



प्रतिरक्षा भारती Pratiraksha Bharti

भारतीय प्रतिरक्षा मजदूर संघ का मुख पत्र

जून २०२५ • वर्ष-विंशति (२९) • अंक ०६ • मूल्य : १० • वार्षिक मूल्य : १२० ₹



BPMS delegation comprising Shri Maruti H. Power (President, BPMS), Shri Mukesh Singh (Secretary General, GENC & Working President, BPMS), Shri Suresh Yadav (Member, JCM-III, DGQA) and Shri Rabindra Kumar Mishra, General Secretary, BPMS met Ms. Garima Bhagat, Joint Secretary (Land Systems) Department of Defence Production, Ministry of Defence.



Sri Sanjay Hazari Ji, CMD, MIL Group and Sri Ravindra himate (General secretary BMS)
 Sri Maruti Pawar, Sri S N Batwe, Sri Rabindra Mishra
 Sri Mukesh Singh is Integrated BMS Book " Karykarta "



Ayudh Nirmani Mazdoor Sangh in presence of pattron BPMS
 Shri Shiram Batwe has given farewell to Sri Gurudatta Ray CMD YIL



BPMS General Secretary Sri Rabindra Mishra Take Meeting
 With IRDE Karmchari Sangh Dehradun

सम्पादक की कलम से



- श्री साधू सिंह



मित्रो नमस्कार,

अपने इस माह के संपादकीय लेख को लिखते समय मन बहुत विचलित है। अपने लगभग 45 साल के ट्रेड यूनियन लाइफ में ऐसा माहौल कभी नहीं देखा। समाज में जो कुछ घटित होता है उससे ट्रेड यूनियन पर भी असर पड़ता है

क्योंकि हम सभी समाज का एक हिस्सा है। जात-पात का खुला नंगा नाच आज से पहले कभी नहीं देखा। इसका मतलब यह नहीं कि पहले जात-पात नहीं था। पहले भी था। लेकिन सामाजिक सौहार्द बना रहता था। लेकिन अब बहुत ज्यादा कष्टदायक स्थिति बनती जा रही है। कभी यादव और ठाकुरों के बीच वैमनस्यता एक राज्य सभा सांसद के बयान के बाद देखा गया वह चल ही रह था कि एक कथावाचक के साथ घटित घटना के बाद यादव और ब्राह्मण में सोशल मीडिया पर दोनों तरफ के बयानों को देखकर बहुत चिंता हो रही है। यह जो चन्दर लोग दोनों तरफ से एक दूसरे के दुश्मन हो रहे हैं इससे किसी जाति विरादरी को कोई लाभ नहीं होगा। हाँ राजनैतिक पार्टियों को जरूर लाभ होगा। बोटों का धुर्वीकरण होगा। और राजनैतिक दल उसका खूब फायदा उठाएंगे। एक दूसरे जातियों की महिलाओं का अपमान बहिन बेटियों को बेइज्जत करने से किसी को कुछ नहीं मिलने वाला। कोई घटना एक सीमित दायरे में घटित हुई उस पर कानूनी कार्यवाही भी हो गई फिर उसको तूल देना कहीं सभी उचित नहीं हो सकता। दोनों तरफ से FIR भी हो गई कानूनी कार्यवाही भी चल रही है आजकल एक नया फैशन बन गया है कि कोई कानून व्यवस्था को तोड़े उस पर कार्यवाही हो तो उसे सरकार के खिलाफ एक हथियार के रूप में प्रयोग किया जाता है। साफ दिखाई पड़ता है कि राजनैतिक हस्तियाँ किस तरह से सक्रिय भूमिका में आ जाती

है। और अपने लिये बोट बैंक तैयार करने लगती है। फिलहाल प्रयागराज की घटना या इटावा की घटनाओं से राजनैतिक लाभ लेने के जो प्रयास चल रहे हैं। राजनीति लाभ जरूर ले लेंगे। दोनों ही घटनाओं में कानून को हाथ में लेने का जिन लोगों से प्रयास कराया जो तोड़ फोड़ करते पकड़े गये भुगतना उन्हीं को पड़ेगा। जेल से छुड़ाना उनके परिवार को ही पड़ेगा।

मित्रो, हम ट्रेड यूनियन के लोग इसी समाज का हिस्सा है स्वाभाविक रूप से हमारे ऊपर प्रभाव पड़ता है। हम लोगों को इन सभी घटनाओं से अपने को बचाना होगा हम सभी इस देश के नागरिक हैं हम सबका दायित्व बनता है इन ओछी हरकतों से स्वयं बचे अपने साथियों को बचाये। और सामाजिक सौहार्द को बनाये रखने में अपना योगदान दें। अपने कर्मचारियों में यह बिखराव रोकें। भारतीय मजदूर संघ सर्व धर्म समभाव में विश्वास रखने बल संगठन है। हम जातीय संघर्ष में विश्वास नहीं रखते।

मित्रो, अभी हम लोगों ने 3 जुलाई को सरकार के रवैया से असंतुष्ट होते हुए अपना विरोध सरकार तक पहुंचाने का काम किया है। हम उम्मीद करते हैं कि सरकार हमें किसी बड़े आंदोलन के लिये बाध्य नहीं करेगी और आठवें वेतन आयोग के चेयरमैन और सेक्रेटरी और सदस्यों की अविलम्ब घोषणा करेगी और राजनीतिक हित के साथ कर्मचारियों के हित को भी प्राथमिकता में रखेगी। सरकार की यह मंशा तो स्पष्ट होती दिख रही है कि वेतन आयोग का आधा अधूरा लाभ ही देना चाहती है। अर्थात् पिछले वेतन आयोगों की तरह इस बार भी 1जनवरी 2026 से एलाउंस नहीं देना चाहती हमें संघर्ष करने को बाध्य कर रही है, हमने आंदोलन प्रारम्भ किया है आने वाले समय में आंदोलन की रूप रेखा बदलनी पड़ेगी। आप सभी बन्धु इसके लिये तैयार रहें।

आप सभी को आने वाले श्रावण मास और सभी पर्वों की बहुत बहुत शुभकामनाएं।



मनुष्य जीवन का उद्दिष्ट क्या है?

-दत्तोपंत ठेंगड़ी

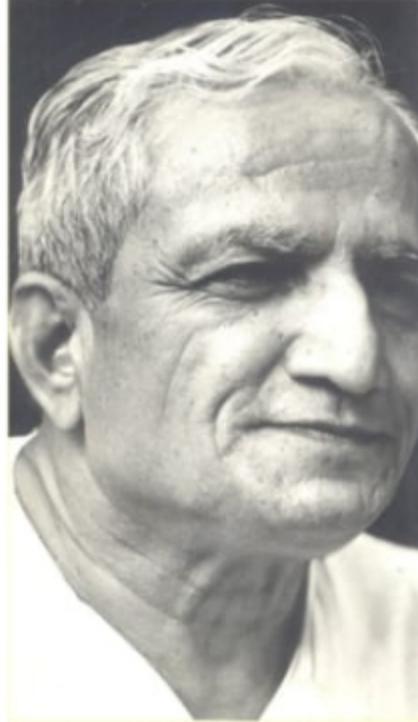
इस दृष्टि से हमारे संगठन के अधिष्ठान रूप ध्येय संकल्पना का विचार हम प्रारंभ करते हैं तो हम प्रारंभिक प्रश्नपर आते हैं। 'मनुष्य जीवन का उद्दिष्ट क्या है।' मनुष्य जीवन की किसी भी तत्व प्रणाली का यही प्रारंभिक प्रश्न होता है। हमारा संगठन मनुष्यों का संगठन है, तो संगठन के अधिष्ठान का विचार मनुष्य जीवन के अधिष्ठान के संदर्भ में ही हो सकता है।

इस संदर्भ में मुझे 'एलिस इन वंडरलैंड' इस नाम की, एक छोटी बच्ची की अंग्रेजी कहानी की याद आती है। यह जो एलिस नाम की छोटी बच्ची थी वह बाजार के भीड़-मडक्के में अपनी माँ से बिछड़ जाती है। बहुत घबरा कर इधर उधर देखते-देखते वह एक खुले निर्मनुष्य रास्ते पर आ पहुँचती है। सोच रही थी कि 'मैं घर कैसे पहुँच सकती हूँ। माँ कैसे मिलेगी।' वह रोने लगी। इतने में सामने से एक बिल्ली आई। बच्चों की कहानियों में मनुष्य और पशुओं की भी बातचीत हो सकती है। तो एलिस ने बिल्ली से पूछा, 'बिल्ली मौसी, मुझे यह बताओ कि मेरे घर का रास्ता कौन सा है।' बिल्ली कहती है, 'यह बताओ कि तुम्हारे घर का ठिकाना कहाँ है, पता क्या है? पता बताओगी तो मैं तुझे तेरे घर का रास्ता ठीक तरह से बता सकूँगी। एलिस कहती है, 'यही तो गड़बड़ है। मैं घर का पता-ठिकाना नहीं जानती।' उस पर बिल्ली ने कहा, 'यदि तुम खुद नहीं जानती कि कहाँ पहुँचना है, तो वहाँ का रास्ता मैं तुम्हें कैसे बता सकती हूँ?'

बच्चों की इस कथा का तथ्य यह है कि दुनिया में बहुत सारे लोगों को 'कहाँ पहुँचना है' यह निश्चित रूप से पता ही नहीं रहता। इसलिए यह भी नहीं कहा जा सकता कि कोई गुमराह हो गया है, गलत राह पर जा रहा है। अपने देश में भी किसी के बारे में यह कहना कठिन है कि उसका रास्ता गलत है, क्योंकि अंतिम गंतव्य का पता किसी के पास नहीं है, दौड़-धूप तो बहुत ही चल रही है, कहाँ जाना है यह पता नहीं है।

मनुष्य जीवन का अंतिम लक्ष्य क्या है, गंतव्य क्या है, इस

दृष्टि से उस की प्रेरणा क्या होगी, इस विषय में श्रेष्ठ लोगों ने जो विचार बताए हैं, वे अलग अलग हैं, किन्तु उन्हें प्रमुख रूप से दो वर्गों में बाँटा जा सकता है। एक विशुद्ध भौतिकतावादी (Materialistic) और दूसरा अभौतिकतावादी (Non & Materialistic)। मैं 'आध्यात्मिक' (Spiritualistic) शब्द का प्रयोग नहीं कर रहा हूँ क्योंकि जो लोग भौतिकतावादी नहीं हैं, वे सारे आध्यात्मिक होंगे ऐसा नहीं है।



लेकिन सही बात तो यह है कि दोनों दृष्टि से देखा जाए तो भी केवल मनुष्य का ही क्यों, समूचे जीवधारियों का जीवनोद्देश्य तो हमेशा के लिए तय हो गया है। प्राचीन ऋषिमुनि, महर्षि तथा द्रष्टा तत्त्वज्ञ इन्होंने जीवन का जो लक्ष्य बताया है, वही आज कल के सुधारक, पुरोगामी, क्रांतिकारी, व्यक्ति-स्वातंत्र्य के समर्थक, इन्होंने भी बताया है। इन सभी के विचारों का एक ही सूत्र है। वह है 'जीवन का लक्ष्य सुख ही है।' समूचे जीवन की यात्रा सुख की दिशा में ही हो रही है। प्राचीन ऋषि और आज के हिप्पी संप्रदाय के लोग दोनों के मन में एक ही लगन है। वे सभी सुख की ही खोज में हैं। इतना ही है कि उनके मार्ग अलग अलग हैं, क्योंकि उन की सुख की कल्पना अलग अलग है। दुनिया में ऐसा

