire to be heard orally, the Presenting Officer will be required to present his case in the first instance. In case written briefs are obtained from them, the Presenting Officer should be required to submit his brief in the first instance and a copy of that brief should be supplied to the delinquent official before he is required to submit his brief.

[D.G., P. & T.'s Letter No. 153/14/78-Disc. II, dated the 30th November, 1978.1

15. Action on the inquiry report

(1) The Disciplinary Authority, if it is not itself the Inquiring Authority may, for reasons to be recorded by it in writing, remit the case to the Inquiring Authority for further inquiry and report and the Inquiring Authority shall thereupon proceed to hold the further inquiry according to the provisions of Rule 14, as far as may be. 1[(2) The Disciplinary Authority shall forward or cause to be forwarded a copy of the report of the inquiry, if any, held by the Disciplinary Authority or where the Disciplinary Authority is not the Inquiring Authority, a copy of the report of the Inquiring Authority together with its own tentative reasons for disagreement, if any, with the findings of Inquiring Authority on any article of charge to the Government servant who shall be required to submit, if he so desires, his written representation

or submission to the Disciplinary Authority within fifteen days, irrespective of whether the report is favourable or not to the Government servant.

2 [(3) (a) In every case where it is necessary to consult the Commission, the Disciplinary Authority shall forward or cause to be forwarded to the Commission for its advice:

(i) a copy of the report of the Inquiring Authority together with its own tentative reasons for disagreement, if any, with the findings of Inquiring Authority on any article of charge; and

(ii) comments of Disciplinary Authority on the representation of the Government servant on the Inquiry report and disagreement note, if any and all the case records of the inquiry proceedings

(b) The Disciplinary Authority shall forward or cause to be forwarded a copy of the advice of the Commission received under Clause (a) to the Government servant, who shall be required to submit, if he so desires, his written representation or submission to the Disciplinary Authority within fifteen days on the advice of the Commission.

(4) The Disciplinary Authority shall consider the representation under sub-rule (2) and/or Clause (b) of sub-rule (3), if any, submitted by the Government servant and record its findings before proceeding further in the matter as specified in subrules (5) and (6).

(5) If the Disciplinary Authority having regard to its findings on all or any of the articles of charge is of the opinion that any of the penalties specified in Clauses (i) to (iv) of Rule 11 should be imposed on the Government servant, it shall, notwithstanding anything contained in Rule 16, make an order imposing such penalty.

(6) If the Disciplinary Authority having regard to its findings on all or any of the articles of charge and on the basis of the evidence adduced during the inquiry is of the opinion that any of the penalties specified in Clauses (v) to (ix) of Rule 11 should be imposed on the Government servant, it shall make an order imposing such penalty and it shall not be necessary to give the Government servant any opportunity of making representation on the penalty proposed to be imposed;]



Government ORDERS

सत्यमेव जयते

No.S.11012/1/2024-EHS(Comp No.8283407)
I/3687003/2024 Government of India. Ministry of
Health & Family Welfare EHS Section Dated -
27.06.2024

OFFICE MEMORANDUM

**Subject: Guidelines for Issue of CGHS Card to
serving employees and pensioners-reg.**

In continuation of this Ministry's OM No .
S.11012/3/2011-CGHS(P) dated 29.12.2011, the
undersigned is directed to issue the following guidelines,
in view of technological changes and change in
payment methods of CGHS Contribution, for issuing of
CGHS cards to serving employees and pensioners, as
follows:

A. Serving Employees

a. Serving employees shall mandatory apply for a
new CGHS card online (www.cghs.nic.in) to generate a
temporary reference number. After online submission of
the application form, they should take a printout of the
same and submit the hard copy duly signed and
photographs affixed thereon, to the department
currently employed, for processing and onward
submission to the concerned Office of Additional
Director, CGHS for issuing the cards. One copy is to be
forwarded to the Additional Director of the concerned
City and the other copy is to be retained by the Employer
Department of the Central Government (hereinafter
referred to as 'sponsoring authority) for CGHS benefits.