कोई भी व्यक्ति या जीवमात्र नहीं है कि जिस को दुख की कामना है। लेकिन हरेक की अलग अलग सुख कल्पना होने के कारण फलाना मार्ग अच्छा कि दूसरा, ऐसी मतभिन्नता को अवसर मिलता है। इस दृष्टि से देखा जाए तो पश्चिमी लोगों का प्रातिनिधिक विचार भौतिकतावादी, इहवादी है। इसका मतलब यह नहीं है कि भौतिकतावादी लोग हमारे देश में नहीं हैं, केवल वहाँ ही हैं। वास्तव में इहवादी तत्त्वज्ञान का जन्म ही हिन्दुस्थान में हुआ है। युरोप में Materialistic Philosophy का प्रारंभ किया दो हजार साल पहले ग्रीक तत्त्वज्ञ डिमॉक्रेटिस (Democritus) ने। उससे भी हजारों साल पहले बृहस्पति ने हिन्दुस्थान में 'असतो सत् अजायत।' यह सूत्र बताया जिसे आज पश्चिमी विज्ञान भी Materialistic Philosophy का आद्य सूत्र मानता है। इस सूत्र का अर्थ है, Out of non-existence emerged existence अनास्तित्व

से अस्तित्व उभरकर आया।' मतलब, सृष्टि का निर्माण किसी सचेतन, आत्मिक तत्त्व से नहीं हुआ। वैसा कुछ निर्माणक कारण न होते हुए ही सृष्टि का प्रारंभ हुआ। तो हमारे यहाँ भी डंजमतपंसपेउ रहा है और पश्चिमी विचारकों के समान ही हमारे **Materialist Philosophers** का कहना है। हमारे यहाँ **Materialism** के आखिरी आचार्य चार्वक माने गए हैं। जीवन में क्या करना, कैसे जीवन बिताना इस संदर्भ में उन्होंने कहा है—

यावत्जीवेत सुखं जीवेत । ऋणं कृत्वा घृतं पिबेत् ।।

भस्मीभूतस्य देहस्य पुनरागमनं कुतः ।

अर्थात् जब तक जीवन है तब तक सुख से रहो, आनंद से रहो। कर्जा लेकर भी उपभोग लो। हिन्दु होने के कारण उनकी उपभोग की कल्पना घृत याने घी पीने की थी। शराब पीने की नहीं थी। ऐसा उपभोग क्यों ले? वे कहते हैं कि मरने पर तुम्हारा शरीर जलाया जाएगा। फिर तुम वापस नहीं आने वाले हो। याने **Eat, Drink and be merry!** ऐसा चार्वक ने भी कहा है। यही बात पश्चिम में अलग शब्दों में कही गई, जिसे उपभोक्तावाद ऐसा उन्होंने कहा। आजकल **Consumerism** ऐसा उसका नाम है।

उपभोग यही सुख है इस विचार के श्रेष्ठ प्रणेता इस नाते उमरखय्याम पहचाने जाते हैं। वास्तव में उमरखय्याम ने जो रुबाइयाँ लिखी हैं वे ओछी नहीं हैं, उनमें बहुत दार्शनिक तत्व हैं। उनकी रुबाइयों की यह विशेषता है कि अनपढ़ व्यक्ति और अच्छे अच्छे विचारक भी चाव से गाते एवं पढ़ते हैं। यह माना जाता है कि खय्याम केवल उपभोग के पीछे था। किन्तु उपभोग लेते लेते वह कहता है कि जैसे गुलाब सूख जाता है, गुलाब के साथ वसंत ऋतु भी सूख जाता है। बहुत दुख की बात है कि यौवन की सुगंध ग्रंथी समाप्त हो जाती है और इस लताकुंज में बुलबुल कहाँ से आई और कहाँ निकल जाती है, पता नहीं चलता, इसलिए वह अपनी साकी से कह रहा है,

Ah! Come with old Khayyam and let the wise To talk; for one thing is certain that life flies One thing is certain and the rest all lies!

The rose that has once blown, for ever dies!

सुख क्या है, जीवन का स्वरूप क्या है यह आध्यात्मिक चर्चा, बुद्धिमान लोगों को करने दो। एक बात निश्चित है, फूल एक ही बार खिलता है और हमेशा के लिए खत्म हो जाता है। बस ! यही केवल सत्य है।

How time is slipping underneath our feet And lo!
The bird of time is on its wing-

जीवन बह रहा है, बड़ी तेजी से हाथ से निकल रहा है। इसलिए,

Ah! Love! Come and fill the cup that clears
Present from past regrets and future fears Tomorrow\
Why\
Tomorrow] I may be One with yesterday's
seven thousand years-

आओ ! भूतकाल का बोझ और भविष्य की चिंताएँ वर्तमान से दूर करनेवाला यह प्याला भर दो। पता नहीं 'कल' होगा या नहीं? उस 'कल' के साथ मैं हजारों वर्षों के अतीत में समा जाऊँगा। और इसलिए वह कहता है —

Here with a loaf of bread beneath the bough

A flask of wine, a book of verse and thou

Beside me singing in the wilderness

And wilderness is paradise enow!

बस ! एक रोटी का टुकड़ा, एक मदिरा का प्याला, हाथ में एक कविता की पुस्तक और साथ में तुम । और तुम कैसी? तो मेरे बाजू में इस वीराने में गा रही हो ऐसी, तब यह वीराना ही स्वर्ग बन जाता है।

(उमरखय्याम के रुबाइयों के फिट्जेरल्ड (FitzGerald) के किए अनुवाद से)

तात्कालिक उपभोग का इतना सुंदर वर्णन अन्यत्र शायद नहीं हो सकता है। तो यह एक विचार हो सकता है। जिसको ज्यादा गहराई से सोचना ही नहीं, उसको बहुत ही जँचता है, प्रभावित भी करता है। सामान्य जनों का विचार यही होता है। भौतिकतावादियों का कहना यही है कि उपभोग से ही सुख मिलता है। जिब्हा इंद्रिय है— रसगुल्ला विषय हैय दोनों का संयोग होता है तो बड़ा आनंद होता है। कान इंद्रिय है— लता मंगेशकर का गायन विषय हैय दोनों के सहयोग से बड़ा आनंद मिलता है। आँखें इंद्रिय हैं कश्मीर की घाटियाँ विषय हैय आँखों से देख लूँ तो बड़ा आनंद मिलता है। भौतिकतावादियों ने कहा है कि अपने इंद्रियानुकूल विषय सेवन करते जाइए। जैसे जैसे पूर्ति होगी जैसे जैसे सुख प्राप्त होगा। शोपेनहोअर (Schopenhauer) ने तो सुखप्राप्ति का समीकरण Equation भी अपने World as will and Representation इस ग्रंथ में हमारे सामने रखा है —

Desire fulfilled —————=Extent of Satisfaction

Desires Entertained मन में पैदा हुई इच्छाएं और तृप्त, सफल हुई इच्छाएं इनमें जो नाता रहेगा, उससे सुख की मात्रा मालूम होती है। एक बात निश्चित है कि सुख की मात्रा का सदैव अपूर्णाक ही रहेगा। इसको पूर्णाक के नजदीक ले जाने के लिए, या तो क्मेपतमे मदजमतजंपदमक मन की इच्छाएँ कम करनी पड़ेगी, नहीं तो सफल होने वाली इच्छाओं की क्मेपतमे निसपिससमक मात्रा बढ़ानी पड़ेगी। तो इस विचार धारा के अनुसार सुख याने प्राप्त समय का शारीरिक सुख ।



पंचयज्ञ से परम वैभव

- मा. सुरेश सोनी

संकलन - भारतीय जीवन दृष्टि: आधुनिक संदर्भ

माननीय प्रांत संघचालक जी और समाज की मूलभूत, आधारभूत और सर्वाधिक महत्वपूर्ण इकाई यानी कुटुम्ब (परिवार), इसके प्रबोधन के कार्य में लगे हुए सभी आदरणीय कार्यकर्ता, बहनो तथा भाइयो!

एक अकल्पनीय अनुभव

पिछले कुछ महीनों में सारी दुनिया, पिछली किसी शताब्दी के अन्दर जैसा अनुभव नहीं किया, ऐसे अनुभवों से गुजरी है। यह कोरोना नाम की महामारी विश्वव्यापी बनी, उसने सारे विश्व के जीवन को एक नया अनुभव दिया है, नये पाठ मिले हैं। आदमी कुछ अपने आप के साथ जुड़ा, परिवार के सदस्यों को मजबूरी के कारण ही क्यों न हो, दीर्घकाल तक साथ रहने को मिला। इस कारण एक दूसरे को समझने का अवसर मिला, एक-दूसरे के बीच के अनेक अंतराल हैं, विषय हैं, उनके समाधान का भी अवसर मिला। इसके अतिरिक्त शुद्ध प्रकृति क्या होती है इसका भी अनुभव हुआ। शुद्ध जल, शुद्ध वायु, इसके भी अनुभव हुए और पूरे विश्व के अंदर उपभोग की होड़ लगी हुई थी, तो संयमित उपभोग से जीना। उसका भी एक अनुभव आया।

एक ही जगह रहना है तो तनाव है, डिप्रेशन है, समस्याएँ हैं, इसका भी एक अनुभव हुआ और कुल मिलाकर सारे विश्व के अंदर हमारी सोच, हमारी जीवनशैली, हमारी विचार पद्धति, जीवन मूल्य, इन सबके सन्दर्भ में एक पुनर्चिंतन की प्रक्रिया थोड़ी प्रारम्भ हुई दिखती है। अब भारत के लिए विशेष बात यह है कि भारत का दर्शन, भारत के जीवन मूल्य, इन सबके सन्दर्भ में एक उत्सुकता, यह भी दुनिया में दिखाई देती है और इसलिए अगर मानव समाज को सुखी होना है तो उसका नमूना क्या हो सकता है? उसका मॉडल क्या हो सकता है? इस पर भारत चिंतन, भारत का युगों का अनुभव, वह आज के समय में क्या दिशा देता है. इसकी दृष्टि से आज के कार्यक्रम का विषय रखा है 'पंचयज्ञ से परम वैभव'। इस विषय के माध्यम से, इस समग्र विषय के ऊपर आज हम कुछ विचार करेंगे।

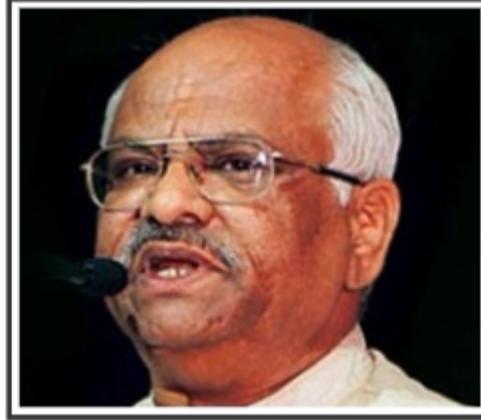
चार प्रकार की दुनिया

हमारे ऋषि-मुनियों ने अपनी अनुभूति और चिन्तन द्वारा जब दुनिया का विश्लेषण किया तो ध्यान में आया कि यह जो समग्र सृष्टि है इसमें चार प्रकार की दुनिया है, चार तरह की सृष्टि है। एक सृष्टि है जिसे हम पंचमहाभूत भी कहते हैं। ग्रह, नक्षत्र, पृथ्वी, झरने, पहाड़, समुद्र, यह एक दुनिया है। एक दूसरी दुनिया है वनस्पति जगत् की। घास के तिनके से लेकर विराट् वट वृक्ष तक। तीसरी प्राणियों की दुनिया है— कीट-पतंग हैं, पक्षी हैं, पशु हैं उनकी एक दुनिया है और चौथी हम सब मानवों की दुनिया है। यह जो चार प्रकार की दुनिया सृष्टि में है, इसमें जो तीन दुनिया हैं, समुद्रों, पहाड़ों, पृथ्वी, ग्रह-नक्षत्रों की दुनिया,

वनस्पति जगत् की दुनिया और प्राणी जगत् की दुनिया। इन तीनों के बारे में भगवान् ने ऐसा किया है कि यह स्वतंत्र नहीं है। यह प्रकृति की मर्यादा से बँधे हुए हैं। वे मर्यादा तोड़ते नहीं हैं, तोड़ सकते भी नहीं हैं, वे उसी में जीते हैं। गाय के बछड़े के चलने को प्रकृति ने जो मर्यादा रखी है वह उसे उलट नहीं सकता। बोलने के लिए जिस पशु-पक्षी को जो बोली दी है भगवान् ने, उससे भिन्न बोली वह बोल नहीं सकता। तो यह तीनों दुनिया जो हैं ये प्रकृति की मर्यादा लाँघती नहीं हैं, इसलिए वो प्रकृति का नुकसान भी नहीं कर सकती।

मानव की विशेषता

लेकिन यह जो चौथी दुनिया है मानव की, इसको भगवान् ने दो विशेषताएं दी हैं। एक यह स्वतंत्र है, इसके लिए हमारे यहाँ शास्त्रों में वर्णन आता है कि उसको मुक्त इच्छा शक्ति दी है, वह मुक्त है। वह चाहे तो देवता बनने को भी जा सकता है, वह चाहे तो दानव बनने को भी जा सकता है, स्वतंत्र है वह और दूसरा उसको विश्लेषण करने वाली बुद्धि दी है। वह बुद्धि का उपयोग बुरे के लिए भी कर सकता है, अच्छे के लिए भी कर सकता है। इस प्रकार प्रकृति की मर्यादा के परे जाने की सामर्थ्य उसमें है। जैसे गाय का बछड़ा पैदा होते ही चलता है, मानव का बच्चा चलना तो छोड़ो, पड़ा रहता है



खाली। लेकिन मानव ने अपनी बुद्धि से, अपनी स्वतंत्र इच्छा शक्ति से, कल्पनाओं से ऐसी-ऐसी चीजें ईजाद करी कि वह केवल धरती पर ही नहीं, पानी के अंदर और आकाश सब जगह दौड़ता है। कोयल का बच्चा कौए की बोली नहीं बोल सकता, गाय बिल्ली की तरह म्यांऊ-म्यांऊ नहीं कर सकती। लेकिन यह मनुष्य जिसे पैदा होने के बाद केवल रोना आता था, हँसना भी नहीं आता था, बोलना तो दूर की बात है, वह मानव धीरे-धीरे अनेकानेक भाषाओं का आविष्कार करता है, इतना ही नहीं तो आपने कई आदमी ऐसे देखे होंगे जो हर प्रकार के पशु-पक्षी की आवाज अपने गले से निकाल लेते हैं। मैंने एक आदमी ऐसा देखा था जो अपने गले से हर प्रकार का वाद्य संगीत भी निकाल लेता था। वोकल भी गाता था और इंस्ट्रुमेंटल भी गाता था गले से ही। यह कैसे सम्भव हुआ? क्योंकि मानव में प्रकृति की मर्यादा के परे जाने का सामर्थ्य है। इसलिए जब हम कहते हैं कि इस दुनिया में कुछ संकट खड़े हो रहे हैं, कुछ समस्याएँ खड़ी हो रही हैं तो उसका कारण कौन है? ऊपर कही गई तीन सृष्टियों में कोई इसका कारण नहीं है, ये बेचारी मर्यादा में चलती हैं। समस्या की जड़ है यह मानव, मनुष्य।

आधारभूत इकाई परिवार

इसलिए विश्व में समस्याएँ भिन्न-भिन्न प्रकार की अगर हैं तो उनकी जड़ में कौन है, मनुष्य और भिन्न प्रकार की समस्याओं का समाधान भी अगर होता है तो उसकी जड़ में कौन है? वह भी मनुष्य। इसीलिए प्राचीन काल से हमारे पूर्वजों ने कहा कि यह जो मानव है, मनुष्य है, यह यदि विकसित हुआ, इसके विचार विकसित हुए, इसका हृदय संवेदनशील हुआ तो इसका चिन्तन व व्यवहार समग्र सृष्टि हेतु कल्याणकारी होगा और इसलिए हमारे यहाँ पर यह कहा गया कि यह जो सारे विश्व में यह मनुष्य है। इस मनुष्य को संस्कारी बनाना है, इस मनुष्य को संवेदनशील बनाना है, इस मनुष्य को व्यापक बनाना, श्रेष्ठ बनाना है।

यह एक आधारभूत काम माना गया है। अतः ऋग्वेद में कहा गया श्मनुर्भव जनया दैव्यं जनम् मानव को श्रेष्ठ बनाने की प्रक्रिया का प्रारम्भ कहाँ से हो तो हमें सृष्टि की प्राथमिक इकाई से ही यह प्रक्रिया प्रारम्भ करनी पड़ेगी और इसकी प्रक्रिया का जो आरम्भ होता है, इस सृष्टि की रचना में उसकी आधारभूत पहली इकाई क्या है? जैसे आजकल एक शब्द प्रयोग चलता है 'बिल्डिंग ब्लॉक'। कोई मकान बनता है तो उसकी आधारभूत इकाई है ईंट। तो यह जो सारी सृष्टि है इसका बिल्डिंग ब्लॉक क्या है, हमारे पूर्वजों ने कहा कि वह 'बिल्डिंग ब्लॉक' है, 'कुटुम्ब परिवार'। यह प्रथम इकाई है। यह आधारभूत इकाई है, इसके बाद की जितनी भी बड़ी इकाई हैं

प्रतिरक्षा भारती

ये सब इसके जोड़ से बनी हैं।

परिवार भाव का विकास

इसीलिए अपने यहाँ जो प्राचीनतम ज्ञान राशि है 'वेद'। उसमें अथर्ववेद के अंदर एक सूक्त है। उसको 'विराट सूक्त' कहते हैं। उसमें ऋषि कहते हैं कि वह परमतत्त्व 'अल्टीमेट रियालिटी' अपने को व्यक्त करता है, 'मेनिफेस्ट' करता है। तो सबसे पहला जो मेनिफेस्ट हुआ वह है परिवार'। वह मंत्र कहता है 'सा उत्क्रामत सा गार्हपत्ये न्यक्रामत' अर्थात् वह परमतत्त्व उत्क्रान्त हुआ, मेनिफेस्ट हुआ, एक जो है वह अनेक हुआ, तो सबसे पहली इकाई कौन सी बनी? तो गार्हपत्य याने परिवार, कुटुम्ब। आगे की सारी रचना इससे बनीं और यह जो कुटुम्ब नाम की इकाई बनी, इसका मूल आधार है पारिवारिक भाव। परिवार में जितने लोग हैं, वे सब एक दूसरे के साथ आत्मीयता से जुड़े हुए, एक दूसरे के पूरक हैं, एक दूसरे को सहयोग करने वाले हैं, इस परिवार भाव से ही परिवार बनता है। इसलिए आगे जो बड़ी रचनाएँ सृष्टि में बनीं, उनमें हमारे यहाँ इस परिवार भाव को आधारभूत माना गया और इसलिए यह जो परिवार भाव है, इसको विकसित करते हुए, हर रचना को देखने की भारत ने एक दृष्टि दी। केवल दृष्टि ही नहीं दी अपितु अपने जीवन में व्यवहार से बताया और इसलिए आप देखेंगे, विचार करेंगे कि हमारे यहाँ हर चीज को उसी दृष्टिकोण से विकसित किया गया। जैसे मेरा परिवार है, मेरे माता है, पिता है, भाई है, बहन है, पत्नी है, पुत्र है यह मेरा परिवार हो गया। फिर इस परिवार को व्यापक किया तो फिर अवधारणा आई संयुक्त परिवार। तो फिर मेरे काका हैं, काकी हैं, मामा हैं, मामी हैं, मौसा हैं, मौसी हैं, ननद है, जेठ है, देवर है और आगे बढ़ाते हैं तो ककिया ससुर है, ममिया ससुर है। इतना व्यापक बना है संयुक्त परिवार, वह भी परिवार है।

फिर यह बड़ा परिवार है, अतः उसके सहयोग के लिए लोग जुड़ते हैं। घर के कोई नौकर रहते हैं, चाकर रहते हैं, उनके साथ जो सम्बोधन के सम्बन्ध हैं, वो भी इस पारिवारिक संज्ञाओं के हैं। आप देखेंगे पुराने समय में कोई बड़ा धनी परिवार है, वहाँ कोई नौकरानी है लक्ष्मी तो छोटे बच्चों को बताएँगे वह लक्ष्मी दादी है, रामू नाम का नौकर है तो बताएँगे रामू दादा है। परिवार की संज्ञा से जोड़ा है उसको और संयुक्त परिवार से व्यापक रचना कुल बना, रघुकुल रीति सदा चलि आई... हम कहते हैं, कुल भी एक परिवार है। व्यवसाय के हिसाब से जातियाँ विकसित हुईं तो जाति भी एक परिवार है और गाँव एक परिवार है, यह तो कहते ही हैं। आगे चलकर देश भी एक परिवार है और बढ़ते-बढ़ते फिर सारी वसुधा, सारी पृथ्वी, इसके भी आपस के सम्बन्ध कैसे होने चाहिए, तो प्राचीन काल से अपने ग्रंथों में जो उद्घोष रहा, जिसका हम

बार-बार उच्चारण करते हैं 'वसुधैव कुटुम्बकम्' कहा। वसुधा भी कुटुम्ब है। यह परिवार भाव है।