b. The requisition shall be sponsored by the Head
of Department/Head of Office of the employee.

c. A Specimen copy of the application form for the
New CGHS Card is enclosed at Annexure-1.

d. CGHS shall scrutinize the application based on
the documents provided:

i. Pay Slip indicating the pay scale and CGHS
deduction.

ii. Aadhaar Card/PAN card or any other valid
document as per RBI guidelines, as ID Proof for Self and
Dependent Family Members.

iii. Disability Certificate of Dependant (If
applicable) as per OM No.4-24/96- C&P/CGHS(P)/EHS

dated 07th May 2018. (Enclosed at Annexure-2)

iv. Photographs of self and Dependant Family
Members.

The Standard Operating Procedure is enclosed
at Annexure-3.

B. Pensioners

a. CGHS card(s) will be issued to
eligible pensioners and family pensioners, drawing
pension from Central Civil Estimate and his/her
dependent family members, when the pensioner is not
availing the Fixed Medical Allowance (FMA).

b. The pensioners also has the option for availing
Fixed Medical Allowance with

a CGHS card (IPD Card) by paying the full
subscription, however, the CGHS 'IPD only' card shall
be valid only for 'cashless' indoor treatment at CGHS
Empanelled Private Hospitals/designated Government
Hospitals. The beneficiary of 'IPD only' CGHS card shall
also be eligible for reimbursement of expenses incurred
for indoor treatment at any Government/Private Hospital
only in case of a Medical Emergency.

c. The pensioners can submit his/her duly filled
application form for the new Pensioner CGHS card, in
the new Card Application Form (Annexure 3) to the
Additional Director of CGHS city concerned.

d. The applications shall be accompanied with
payment of CGHS Contribution on Bharat Kosh, along
with the Challan generated from Bharatkosh as proof of
payment.

e. The contribution (equivalent to 120 times i.e 10
years of existing CGHS contribution rate, at the time of
retirement). The existing rates shall be as per the details
provided below:

S. No.	Pay Level (7th CPC Pay matrix)	Contribution
1	Level 1 to 5	Rs. 30,000/- for whole life CGHS Card
2	Level 6	Rs. 54,000/- for whole life CGHS Card
3	Level 7 to 11	Rs. 78,000/- for whole life CGHS Card
4	Level 12 and above	Rs. 1,20,000/- for whole life CGHS Card

f. CGHS shall scrutinize the application based
on the documents provided:

i. Self-attested PPO/ Provisional PPO or Last pay
certificate

ii. Aadhaar card ID/PAN card or any other valid
document as per RBI guidelines as ID proof for Self and

dependent family members

iii. Disability Certificate of Dependant (If applicable)

iv. Photographs of self and dependent Family Members.

v. Copy of Bharat Kosh Challan for CGHS subscription paid

vi. Proof of availing/non-availing FMA (if applicable).

The Standard Operating Procedure is enclosed in **Annexure-3**.

g. Retiring employees have the option to apply for a pensioner card along with pension papers 6 months before the date of Retirement (Online as a pensioner new card). The office shall observe the same procedure as for a serving employee for getting his/her CGHS card(s) prepared.

C. Consequent to verification of CGHS Card, the electronic form of CGHS card shall be accessible to the beneficiary using the option of 'Beneficiary Login' on CGHS Website, myCGHS app & Digilocker app for Android/iOS-based mobile devices. The electronic CGHS card shall be at par with CGHS plastic Card for availing benefits. The authenticity of CGHS card can be verified using the option of 'Verify beneficiary' available on CGHS Website (www.cghs.nic.in).

D. For the issue of a new CGHS plastic card upon mutilation, renewal or loss of the CGHS Card, application Form AA or BB (Annexure 4 & 5) along with the Bharatkosh Payment challan for Rs. 100/- shall be submitted for issuing a new card to the concerned Additional Director. To encourage the CGHS beneficiaries to use digital CGHS cards, it has also been decided that No fee shall be levied, in case the beneficiary opts for renewal/reissue of card without a fresh printed plastic card.