यह परिवार भाव केवल मानव समाज की रचनाओं तक ही नहीं अपितु जो बाकी सृष्टि है, प्राणी जगत् है, तो वहाँ भी पारिवारिक संज्ञाएँ दी गईं। बिल्ली मौसी बन गई, गाय माता हो गई, तुलसी माता हो गई और इतना ही नहीं, जिसको जड़ सृष्टि कहते हैं, उसके साथ भी कुछ सम्बन्ध जुड़े हैं। चंदा मामा हो गया, सूरज दादा हो गया। जिन नदियों के किनारे सभ्यताएं विकसित हुईं, वे कल-कल बहती नदियाँ, काका कालेलकर ने उनके लिए लिखा – यह सब लोकमाताएँ हैं। फिर सारी सृष्टि जिन चीजों के जोड़ से बनी है, जिन्हें हम पंचमहाभूत कहते हैं, आकाश है, वायु है, अग्नि है, जल है, पृथ्वी है, इनके साथ भी मेरे सम्बन्ध क्या है? इसका महान् योगी भर्तृहरि, जिनके तीन बहुत प्रसिद्ध शतक हैं – नीति शतक, श्रृंगार शतक और वैराग्य शतक। वैराग्य शतक के अंत में इन पंचमहाभूतों के साथ मेरे क्या सम्बन्ध हैं, उसको बताते हुए भर्तृहरि जो कहते हैं, वहाँ भी पारिवारिक संज्ञाएँ हैं। वे कहते हैं मातर्मेदिनि तात मारुत सखे तेजः सुबन्धो जल। भ्रातर्योम निबद्ध एव भवतामन्त्यः प्रणामाञ्जलिः। माता मेदिनी पृथ्वी मेरी माँ है, तात मारुतः वायु जो है ये पिता है, सखे तेजः जो अग्नि है वो सखा है मित्र है, सुबन्धुः जलः जो जल है वह सगे सम्बन्धी हैं, भ्रातर्योम जो आकाश है वह भाई है। इन सम्बन्धों से मैं इनसे निबद्ध हूँ, जुड़ा हुआ हूँ, उन सबको प्रणाम। इस नाते इस सम्पूर्ण सृष्टि के साथ पारिवारिक संज्ञाओं से सम्बद्ध करने से हमारा व्यवहार उनके प्रति आत्मीय व संवेदनशील हो जाता है, इस नाते जो परिवार भाव है, उसको अगर हम समझते हैं और व्यवहार में लाते हैं तो जिस प्रकार का एक आदर्श मानव समाज का स्वप्न देखते हैं, वह सार्थक हो सकता है।

इस दृष्टि से जब हम विचार करेंगे तो हमारे यहाँ हर परिवार, हर घर, हर कुटुम्ब में कुटुम्ब वाली विशेषताएँ हेतु आग्रह किया गया। क्योंकि केवल रक्त सम्बन्धों के कारण परिवार नहीं रहता है, भाव सम्बन्धों के कारण रहता है। एक भावनात्मक सम्बन्ध यह उसकी विशेषता है। दूसरा परिवार, कुटुम्ब 'कल, आज और कल' इसका एक समन्वय है। बीता हुआ कल हमारे दादा, आज का वर्तमान हमारे माता-पिता हैं और आने वाला कल भावी पीढ़ी है। इसलिए मैंने कहा कि परिवार कल, आज और कल तीनों का समन्वय है। परिवार साथ कैसे रहते हैं? हर व्यक्ति का स्वभाव भिन्न है, प्रकृति भिन्न है। स्वभाव भिन्नता, प्रकृति भिन्नता आपस में विवाद और संघर्ष का कारण न बनकर एक दूसरे के पूरक हो, यह कैसे होता है, तो परिवार यह विभिन्न स्वभाव, गुण धर्मों के लोगों की समन्वय भूमि भी है। □

Agenda Discussion with Mrs. Garima Bhagat, Jt. Sec./LS

Rabindra Kumar Mishra GS/BPMS

Dear Members, On 10.06.2025, a BPMS delegation comprising Shri Maruti H. Power (President, BPMS), Shri Mukesh Singh (Secretary General, GENC & Working President, BPMS), Shri Suresh Yadav (Member, JCM-III, DGQA) and myself (Shri Rabindra Kumar Mishra, General Secretary, BPMS) met Ms. Garima Bhagat, Joint Secretary (Land Systems), Department of Defence Production, Ministry of Defence.

The following specific long-pending issues of defence civilian employees were discussed:

1. Overtime Allowance with HRA, TA & SFA, along with arrears from 01.01.2006 for eligible Ordnance Factory employees.
2. Night Duty Allowance at par with Railways, with arrears from 01.01.1996.
3. Adoption of Prasar Bharati Model for service conditions of Ordnance Factory employees.
4. Grant of Compassionate Appointments to eligible dependents.
5. Retraining & utilisation of Tailor Trade employees transferred to HVF, Avadi.
6. Regularisation of departmental diploma holders (Distance Mode) for Chargeman (Tech) through one-time relaxation.
7. Expedited promotion from Master Craftsman to Chargeman (Tech).
8. Ex-gratia payment for the deceased Trade Apprentice in the Bhandara Factory blast.
9. Priority admission for children of Ordnance Factory employees in Kendriya Vidyalayas.
10. Revision of HPCA/PCA rates for paramedical staff in Ordnance Factory Hospitals/Clinics under DoO(C&S)—25% increase when DA reaches 50%.

JS (LS) gave a patient hearing and assured that actionable issues will be resolved at the earliest, while matters under sub judice will be reviewed with ASG consultation for appropriate legal clearance. □

कर्मठ कार्यकता : संगठन की असली ताकत

- रवीन्द्र मिश्रा

महामंत्री, भारतीय प्रतिरक्षा मजदूर संघ (BPMS)

संगठन की रीढ़ कोई नीति नहीं, न ही कोई घोषणापत्र है— उसकी सबसे बड़ी शक्ति है 'कार्यकर्ता'। कार्यकर्ता ही वह नींव का पत्थर है, जिस पर एक मजबूत संगठन खड़ा होता है। वह बिना किसी चाह के, बिना किसी विशेष स्वार्थ के, केवल अपने कर्तव्यबोध और विचारधारा के प्रति निष्ठा से प्रेरित होकर संगठन को जीवन देता है, गढ़ता है और आगे बढ़ाता है।

आज जब हम भारतीय प्रतिरक्षा मजदूर संघ (BPMS) के माध्यम से लाखों कर्मचारियों की आवाज बनते जा रहे हैं, तब यह आवश्यक हो जाता है कि हम अपने कार्यकर्ताओं की भूमिका, जिम्मेदारी और महत्व को फिर से समझें और उन्हें आत्मसात करें।

कार्यकर्ता केवल पद नहीं, एक प्रतिबद्धता है

एक कार्यकर्ता केवल वह नहीं जो किसी पद पर बैठा हो, बल्कि वह है जो जमीन पर कार्य कर रहा हो — जो श्रमिकों की समस्याओं को सुन रहा हो, समाधान के लिए लड़ रहा हो, और संगठन की सोच को जन-जन तक पहुँचा रहा हो। एक सच्चा कार्यकर्ता कभी थकता नहीं, रुकता नहीं, और न ही किसी प्रशंसा की अपेक्षा करता है। उसके लिए संगठन ही सर्वोपरि होता है।

संगठन के विस्तार में कार्यकर्ता की भूमिका

BPMS का विस्तार भारत के कोने-कोने में हो रहा है— चाहे वह ऑर्डनेंस फैक्ट्री हो, DGQA हो, MES, DRDO, NAVY, AIRFORCE हो, या कोई अन्य रक्षा संस्थान। इस फैलाव के पीछे अगर कोई सबसे बड़ा कारण है, तो वह है हमारे समर्पित कार्यकर्ताओं की अथक मेहनत। जिन्होंने कठिन परिस्थितियों में भी संगठन का झंडा ऊँचा रखा, लोगों को जोड़ा, और श्रमिकों के अधिकारों के लिए आवाज बुलंद की।

समय की मांगरू जागरूक और प्रशिक्षित कार्यकर्ता

आज के समय में केवल जोशीला होना ही पर्याप्त नहीं है। कार्यकर्ता को जागरूक, जानकार और प्रशिक्षित होना जरूरी है। उसे न केवल संगठन की नीति, अपितु सरकारी आदेश, सेवा नियम, श्रम कानून, JCM प्रणाली आदि की भी गहरी समझ होनी चाहिए। तभी वह कर्मचारियों की सही मार्गदर्शन

प्रतिरक्षा भारती

कर सकेगा और प्रशासन के समक्ष तर्कपूर्ण बात रख सकेगा।

BPMS द्वारा समय-समय पर चलाए जा रहे स्टडी क्लास, शिविर एवं कार्यकर्ता प्रशिक्षण कार्यक्रम इसी दिशा में एक सकारात्मक प्रयास है, जिसे और अधिक मजबूत करने की आवश्यकता है।

कार्यकर्ता का चारित्रिक आचरण

सच्चा कार्यकर्ता वह होता है जिसकी सोच निर्मल हो, व्यवहार विनम्र हो, और उद्देश्य स्पष्ट हो। संगठन का कार्यकर्ता केवल एक कर्मचारी प्रतिनिधि नहीं होता, बल्कि वह एक आदर्श होता है, जिससे बाकी लोग प्रेरणा लेते हैं। उसका आचरण संगठन की छवि बनाता है। अतः यह आवश्यक है कि हम अपने व्यक्तिगत जीवन में भी अनुशासन, ईमानदारी और सेवाभाव को आत्मसात करें।

आने वाली पीढ़ी के लिए प्रेरणा बनें

हमारे कार्यकर्ता अगर अपने व्यवहार, दृष्टिकोण और संघर्ष से एक प्रेरणा बनते हैं, तभी हम अगली पीढ़ी के अंदर संगठन के प्रति विश्वास और जुड़ाव पैदा कर सकते हैं। युवाओं को संगठन से जोड़ना, उन्हें प्रशिक्षित करना और उनके अंदर नेतृत्व विकसित करना भी आज के कार्यकर्ताओं की जिम्मेदारी है।

निष्कर्ष

BPMS के हर कार्यकर्ता को यह याद रखना चाहिए कि संगठन केवल नेतृत्व से नहीं चलता, वह चलता है उन सैकड़ों-हजारों कार्यकर्ताओं से, जो मौन रहकर भी संगठन की आत्मा बनकर कार्य कर रहे हैं। ऐसे सभी कर्मठ कार्यकर्ताओं को मैं इस मंच के माध्यम से हार्दिक नमन करता हूँ।

आइए, हम सब मिलकर यह संकल्प लें कि हम न केवल संगठन को मजबूत बनाएंगे, बल्कि अपने कार्य से समाज, राष्ट्र और मजदूर वर्ग के भविष्य को भी उज्ज्वल करेंगे।

'कार्यकर्ता कोई साधारण नहीं होता, वह परिवर्तन की मशाल होता है।'

जय हिन्द! जय BPMS! जय भारतीय मजदूर संघ!



Frequently Asked Questions (FAQs) - 30.03.2025

Unified Pension Scheme (UPS)

1. What is Unified Pension Scheme (UPS)?

The Unified Pension Scheme (UPS) is introduced by the Central Government as an option under the National Pension System (NPS) for Central Government employees with effect from 1st April 2025. The UPS provides assured pay-out based on the prescribed conditions.

2. Whether existing central government employee is eligible to opt for UPS?

Yes, an existing Central Government employee in service as of 1 April 2025, who are covered under National Pension System (NPS) is eligible to opt for UPS.

3. Whether newly recruited Central government employee is eligible to opt for UPS?

Yes, a newly recruited Central Government employees joining service on or after 1 April 2025 is eligible to opt for UPS.

4. Whether Central government employee retired prior to 31 March 2025 is eligible to opt for UPS?

Yes, a Central Government employee who was covered under NPS retired on or before 31st March 2025 and who meets prescribed conditions i.e.

(i) who has superannuated after minimum 10 years of qualifying service or

(ii) has retired under Fundamental Rules 56(j) (which is not treated as penalty under Central Civil Services (Classification, Control and Appeal) Rules, 1965), on or before 31st March 2025, or

(iii) the legally wedded spouse of deceased subscriber eligible under UPS.

5. What are the forms to be filled by eligible Central Government employee to opt for UPS?

| Name of Form | Eligibility to opt UPS |
|--------------|--|
| FormA1 | Newly recruited Central Government employees joining service on or after 1 April 2025 |
| FormA2 | Exercise of Option by an eligible Central Government employee presently subscribed to National Pension System (NPS) for being covered under Unified Pension Scheme (UPS) |

6. From where the forms for enrollment under UPS can

be obtained? The forms A1, A2, along with the instructions and list of documents to be attached, can be downloaded from the website of the Protean CRA at, www.npscra.nsdl.co.in/ups.php

7. What are timelines to exercise the option of UPS under NPS by an eligible existing (as on 31.03.2025) Central Govt employee?

Option has to be exercised within three (03) months from 1st April 2025, or within such extended timelines if any, allowed by the Central Government.

8. What are timelines to exercise the option of UPS under NPS by an eligible retired (as on 31.03.2025) Central Govt employee?

Option has to be exercised within three (03) months from 1st April 2025, or within such extended timelines if any, allowed by the Central Government.

9. What are timelines to exercise the option of UPS under NPS by the legally wedded spouse in case of a subscriber who has superannuated or retired and has demised prior to exercising the option for UPS.?

Option has to be exercised within three (3) months from 1st April 2025, or within such extended timelines if any, allowed by the Central Government.

10. What are timelines to exercise the option of UPS under NPS by new recruit to the Central Govt services joining on or after 1st April 2025?

Option has to be exercised within thirty (30) days from the date of joining Central Government services or within such extended timelines, if any, allowed by the Central Government.

11. Can the option of UPS be changed subsequently?

No, once exercised, the option to choose UPS is final and irrevocable.

12. What happens if the employee fails to opt for UPS within the specified time period?

An eligible person, who does not exercise the UPS option under NPS within the timelines laid down shall be deemed to have opted to continue under NPS without UPS option.

13. What is Permanent Retirement Account Number (PRAN) under UPS?

PRAN is a Permanent Retirement Account Number

allocated to subscriber opening/opting for UPS, and under which all the transactions are recorded by the CRA system.

14. Where the option form/ account opening forms under UPS is to be submitted by the subscriber?

The form can be submitted online or physically to the Head of Office / DDO where the subscriber is employed.

15. Whether there is online process for enrolment under UPS?

Yes, subscriber can submit their request for enrolment online by filing required forms through CRA website.

16. What is qualifying service under UPS?

Qualifying service shall be the completed months for which UPS subscriber has rendered regular services under the Central Government, determined by the Head of Office, in terms of Regulation 13 of the PFRDA (Operationalisation of Unified Pension Scheme under National Pension System) Regulations, 2025.

17. How the subscriber can obtain the status of his/her application?

The Subscriber can obtain the status of his/her application from CRA and respective Nodal Office.

18. Will UPS subscribers still be able to open/maintain/hold voluntary NPS Tier-I/II accounts?

Yes, subscribers of UPS can voluntarily maintain NPS Tier-I and Tier-II accounts under "All Citizen Model" along with UPS as a separate account within same PRAN number.

FAQs related to Contributions under UPS

19. What will happen to my existing corpus on migration from NPS to UPS?

On migration from NPS to UPS, the corpus of the subscriber will get transferred to the PRAN tagged to UPS.

20. On migration from NPS to UPS, whether new PRAN will be issued?

On migration from NPS to UPS, the subscriber shall be identified by the erstwhile PRAN tagged to UPS.

21. What is Individual Corpus and Benchmark Corpus?

Individual Corpus means the value of corpus available in the PRAN of a subscriber under UPS. Benchmark Corpus is a notional value computed by CRA for comparison with individual corpus. It is based on NAV of the default investment. (For more details,

Regulation 12 and Illustrations in Schedules to the Regulations, may be referred).

FAQs related to Investment of Contributions

22. Can an employee select the pension fund and investment pattern under UPS?

Yes, employees can choose from registered pension funds and investment patterns, including default patterns defined by PFRDA.

23. What happens if an employee does not choose a pension fund?

In such cases, the employee will be assigned the default pension fund and investment pattern defined by PFRDA.

24. What are the options of investment choices for individual corpus other than default pattern?

- i. Option to invest hundred percent of the funds in Government securities (Scheme G); or
- ii. Option of any one of the following Life Cycle based schemes:
 - (a) Conservative Life Cycle Fund with maximum exposure to equity capped at twenty-five percent. LC-25; or
 - (b) Moderate Life Cycle Fund with maximum exposure to equity capped at fifty percent. LC50.

25. How many times the choice of pension fund and investment choice can be exercised in a financial year?

UPS Subscriber shall have an option to change the choice of pension fund once in a financial year and the investment choice twice in a financial year.

26. Will the subscriber be informed of corpus value updates?

Yes, CRA will provide details of the individual corpus and benchmark corpus in the PRAN account statement periodically.

FAQs related to Benefits under UPS

27. How is the assured payout calculated under UPS?

- The rate of full assured payout will be @50% of 12 monthly average basic pay, immediately prior to superannuation, payable after a minimum 25 years of qualifying service.
- In case of lesser qualifying service period, proportionate payout would be admissible.

28. When will the payout commence in case of voluntary retirement?

In cases of voluntary retirement after a minimum 25 years of qualifying service, assured payout will commence from the date on which the employee would have superannuated if he had continued in service.

29. What is the amount of minimum guaranteed payout under UPS?

A minimum guaranteed payout of Rs. 10,000 per month is guaranteed after completing 10 years of service.

30. Will the assured payout under UPS reduce in case of reduction in qualifying service?

Yes, in case of Qualifying service period of ten years or more, but less than twenty-five years, proportionate payout shall be payable.

31. What is Admissible Payout?

The assured payout so proportionately reduced shall be payable as admissible payout. The formula for calculating admissible payout is as under:

Admissible Payout = Assured Payout x IC/BC x (1-FW%), where, IC= value of Individual Corpus, BC= value of Benchmark Corpus, with condition of IC ≤ BC

FW= Final withdrawal in percentage points (maximum upto sixty percent of IC or BC, whichever is lower).

32. What is Family Payout under UPS?

Upon demise of a UPS Subscriber who was receiving admissible payout or top-up amount, as the case may be, the legally wedded spouse of such deceased subscriber shall receive for life, family pay out of sixty percent of the amount of the admissible payout or top-up amount drawn by the subscriber immediately prior to the demise.

33. What are the benefits available under UPS, to superannuated or retired employees covered under National Pension System on or before 31st March 2025?

Employee who complies with the requirements under regulation 4 and regulation 19 shall be eligible to receive the following benefits –

- a) lumpsum payment;
- b) monthly top-up amounts payable immediately after the date of superannuation or retirement;
- c) applicable dearness relief; and
- d) simple interest as per applicable Public Provident Fund rates on arrears with respect to above benefits for the past period from the month after superannuation up to the month preceding the submission of claim forms.

Further, no interest shall be payable for the period beyond the last date of submission of option or claim as per clause (ii) of regulation 3.

The benefits specified under sub-regulation (1) shall be in addition to the benefits availed or accrued to such employee under NPS including annuity, if any under NPS.

34. How the monthly top-up amount is calculated for employees already retired on or before 31st March 2025 and receiving annuity under NPS?

Such employees will receive monthly top-up amount, which will be calculated as follows:

Monthly top-up = (Admissible Payout + Dearness Relief on Admissible Payout)- Representative Annuity amount

35. What is Representative Annuity rate & amount?

Representative Annuity rates for the period from January 2014 to March 2025 are provided under Schedule VI of PFRDA (Operationalisation of Unified Pension Scheme under National Pension System) Regulations, 2025.

Representative annuity amount= (IC) x (1-FW%) *(Representative Annuity Rate)/ (12*100) where {IC <= BC}.

36. Who are eligible to receive assured payouts under UPS?

Assured Payout shall be available only in the following cases, namely: -

- (a) in case of an employee superannuating after qualifying service of 10 years, from the date of superannuation;
- (b) in case of the Government retiring an employee under the provisions of FR 56 (j) (which is not a penalty under Central Civil Services (Classification, Control and Appeal) Rules, 1965) from the **date of such retirement**; and
- (c) in case of voluntary retirement after a minimum qualifying service period of 25 years, from the date such employee would have superannuated, if the service period had continued to superannuation.

37. Who can claim family payout under UPS?

Only the legally wedded spouse of the deceased UPS subscriber whose name appears as such in the service records as on the date of superannuation or voluntary retirement or retirement under Fundamental Rules 56(j), as may be applicable, and who is surviving the deceased subscriber is eligible for claiming family payout under UPS.

38. Whether the spouse of the subscriber married after the date of superannuation, is eligible for family payout?

No, only the legally wedded spouse as on the date of superannuation is eligible for family payout.

39. Is there any provision for lump-sum payment under UPS?

Yes, a lump-sum amount equivalent to one-tenth of the last drawn basic pay (plus NPA and DA) is paid for every completed 6-month period of qualifying service.

40. Is there any option to withdraw an amount under UPS at the time of retirement and to what extent?

Yes, UPS Subscriber shall have an option of final withdrawal for an amount not exceeding sixty percent (60%) of the individual corpus or benchmark corpus, whichever is lower, available in the PRAN tagged to UPS as on the date of superannuation or voluntary retirement or retirement, subject to proportionate reduction in the assured payout payable to such UPS Subscriber.

41. What and how much is final withdrawal percentage?

UPS Subscriber shall also have an option to withdraw an amount not exceeding sixty percentage of the individual corpus or benchmark corpus, whichever is lower, available in the PRAN tagged to UPS as on the date of superannuation or voluntary retirement or retirement under Fundamental Rules 56(j), as may be applicable subject to proportionate reduction in the assured payout payable to such UPS Subscriber.

42. How the final withdrawal amount shall be calculated in case Individual Corpus is more than the benchmark corpus?

Final withdrawal of up to 60% of the individual corpus or benchmark corpus (whichever is lower) is allowed as on date of Superannuation or Voluntary retirement or retirement under 56(j).

43. When will final withdrawal be admissible?

Such final withdrawal shall be admissible on the date of superannuation or voluntary retirement or retirement under Fundamental Rules 56(j).

44. How is Dearness Relief applied under UPS?

Dearness Relief as declared by the Central Government from time to time, will be applicable on admissible payout and family payout. Dearness Relief

shall be payable only when admissible payout commences.

45. Whether benefits under UPS are receivable if the employee has been removed or dismissed or has resigned from the service?