E. The Instructions issued for the CGHS beneficiaries from Member of Parliament, Ex-Member of Parliament; eligible Autonomous Institutions, Air India and PIB accredited Journalists shall remain as per extant rules.

F. The CGHS Beneficiary shall inform CGHS immediately, if there is any change in dependency criteria of his family members included in the CGHS Card. If he fails to intimate and if CGHS comes to know of the change, then the CGHS facility is liable to be withdrawn and the CGHS shall be free to write to the appropriate authority for recommending action under Service Rules or Pension Rules.

These guidelines issues with the approval of the competent authority and these guidelines shall be effective from one month from the date of issue.

Encl: As above.

No.: Z15025/19/2024/DIR/CGHS/EHS(Comp No. 8281286) W3687286/2024 Government of India Ministry of Health & Family Welfare (EHS Section) Dated - 28.06.2024

OFFICE MEMORANDUM

Subject: Revised guidelines for Referral Process in CGHS-reg

In partial modification of MoHFW OM No. Z.15025/117/DIR/CGHS/EHSS dated 15.01.2018 and 10.12.2018, the undersigned is directed to convey approval of the Competent Authority for issue of revised guidelines for referral procedures for Consultation. Investigations and Treatment in Government and Private hospitals (empanelled with CGHS), as per details given below:

A. In continuation of OM No Z.15025/18/2020 dated the 09.10.2020 the term "Government hospital", shall also include all AIIMSS, Institutions of National Importance (INIs), North East Institutions, Tata Memorial Hospital and all other medical institutions referral/permission/endorsement shall be required consultation investigation/ investigations/procedures.

B. Treatment at Private empanelled hospital(s):

i. Single referral for Specialist Consultation: A referral issued by any Medical Officer of a CGHS Wellness Centre will be valid for three months. During this period. the beneficiary may consult two more specialists i.e. up to total of three specialists, if recommended by the primary specialist. A maximum 6 consultations shall be allowed during this validity period of 3 months.

ii Investigation and treatment Procedures advised by specialist of empanelled private hospital after referral by CGHS: No further endorsement from CGHS shall be required for undergoing routine listed investigations and minor procedures, not requiring admission in the hospital, as advised by the specialist, within the validity period of 3 months from the date of issue of the initial referral. However, Referral/ endorsement from CGHS shall be required for special investigations like CT Scan, MRI Scan, PET Scan and any other investigation costing over Rs. 3.000/- and the referral will be valid for 3 months.

iii. Correspondingly, referral endorsement would be

required from Medical Officer of CGHS for any procedure requiring admission in the hospital, which would be valid for 3 month.

iv. Unlisted investigation(s) and treatment procedures advised by the Specialist of CGHS empaneled hospital: Permission for undergoing such investigations and treatment procedures shall be considered as per the delegated powers vide OM Z.15025/14/2023/DIR/CGHS dated 27.12.2023 in case of pensioners and OM No. S 12020/4/97-CGHS(P) dated 07.04.1999 in case of serving employees. i.e.

a. CGHS (Additional Director/ Director) in case of Pensioner beneficiaries.

b. Head of the Department/ Office (HOD/HO0) in case of serving employee(s)

v. In partial modification of O.M. No. Z15025/35/2019/DIR/CGHS/CGHS(P) dated 29.05.2019, the special provision for CGHS beneficiaries to avail Consultation/investigations/treatment procedures shall hereinafter apply to CGHS beneficiaries aged 70 years and above. as against 75 years prescribed in OM as mentioned above dated 29.05.2019. The other conditions shall remain unchanged. The beneficiaries can also avail of the services through tele-consultation facility available through e-Sanjeevani 2.0 (<http://esanjeevani.mohfw.gov.in>).

vi. In case of **treatment under emergency and post-operative follow-up treatment**, the instructions shall remain as per extant rules. Reference Instructions:

a. O.M. No. S.1101V29/2019-EHS dated 13.09.2019.

b. O.M. No. Z15025/35/2019/DIR/CGHS/CGHS (P) dated 29.05.2019

(regarding post-operative follow-up treatment)