No, Assured Payout shall not be available in case of removal or dismissal from service or resignation of the employee. In such cases, the Unified Pension Scheme option shall not apply.

46. Can a subscriber make partial withdrawals during the service period?

Yes, partial withdrawals up to 25% of self-contribution (excluding returns) are allowed after completion of lock-in period of three years from the date of enrolment under UPS or NPS whichever is earlier, for specified purposes.

47. What purposes are allowed for partial withdrawal under UPS?

Higher education of children, marriage of children, purchase/construction of residential house, medical emergencies, disability-related expenses, and skill development.

48. How many times can partial withdrawals be made under UPS?

A maximum of three times, including withdrawals made under NPS before opting for UPS.

49. Is there any option to replenish the partial withdrawal made under UPS?

Yes, the subscriber has the option to replenish the partially withdrawn amount before retirement. FAQs related to operational issues on Payment of Benefits under UPS

50. How are UPS benefits claimed after retirement/death of the subscriber?

The subscriber or legally wedded spouse of the subscriber, as the case may be, must submit the relevant application forms to the Head of Office or DDO. The forms can be downloaded from the website of the Protean CRA at, www.npscra.nsdl.co.in/ups.php

| To be Submitted by | Form No. | Conditions to apply |
|--------------------|----------|--|
| Subscriber | B1 | who superannuated or retired on or after 1st April 2025 |
| Subscriber | B2 | who superannuated or retired on or before 1st April 2025 |

In case of Death of the subscriber

| | | |
|-----------------------------------|----|---|
| Spouse of the deceased subscriber | B3 | who superannuated or retired on or after 1st April 2025 and eligible for UPS benefits and subscriber had already availed benefits under UPS |
| Spouse of the deceased subscriber | B4 | who superannuated or retired on or before 31st March 2025 and eligible for UPS benefits and subscriber had already availed benefits under UPS |
| Spouse of the deceased subscriber | B5 | who superannuated or retired on or after 1st April 2025 and eligible for UPS benefits and subscriber had not availed benefits under UPS |
| Spouse of the deceased subscriber | B6 | Who superannuated or retired on or before 31st March 2025 and eligible for UPS benefits and subscriber had not availed benefits under UPS |

51. What is UPS Payout Order (UPO)?

The UPS Payout order contains the details of the benefits payable to a UPS Subscriber.

52. Who will authorize UPS payout order?

The UPO shall be authorized by the respective PAO and sent to the National Pension System Trust through CRA.

A copy of such UPS Payout Order shall simultaneously be made available to the UPS Subscriber or the legally wedded spouse, as the case may be.

a) Upon receipt of UPS Payout Order by National Pension System Trust together with option of final withdrawal if any by the UPS subscriber, the National Pension System Trust shall authorize the release of UPS benefits as specified under these regulations and authorize the transfer of the balance in the individual corpus to pool corpus.

b) The National Pension System Trust shall ensure payment of monthly payout from the Pool Corpus to the bank account of the UPS subscriber and periodic release of applicable dearness relief. For this purpose, CRA shall intimate to the pension fund to effect redemption from the Pool Corpus for payment of such payout to the subscriber.

Disclaimer : This FAQ document is intended solely for informational and reference purposes based on the PFRDA (Operationalisation of UPS under NPS) Regulations, 2025. While every effort has been made to ensure the accuracy of the information provided, it should not be treated as a legal interpretation or a substitute for official regulations, circulars, or notifications issued by the Pension Fund Regulatory and Development Authority (PFRDA) or the Government of India. Users are advised to consult the relevant statutory documents and seek professional guidance, if required, for any specific queries or decisions. □



9BRD AIRFORCE STATION PUNE CONDUCTED DCC ELECTION AND BPMS AFFLICTED UNION WON 7/7 SEATS.

Minutes of the Interaction Meeting between New DPSUs and DoO(C&S) held on 25/04/2025 at Rishikesh

Venue : Conference Hall, Hotel Aloha, Rishikesh, Uttarakhand **In the Chair :** Shri Sanjeev Gupta, DGO(C&S), DoO(C&S)

An interaction meeting for fostering synergy among new DPSUs and DoO(C&S) was held at Rishikesh on 25/04/2025 and 26/04/2025. India Optel Limited was entrusted with organizing the aforesaid meeting which was successfully held on 25th and 26th of April 2025 at Rishikesh, Uttarakhand.

The aforesaid meeting was attended by the following officers:

| Sl.No | Directorate of Ordnance | Sl.No | Defence PSUs |
|-------|------------------------------------|-------|--|
| 1. | Shri Sanjeev Gupta, IOFS, DGO | 1. | Shri Gurudutta Ray, Dir/HR & CMD(Addl.Charge) (YIL) |
| 2. | Shri N.K.Aggarwal, ADGO(C&S) | 2. | Shri Sanjay Diwedi, CMD(AVNL) |
| 3. | Shri Shrish Kumar Sr. DDG/DFUAV | 3. | Dr.S.K.Saxena, CMD(TCL) |
| 4. | Shri Jugnu Gupta, Sr.DDG/DFUAJ | 4. | Shri Tushar Tripathi, CMD(IOL) |
| 5. | Shri Premanshu Biswas, DDG/DFUKOL | 5. | Shri Prakash Agarwal, CMD/MIL (Addl.Charge) / Dir Fin & CFO(MIL) |
| 6. | Shri B.C. Joshi, DDG/DFUDD | 6. | Shri A K Maurya, Dir/Ops(AWEIL) |
| 7. | Smt Sunita Mansukhani, DDG/TS | 7. | Shri M.C Balasubramaniam, CMD(GIL) |
| 8. | Shri Rajat Paul, DDG/E | 8. | Shri Rakesh Ojha, Dir/Ops(MIL) |
| 9. | Shri Mrinal Kant Tripathy, DDG/N&I | 9. | Shri Vijaykumar Iyer, Dir/Ops(YIL) |
| | | 10. | Shri N.P. Naik, Dir/HR (MIL) |
| | | 11. | Shri Jai Gopal Mahajan, Dir/Fin(AWEIL) |
| | | 12. | Shri Shambhu Sharma, Dir/Ops(IOL) |
| | | 13. | Smt Sharmishtha Koul Sharma, Dir/HR(IOL) |
| | | 14. | Shri Siba Prasad Patnaik, Dir/Fin (GIL) |
| | | 15. | Shri Praveen Kumar, CGM/CO & HR (AVNL) |
| | | 16. | Shri B Krishnamoorthy, GM/CO & HR (AVNL) |

2. The meeting began with warm welcome of all the dignitaries by AGM/HR IOLHQ, CMD/IOL, Dir/Ops, Dir/HR and other senior officers of IOL welcomed the DGO, DoO(C&S) and CMD's of other DPSUs by presenting floral bouquet. AGM/HR, IOL then requested DGO, DoO(C&S) and all CMDs to come forward to declare open the conference with lighting the Lamp which symbolizes the spirit of knowledge and collaboration.

3. **Shri Tushar Tripathi, CMD, IOL** in his inaugural address extended welcome to all participants and reflected on the positive developments since the formation of the new Defence Public Sector Undertakings (DPSUs). He acknowledged that though the initial phase presented several challenges; however, these were effectively addressed through collaboration and understanding between DPSUs, DoO(C&S) and respective field units.

He emphasized that while the current working relationship is encouraging, attention must now turn to addressing emerging issues. He stressed the importance of maintaining open dialogue and understanding mutual concerns, viewing this interaction as a significant milestone.

He concluded his remarks by wishing all participants a productive and meaningful interaction. He expressed confidence that the deliberations would lead to stronger cooperation and elevate the level of synergy between DPSUs and field units.

4. In this Inaugural address **Shri Sanjeev Gupta, IOFS, DGO (C&S)** congratulated all CMDs for their commendable achievements in the last financial year and expressed satisfaction with the individual progress of each DPSU. DGO commended the overall synergy developed over the last four years between DoO (C&S), field units, and DPSUs, stating that the strength of collaboration can resolve any challenge amicably.

He acknowledged improvements in pension and retirement benefit processing but emphasized the need for some factories to improve advance submission of cases.

Regarding capacity building in cyber security, DGO informed that DoO (C&S) is developing courses on the iGOT platform and offering both online and offline

training. He encouraged DPSUs to share their training requirements. He also highlighted the ongoing PIS 2.0 training, which will support timely DPC processing and benefit both DPSUs and DoO (C&S).

He concluded by emphasizing that while minor issues exist, a positive and proactive approach by officers will ensure continued progress and effective resolution through active engagement.

5. DDG/N&I, DoO(C&S) Kolkata subsequently gave presentation on common issues which needs to be addressed by both DPSUs and DFUs in coordination with DoO(C&S). The salient points and decisions taken are highlighted below and the copy of presentation of DoO(C&S) is also enclosed as an Annexure to this minutes.

(i) Compassionate Appointment

It was stated that there are over 600 vacancies and 4600 applications pending under compassionate appointments. A positive development has emerged with the formation of a three-member officer team that reviewed the legal tenability of continuing the existing DoP&T policy, which remains applicable post-corporatization as it covers all existing exigencies. The proposal was submitted to DoO(C&S) and approved by DGO. The majority of DPSUs, in written submissions, concurred that no new policy is needed—only minor modifications may be required. Appointment authority should remain with the field units, and policy continuity should be maintained.

Action: DPSUs to urgently provide pending data, including year-wise vacancy calculations to move the file forward.

(ii) NOC for Employment and Transfers

Regarding inter/intra-DPSU transfers, it was acknowledged that CMDs have been approving compassionate ground transfers even without replacements. However, issues persist in granting NOCs—rejections are often vague or lack justification. There were incidents where NOC was issued, but employees were not released, resulting in court intervention.

Action: Units must provide detailed reasons for NOC rejections. NOC requests should not be contingent on replacement where not applicable. Once NOC is granted, timely release of employees must be ensured. NOC in cases involving promotions and higher responsibilities should be positively considered.

(iii) OF Schools

Out of 24 Ordnance Factory schools, 9 are expected to have zero enrolment this year. For unutilized school premises, it would be in public interest if DPSUs maintain and if required, use them for non-commercial purpose to avoid misuse, pilferage and encroachment.

Action: DPSUs to consider local reuse and maintenance of unused school premises through their associated factories.

(iv) IEs Transfer Policy

Updated in June 2023, the IEs transfer policy is under continuous review. A proposal was discussed to consider prior service of transferred employees (with no impact on local seniority) when placed in a new factory. Additionally, concerns were raised regarding the implementation of mutual transfers, especially in MIL, where even same-grade transfers are not recognized.

Dir/Ops, MIL clarified that due to operational requirements and absence of equivalent grades (e.g., HS-II), transferred personnel are often re-graded to a lower level. MIL emphasized the need for employees to familiarize themselves with new environments in MIL factories due to the sensitivity and safety aspects of the workplace before being assigned higher responsibilities.

Action: It was agreed that in cases of trade changes, employees will revert to skilled grade. DPSUs must ensure timely release post-approval.

(v) HBA and Computer Advance

Post-corporatization, CGDA stopped granting of HBA and computer advances to deemed deputationist employees. Despite initial rejections by MoD Finance, YIL submitted a fresh proposal, which DoO(C&S) has taken up again. However, broader support is needed.