No. A-24011/21/2023-ESTT- MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (Department Of Personnel And Training) Dated - 18.06.2024

NOTIFICATION

G.S.R. 331(E).—In exercise of the powers conferred by the proviso to article 309 of the Constitution, the

President hereby makes the following rules further to amend the Central Civil Services (Leave) Rules, 1972, namely: -

1.(1) These rules may be called the Central Civil Services (Leave) (Amendment) Rules, 2024.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. I the Central Civil Services (Leave) Rules, 1972 (hereinafter referred to as the said rules), in rule 43, after subrule (5), the following sub-rule shall be inserted, namely:-

“(6) In case of surrogacy, the surrogate, as well as the commissioning mother with less than two surviving children, may be granted maternity leave of 180 days, in case either or both of them are Government servants.

3. In the said rules, in rule 43-A, after sub-rule (5), the following sub-rule shall be inserted, namely:-

“(6) In case of a child begotten through surrogacy, the commissioning father who is a male Government servant with less than two surviving children may be granted paternity leave of 15 days within the period of 6 months from the date of delivery of the child.

4. In the said rules, in rule 43-C, after sub-rule (7), the following sub-rule shall be inserted, namely:-

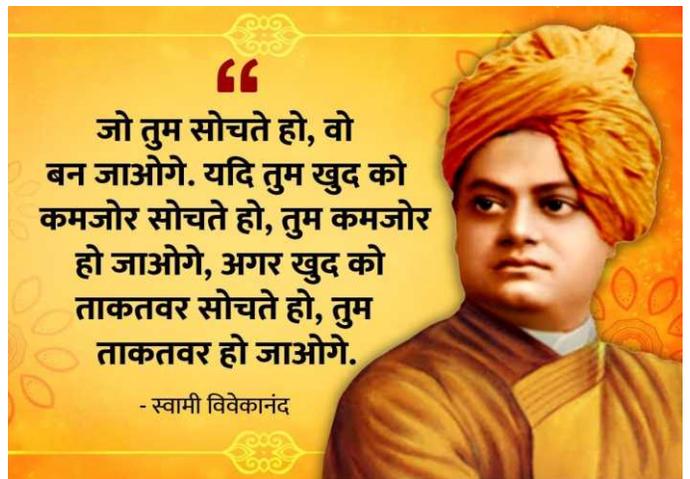
“(8) In case of surrogacy, the commissioning mother with less than two surviving children, may be granted child care

leave.

Note 1:- The expression ‘commissioning mother’ shall mean the intending mother of the child born through surrogacy.

Note 2:-The expression ‘surrogate mother’ shall mean the woman who bears the child on behalf of the commissioning mother.”.

Note 3:- The expression ‘commissioning father’ in this rule shall mean the intending father of the child born through surrogacy.”.



Resolution pass in CEC Meeting in Dehradun

CCS Pension Rules, 1972 (now 2021) should be implemented immediately in place of the New Pension System-

Bharatiya Pratiraksha Mazdoor Sangh has been demanding to abolish NPS since 2004 and implement the old pension scheme i.e. CCS Pension Rules, 1972 (now 2021). Many times the Federation passed resolutions on the subject in its Triennial Conferences and Central Executive Committee meetings and demanded the government to scrap the New Pension System and implement the CCS Pension Rules, 1972 (now 2021).

The attention of the government on the matter has been attracted many times through Agitations. On 22 November 2023 a mammoth rally and dharna was conducted in New Delhi by the federation and a memorandum was submitted to the Honorable Finance Minister. Then, the Honorable Finance Minister had informed that a committee had been formed under the chairmanship of the Finance Secretary, Government of India. And any decision on the matter would be taken after submission of the report of the committee.

The Federation does not know whether the report of the committee has been submitted to the government or not. Meanwhile, the employees who are retiring are getting much less pension than the minimum pension prescribed under the CCS Pension Rules, 1972 (now 2021), and they are also not getting the benefit of dearness relief revised from time to time. This is causing great dissatisfaction among the employees.