Action: All DPSUs supportive of reinstating these advances are requested to submit formal justifications to strengthen the case with the Ministry.

(vi) Night Duty Allowance (NDA)

Two major issues were discussed—removal of the NDA ceiling and recovery. Although some MES employee(s) have won a Supreme Court case, and Railways has granted NDA up to pay level 8 with a ceiling of Rs. 43,600, on DDP's proposal, the Department of Expenditure has reaffirmed that there is no change in ceiling. On the issue of recovery, MOD had earlier allowed NDA without ceiling, which was later reversed by DoP&T in 2021 with retrospective effect

from 2017, resulting in recoveries.

Court cases in AVNL, AWEIL, and MIL are ongoing. The official stance remains that the ceiling continues unless directed otherwise, and recovery is in abeyance pending further orders.

Action: Field units and HR departments must continue defending cases based on current government policy and maintain the position that recoveries are in abeyance pending directions from DDP.

(vii) Other Allowances

• **Risk Allowance:** Matter regarding inclusion of operations/factories/categories of employees is being considered by a committee formed by MoD. Data was sought from all the DPSUs. The Directorate had submitted data from six DPSUs except AWEIL. AWEIL's input is pending, delaying consolidation by the Ministry.

Action: AWEIL to urgently submit required data to DoO(C&S) to enable Ministry level action.

• **Risk Allowance to Firefighting Staff:** As per government guidelines, Risk Allowance must be increased by 25% once DA crosses 50%. However, many factories have not implemented this.

Action: Govt instructions to be implemented by all DPSUs.

• **Briefcase Allowance:** Briefcase allowance is to be paid as per pay level, without linking to the nature of work. It was found that GIL has not been disbursing the allowance to eligible employees. In TCL, a revised order with a 25% increase led to retrospective recoveries in January 2025, although eligibility starts from January 2024.

Action: GIL to align with central instructions and ensure payment to eligible employees. TCL to review recovery action and rectify if not in line with eligibility timelines.

• **Exclusion of Compensatory Allowances from OTA :** DoO(C&S) reiterated the policy position that compensatory allowances are not to be included in OTA. Decisions of Tribunals/Courts contrary to this policy should be challenged through all feasible legal avenues. The matter is sub judice in Supreme Court. However, in another case, Supreme Court has not interfered with High Court's interim direction to make payments. There could be situations where despite availing legal avenues, there is no option left to the factories but to abide by Court rulings. In such cases,

payment should be made only after obtaining suitable undertaking from employees in order to enable recoveries in future should the Court(s) ultimately rule in favour of UOI.

Action: As above.

(viii) Abiding by MoU for Common & Other Assets

• **Charging of HRA from Directorate Employees:** DoO(C&S) advised DPSUs not to levy housing charges on Directorate, school, or hospital staff differently than their own employees, in accordance with MoU provisions.

Action: DPSUs to ensure uniform housing charges for Directorate and DPSU staff.

• **Guest House Charges for Directorate Employees:** Instances were noted where guest house charges were higher for Directorate employees. DoO(C&S) emphasized that MoU terms require parity in such charges.

Action: DPSUs to revise guest house tariffs to ensure compliance with MoU.

• **AMC Coverage for Assets Provided by OFs:** Certain units have refused AMC coverage for assets (ACs, computers) provided to field units, contrary to MoU clauses. AMC responsibility lies with the providing DPSU, while field units bear the cost.

Action: DPSUs to instruct units to maintain AMC coverage on assets provided to field units, with appropriate charge recovery as per MoU.

• **Security Coverage for Schools and Hospitals:** It was mutually agreed during the meeting that DPSUs shall provide security for schools and hospitals upon request by Defence Field Units, as per the existing MoU.

Action: All DPSUs to comply and extend security support to educational and healthcare facilities when requested by DFUs as per the terms stipulated in MoU.

(ix) Medical-Related Matters

• **Maintenance of Hospital Infrastructure:** During previous interaction meetings, CMDs had earlier emphasized DPSU support for maintaining hospital infrastructure, but commensurate action has not been observed i.r.o. all the hospitals. CMD, IOL stated there is no objection to incurring the maintenance expenditure, but highlighted the accounting challenge of reflecting it in the balance sheet.

On hiring of specialists, it was agreed that wherever

DFUs face difficulties, DPSUs will facilitate hiring and DFUs will bear the cost. However, in cases where specialists cannot be hired directly by DFUs, DPSUs may hire and station them in hospitals, if need be.

It was acknowledged that continuation of hospital services is critical. DPSUs will write to the Ministry (with copies to DoO(C&S)), while the Directorate will escalate the matter further, particularly regarding implications of hospitals not being under DPSUs. Additionally, the discussion covered civil works and amenities, for which funds are available and the Directorate considers proposals sent by the DFUs.

Action: DPSUs to formally write to the Ministry (copying DoO(C&S)) regarding maintenance and staffing of hospitals. Directorate to pursue the matter at the Ministry level. Regarding need for civil works, equipment or providing any other amenities in the hospitals, concerned factories may approach the hospital or DFU stating such requirement with justification.

• **Disclosure of Reasons for Disallowed RME Claims:** It was brought to attention that employees are often not informed about reasons for rejection of Reimbursement of Medical Expenditure (RME) claims. Regardless of the applicability of CS(MA) Rules, transparency is necessary for employees to understand the grounds of disallowance and seek redress.

Action: DPSUs to issue instructions to all units to communicate specific reasons for any rejected RME claims to concerned employees.

• **MoU with Hospitals for Cashless Treatment:** DoO(C&S) reiterated that signing MoUs with hospitals for cashless treatment depends on hospital willingness, business volume, and footfall. CMD, MIL stressed the benefits of a cashless system and proposed a scrutiny committee comprising HR, finance, and a medical professional. He noted resistance from in-house doctors to join such committees and suggested DFUs nominate doctors instead.

Chief General Manager, AVNL, Shri Praveen Kumar, shared that Medak Factory has already signed MoUs with reputable hospitals for cashless treatment. AVNL is in advanced talks with the National Health Authority (NHA) to join a national program, enabling access to top hospitals at CGHS rates via a digital portal. CMD, YIL stated that YIL has also taken some steps towards facilitating cashless treatment.

Action:

- DFUs to consider nominating doctors to facilitate hospital empanelment and bill scrutiny.

- AVNL to provide a formal write-up on the NHA initiative to DoO(C&S).

- All DPSUs to share updates and progress on steps taken for cashless medical services.

(x) Piece Work System & Departmental (Single) OT

- **Piece Work System in Ordnance Factories:** The historical background of the piece work system was discussed. It began in 1945 and, after a Supreme Court case in 1998–99 and a subsequent Cabinet decision in 2000, a two-year trial was conducted which later extended to five years. The Cabinet subsequently reaffirmed the continuation of the system. Guarantee pay are an integral part of the PW system.

Action: DoO(C&S) reiterated that the piece work system in vogue is a product of Cabinet, Supreme Court, and MoD decisions. Until the PW system continues, all its provisions including guarantee pay, must also continue.

- **Departmental/Single OT for 3¼ hrs on Saturdays:** DoO(C&S) informed about the genesis and applicability of Departmental OT. Accordingly, any deployment beyond 44¾ hours requires payment of departmental/single OT for the extra 3¼ hours on Saturdays. Examples of YIL and TCL were cited, where such OT was done away with for a brief period but was subsequently found to be susceptible to legal challenges. The DPSUs have instead implemented a rotating roster system for deployment beyond 44¾ hours. TCL informed that they had provided compensatory off for the extra deployment done in past.

Action: DPSUs to comply with departmental OT provisions or adopt a roster system as done by YIL and TCL. Further, YIL and TCL to examine the past deployment (beyond 44¾ hours) done for a brief period and share their findings and steps taken with the Directorate.

(xi) Safety Issues in Ordnance Factories

- **Staff-Side Suggestions Post-Accident in MIL:** Following a recent accident at MIL, the staff side submitted proposals to improve safety, which were brought up by DoO(C&S) in the meeting as per the commitment. The issues

raised include:

- **Recruitment of Ex-TAs:** Staff proposed recruitment of Ex-Trade Apprentices (Ex-TAs), citing their prior factory training and familiarity with hazardous operations.
- **Arbitrary Reduction in Labour Estimates:** Concerns were raised regarding the reduction in sanctioned labour, affecting operational safety.
- **Deployment of Contractual Staff in Sensitive Areas:** Recommendation to ensure proper training before deploying contractual workers in explosion, chemical, process, and filling sections.
- **Enhancement of Risk Allowance:** Suggestion to review and enhance risk allowance to reflect actual workplace hazards.

All DPSUs acknowledged the critical importance of safety and assured the house that issues are being attended to in accordance with existing safety regulations and policies.

Action: DPSUs to review the staff-side safety suggestions and incorporate feasible measures into their operational safety frameworks.

(xii) Discipline-Related Issues

• **Suspension Orders by Competent Authority Only:** It was stated that CVO has pointed out that in some instances, suspension orders have been issued by Chief General Managers or other officers who are not the Disciplinary Authority. DoO(C&S) emphasized that suspension orders should normally be issued by the Disciplinary Authority. In case of urgency in issuing such orders, heads of units under DPSUs can get in touch with head of DFUs to get such orders issued.

Action: DoO(C&S) to issue a circular on this.

• **Excessive Delays in Completion of Court of Inquiry (COI):** Concerns were raised regarding significant delays in the completion of COIs—many of which are pending beyond 6 to 12 months. DPSUs cited reasons such as transfer, retirement, or deputation of Inquiry Officers (IOs). Additionally, it was noted that IOs often treat such inquiries as an additional burden, beyond their primary duties.

DoO(C&S) acknowledged the issue and agreed to circulate factory-wise data on pending COIs to concerned DPSUs. It was also decided that IOs and Presenting Officers (POs) must be clearly informed that completing COIs in a timely manner is a formal duty,

and administrative consequences may follow in cases of undue delay.

Action:

- DoO(C&S) to share factory-wise COI pendency data with DPSUs.
- Circular to be issued sensitizing IOs/POs that timely completion of COIs is mandatory and part of their official responsibilities.
- DPSUs to monitor pending COIs.

(xiii) Various Issues

a) **Conversion from NPS to OPS:** It was informed that approximately 1,690 cases of conversion from the National Pension System (NPS) to the Old Pension Scheme (OPS) have been implemented. Additionally, 17 individual cases, where time relaxation was required as per the opinion of the Appointing Authority, have been referred to DDP by DoO(C&S).

DoO(C&S) advised that any additional eligible cases or representations received by DPSUs or Field Units should be immediately forwarded to DoO(C&S) to avoid future objections or show cause notices from the Ministry.

Action: DPSUs and Field Units to immediately forward eligible missed cases for NPS to OPS conversion to DoO(C&S).

b) **Notional Increment to 30th June / 31st December Retirees:** Shri M.K. Tripathi, DDG, informed the house that while clear orders exist regarding notional increment benefits for retirees retiring on 30th June or 31st December, **operational challenges** still persist. These are expected to be resolved shortly, as PCDA has moved **firm cases from 2010, 2012, and 2013** for resolution.