The Central Executive of the Bharatiya Pratiraksha Mazdoor Sangh unanimously resolves on 13 June 2024 in Dehradun that the pension scheme, CCS Pension Rules, 1972 (now 2021), applicable before 2004, should be implemented immediately for all government employees, under which 50 percent of the last salary should be provided as pension and dearness relief should also be provided on it. As before, the benefit of pension revision should also be given in the pay commissions.

Eighth Pay Commission should be constituted

to review the salary, allowances and service conditions of Central Government employees

Pay Commission has been constituted on every 10 years to review the salary allowances and service conditions of Central Government employees.

On the basis of the report of the Seventh Pay Commission, the pay scales were revised from 1st January 2016 and the allowances were revised from 1st July 2017. Thus, revision of salary and allowances from different dates causes financial losses to the employees and creates discontentment among them. This happened in previous Pay Commissions too. Therefore, keeping in mind the interests of the employees, the Government of India should constitute the Eighth Pay Commission without delay.

The Central Executive of the Bharatiya Pratiraksha Mazdoor Sangh unanimously resolves that the Eighth Pay Commission should be constituted without delay by the Government of India. The Pay Commission report should be published before July 2025 and Salary & Allowances should be implemented at revised rates w.e.f. 01 January 2026.

Vacant Posts under the Ministry of Defence should be filled immediately

Due to less number of employees in various departments under the Ministry of Defence, the workload on the employees is excessive, which is affecting their efficiency. In almost all the Defence Establishments, instead of filling a large number of vacant posts by permanent employees, work is being outsourced or being done by contract employees. This is not appropriate for a sensitive department like the Ministry of Defence.

Unemployment in the country is increasing day by day, unemployment can definitely be removed to some extent by filling the vacant posts.

The Central Executive of the Bharatiya Pratiraksha Mazdoor Sangh unanimously resolved that the Government of India should take immediate action to fill all the vacant posts in various departments of the Ministry of Defence.

Implementation of Prasar Bharti Model for the employees of Ordnance Factories

The Government of India on 16 May, 2020 announced that the Ordnance Factory Board will be corporatized to ensure autonomy, accountability and efficiency in Defence Supplies.

This was followed by issuance of Ministry of Defence Letter No.1(5)/2021/OF/DP/PIg(V) dt.21/06/2021 wherein it was conveyed that the Cabinet Committee on Security in its meeting held on 29/07/2020 had approved to convert Ordnance Factory Board, a subordinate office of the Ministry of Defence into one or more than one 100% Government owned corporate entities, registered under the Companies Act 2013. It was also further stated that the Cabinet in its meeting held on 16/06/2021 has inter-alia approved to convert the production units of OFB into 07 DPSUs.

The Government communicated the following through a Press Release as Published through PIB Release No.1736746 dated 19/07/2021 :

“The Government has ensured safeguarding the interests of the employees of Ordnance Factory Board (OFB) post corporatisation of OFB, inter-alia, in the following manner:

It has been decided that all the employees of OFB (Group A, B & C), belonging to the production units and also the non-production units being handed over to the new DPSUs (to be formed) would be transferred to these DPSU(s) on terms of foreign service without any deputation allowance (deemed deputation) initially for a period of two years from the appointed date. All the employees of OFB Head Quarter, OFB New Delhi Office, OF Schools and OF Hospitals, would be transferred to the Directorate of Ordnance Factories (to be formed) under the Department of Defence Production, initially for a period of two years from the appointed date.

Till such time the employees remain on deemed deputation to the new entities, they shall continue to be subject to all rules and regulations as are applicable to the Central Government servants. Their pay scales, allowances, leave, medical facilities, career progression and other service conditions will also continue to be governed by the extant rules, regulations and orders, as are applicable to the Central Government servants.

The pension liabilities of the retirees and existing employees will continue to be borne by the Government. Since the announcement of the Government to undertake corporatisation of OFB in May, 2020, the Government has held various discussions with the OFB employees' Federations regarding the corporatisation of OFB under Chairmanship of Secretary (Defence Production). Their concerns and suggestions were noted. Their main concern about safeguarding the interests of the employees of OFB has been adequately addressed as mentioned above. It is pertinent to mention that Chief Labour Commissioner (Central) also held discussions with Government & OFB Federations as part of the conciliation process under the ID Act 1947.

This information was given by Raksha Rajya Mantri Shri Ajay Bhatt in a written reply to Shri Binoy Viswam in Rajya Sabha today.”

Further, in answer to Lok Sabha Unstarred Question Number 994 answered on 03/12/2021, vide Para (d) the following was mentioned :

(d) The Government is committed to safeguard the interests of the employees of erstwhile Ordnance Factory Board (OFB), as mentioned at various forums including during interactions with the Federations. Accordingly the Government has taken the following steps:-

(i) All the employees of OFB (Group A, B & C) belonging to the production units and also the identified non-production units (as per the structure set out in Annexure-A) have been transferred en masse to the new DPSUs on terms of foreign service, without any deputation allowance (deemed deputation) initially for a period of two years from the Appointed Date.

(ii) Till such time, the employees remain on deemed deputation to the new DPSUs, they shall continue to be subject to all the extant rules, regulations and orders as are applicable to the Central Government servants, including related to their pay scales, allowances, leave, medical facilities, career progression and other service conditions.

(iii) All the employees of OFB (Group A, B & C) belonging to OFB Head Quarter (at Kolkata), OFB New

Delhi Office, OF Schools and OF Hospitals have been transferred en masse to the Directorate of Ordnance (Coordination & Services) under the Department of Defence Production, initially for a period of two years from the Appointed Date.

(iv) The pension liabilities of the retirees and existing employees will continue to be borne by the Government. For the employees recruited after 01.01.2004, National Pension Scheme

applicable to the Central Government employees is in vogue and the same would be adopted by the new DPSUs, including continuation of all special provisions applicable to Central Government employees under the **National Pension System.**

However, when Akashwani and Doordarshan, were converted into a corporation, the Government published The Prasar Bharati (Broadcasting Corporation of India) Amendment Act 2011 vide Gazette of India part-II section 1 dated 09/01/2012 in which suitable amendments were made in Section 11(1) as follows :

“All Officers and Employees recruited for the purposes of Akshwani or Doordarshan before the appointed day and in service in the corporation as on the 1st day of April 2000, shall be on deemed deputation to the corporation with effect from the 1st day of April 2000, and shall so continue till their

retirement.”

As can be seen from the above there is a clear case of discrimination involved in the matter of employees of the Ordnance Factory Board who have been transferred to the newly formed DPSU(s) **“on terms of foreign service without any deputation allowance (deemed deputation) initially for a period of two years from the appointed date.”**

Since the above discrimination amongst two sets of Central Government Employees is in violation of Article 14 and 16 of the Constitution of India, this meeting took serious cognizance of the issue and resolved to demand to the Government parity with the status of their brethren and issue the following notification :

“All Officers and Employees recruited for the purposes of rendering services in the Indian Ordnance Factories, including the Ordnance Factory Board before the appointed day and in service in the newly formed Seven DPSU(s) as on the 1st day of October 2021, shall be on deemed deputation to the newly formed Seven DPSU(s) with effect from the 1st day of October 2021, and shall so continue till their retirement.”

The above resolution has been unanimously adopted in the Central Executive Committee of the federation on the 27th Day of May, 2023 at Khadki, Pune.



DLRL Karmik Sangh Organization Agitation Program for Demanding OPS, 8th Pay commission and Fill Vacant Post in Central Govt Directorate

5 जून पर्यावरण दिवस पर जीएसएफ काशीपुर, देहरादून, अम्बरनाथ की यूनियन ने वृक्षारोपण कार्यक्रम किया



AGM Meeting Held in Defence Factory Labour Union Ordnance Factory Aruvankadu



Shri Vijay Kumar Gupta, Chief Engineer R&D Sikandrabad Fairwell by K. Pooswami and MES Employees Union GWE Army

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23 एफ ए डी सुरानोसी जलन्धर में वर्ष कमेटी चुनाव में 04/04 सीटें प्राप्त की



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