DoO(C&S) clarified that:

- The effective date for notional increment-related arrears is 01.05.2023.
- CAT judgments awarding interest (e.g. 7–8%) are not to be followed; instead, a review petition or writ petition should be filed referencing the Supreme Court's directions.
- Only if a High Court judgment is in favour of the employee, the same should be implemented unless the same is in the process of being challenged or it has already been overruled by the Supreme Court.

Action:

- Directions of the Supreme Court to be followed.

• Judgments from CAT should be challenged to ensure alignment with Supreme Court directives.

c) **Lump Sum Employee Contribution in NPS Death Cases: Lump sum contribution under NPS in death cases has been pending for several months** due to lack of clarity at DPSUs and unit level regarding processing methods. This matter was highlighted in a recent Steering Committee meeting. The issue has now been resolved in the **Avadi Field Unit and other AVNL units in Avadi. Units facing issues in processing lump sum contribution to families of deceased NPS employees** may consult **HVF, OCF, Avadi, and EFA** where the process has been streamlined and resolve all such pending matters expeditiously.

d) **Promotion / DPC Cases:** Concerns were raised regarding **delays in forwarding promotion/DPC cases** from Ordnance Factories to DFUs. DoO(C&S) requested all units to adhere strictly to **DoP&T timelines and instructions** to ensure timely promotions.

e) **Monitoring of Compassionate Appointment Cases (Educational Qualification Delay)** DoO(C&S) expressed serious concern over **delays in referring compassionate appointment cases**, particularly when **educational qualifications (e.g., 10th pass)** are attained after significant delay. The instructions mandate such cases should reach DoO(C&S) **within five years**. DPSUs were requested to **monitor all such cases internally** at CGM/factory level.

f) **Timely Submission of Pension Documents:** All DPSUs were requested to ensure that **pension processing documents** are submitted at **least two months in advance** of the employee's retirement to avoid delays in disbursement.

g) **Participation of Directorate Employees in Sports Activities:** DoO(C&S) requested DPSUs to **allow participation of Directorate and Field Units employees in intra-DPSU sports events**. All DPSUs agreed, and it was decided that this would be implemented uniformly.

h) **Procurement of Service Medals: GIL, IOL, MIL, and YIL** have initiated procurement of **service medals for long service and superannuation**. Other DPSUs were requested to undertake similar action.

(xv) **JCM Points**

The following points were reiterated as raised consistently in JCM forums and fall under the direct

purview of DPSUs:

• **Inclusion of JCM Members in LPC Meetings:** It was noted that the past practice of inviting JCM members to LPC meetings has been discontinued in some units. DoO(C&S) requested DPSUs to positively examine the matter.

• **Payment of Wages for Two-Hour Short Leave:** It was observed that some units, especially under the **Kolkata Group**, are **denying 2-hour short leave** citing nonupgradation of leave software/package. DoO(C&S) stated that **this should not be used as a justification** and requested units to resolve the issue promptly.

• **Charging of HRA from Employees of Other DPSUs:** It was brought to the house that **some DPSUs are charging higher license fees, housing charges** from employees of other DPSUs. All present **agreed that employees of all DPSUs should be treated equally, and no higher license fees** should be charged for inter-DPSU employees.

• **LIC/Co-operative Society Deductions in AWEIL (e.g., FGK):** It was reported that **payroll deductions for LIC/co-operative society** are not being carried out in AWEIL. Such deductions are permitted under the Payment of Wages Act. AWEIL was requested to look into the matter and ensure compliance with the Payment of Wages Act.

• **Re-designation of Labour/NIEs to Tradesmen (e.g., OFMK):** The longstanding practice of re-designating Labour/NIEs to tradesmen (subject to vacancies) was discussed. DoO(C&S) informed that JCM members have been informed that such redesignations are based on functional requirements. DPSUs were requested to handle such requests as per operational feasibility.

II. Presentation by Smt. Sunita Mansukhani, DDG/TS, DoO(C&S) on Common Issues:

(i) **Asset Management**

• **Erection of Boundary Pillars at 16 Locations:** It was informed that post corporatisation boundary pillars are to be erected for marking surplus land declared by 16 factories as per MoD directive issued in 2021.

Admin approval for procurement action has been issued to 15 factories, only 4 factories have issued work orders. For OFC 15% establishment charge applicable for deposit work has been included in the estimate as per AWEIL's SOP which is not applicable to the

Directorate. Post admin approval (5 factories) MIL has issued guideline for charging 12% establishment/departmental charges based on the CPWD Manual 2022, which is not applicable for government organization. CMD MIL informed that the charge % has been reviewed and is likely to be reduced to 3% to 4%.MIL was requested to go ahead with procurement action for already issued admin approvals.

DoO(C&S) emphasized that admin approvals are valid for one year and further delay would necessitate re-validation of admin approval causing further delay.

Action: Timely completion of placed work orders, submission of revised estimate from OFC & timely procurement action for erection of boundary pillars at factories was requested.

Post deliberation on issue of land related dispute between **OFA (YIL) and MTP (AVNL)** a resolution was reached to carry out joint survey at Ambernath estate scheduled on 06.05.2025. On the basis of AVNL request Sr. DDG DFUAV was nominated as the convener of BOO for Ambernath land issue. In case of land issue related to **GCF(AWEIL) and VFJ(AVNL)** both DPSUs agreed to transfer the ownership of Test Track land from GCF (AWEIL) to VFJ (AVNL). Dir/Fin (AWEIL) raised concern regarding issue of equity against land valuation which shall need revision. CMD, AVNL, echoed the concern and confirmed that DoO(C&S) would need to facilitate this process, with the Ministry of Defence for which a joint proposal routed through respective CMDs, shall be required by the Directorate.

Decision: A joint survey shall be carried out at Ambernath where concerned DPSUs will participate to resolve the issue as per decision. It was also agreed to nominate Shri Praveen Kumar, CGM/IOLAV & AVNL (CO & HR) as the Nodal Officer to submit a joint proposal to reduce AWEIL equity by value of land to be handed over & addition of the same amount in land value & equity in AVNL for approval from MoD.

- **On the topic of iGOT training material,** it was informed that one course titled "Self-Auditing a Computer" has been uploaded on the iGOT platform. DoO(C&S) is planning to host more courses and training regarding publishing of courses on iGOT can be extended to DPSUs.

- **PIS 2.0.:** It was reported that offline training on PIS 2.0 has been completed in which 150 personnel including 48 Group A officers were trained. Requested enhancements related to standardized manpower

reports (unit/DPSU/DFU/cadre/group-wise), employee-level drill-down, promotion, AIPR, career progression, pay level, payroll verification and Organogram have been implemented. Request was received from DPSUs to conduct offline PIS 2.0 courses at OFILs which was agreed to.

- **On the matter of GPF bill tracking,** it was earlier pointed out by DPSUs that factories were not receiving updates after submission of GPF withdrawal or final settlement cases to PCDA. It was clarified that information is available on COMNET PCDA portal.

- **Regarding hardware support for PPC systems:** It was brought to notice that servers & SAN on which PPC is running in factories and servers & SAN commissioned at Directorate for PPC DR were procured in 2019 by erstwhile OFB and shall complete 7 years in Feb 2026. As these hardware support critical applications, DoO(C&S) emphasized the need for AMC and eventual replacement. To ensure standardization, it was agreed to adopt a centralized procurement process.

Decision: MIL agreed to be the nodal DPSU for procurement on behalf of all DPSUs. The charges shall be borne by DPSUs. DoO(C&S) shall provide required technical and implementation support.

- **Bandwidth (BW) Augmentation:** During the offline PIS 2.0 training, several factories reported slow COMNET connectivity and requested bandwidth augmentation. The proposal of bandwidth augmentation at DC (2x500Mbps) & at sites (2x20 Mbps) was agreed to by all DPSUs. The proportionate charges shall be born by DPSUs & Directorate.

Decision: DoO(C&S) was given mandate to go ahead with bandwidth augmentation of COMNET 2.0 and send the proposal to MoD (CFA). A formal communication regarding go ahead for Bandwidth augmentation of COMNET 2.0 shall be sent by the DPSUs.

- Lastly, **on the Online Vendor Registration Application (OVRA),** it was reported that the existing application, developed in 2011, has become outdated. While MIL, YIL, TCL and AVNL have opted out, AWEIL and IOL have requested extension up to June/July 2025. DPSUs were informed that due to changes in technology and stricter audit requirements the Directorate is constrained to terminate OVRA by 15th May 2025.

To conclude, AGM/HR, IOL thanked all present for their valuable participation and fruitful discussions. □



Government ORDERS

E-F.No. Z-20025/02/2023-Estt.(AL), Government of India, Ministry of Personnel, Public Grievances & Pension, Department of Personnel & Training., dated 17.06.2025

OFFICE MEMORANDUM

Subject : Implementation of e-Service Book in all Ministries/ Departments— Reg.

The Service Book of a Government Servant is a document to record all the events in his/ her entire service period and career recording each and every administrative action of the Government Servant right from the stage of his recruitment till his retirement to reflect the history of service of a Government employee. As per SR 198 & 199 such a Service Book is to be maintained for a Government servant from the date of his/ her first appointment and is required to be kept in the custody of the Head of Office in which he is serving and needs to be transferred along with the employee, upon transfer.

2. It has now been decided to maintain the e-Service Book on e-HRMS 2.0 portal.

3. Hence all the Ministries/ Departments, further to their onboarding on e-HRMS 2.0, are requested to maintain e-Service Books on e-HRMS 2.0 only and phase out physical service books, after ensuring the completeness & accuracy of data in the e-Service books on eHRMS 2.0, as the same will be treated legally tenable for all purposes. □

No. 57/01/2025-P&PW(B)/UPS/10498, Government of India, Ministry of Personnel, P.G. and Pensions, Department of Pension and Pensioners' Welfare, dated 18 June, 2025

OFFICE MEMORANDUM

Subject : Extension of benefits of 'Retirement Gratuity and Death Gratuity' to the Central Government employees covered by Unified Pension Scheme— reg.

The undersigned is directed to refer to the Ministry of Finance, Department of Financial Service's Notification No. FS-1/3/2023-PR dated 24.01.2025

regarding introduction of the Unified Pension Scheme as an option under NPS for the recruits to the Central Government civil service w.e.f. 01.04.2025 giving one time option to the Central Government employees covered under the National Pension System (NPS) for inclusion under the Unified Pension Scheme.

2. Accordingly, it is clarified that the Central Government employees covered by Unified Pension Scheme shall be eligible for benefit of 'Retirement gratuity and Death gratuity' under the provisions of the Central Civil Service (Payment of Gratuity under National Pension System) Rules, 2021.

3. This issues in consultation with of Ministry of Finance, Department of Expenditure vide ID Note No. 1(18)/EV/2024 dated 03.06.2025.

4. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders are issued in consultation with Comptroller and Auditor General of India, as mandated under Article 148(5) of the Constitution of India. □

No. 27/01/OFS/2025, Government of India, Ministry of Defence, Department of Defence Production, Directorate of Ordnance (C &S) dated 19 June, 2025

OFFICE MEMORANDUM

Subject : The affiliation of OF Schools to CBSE-reg. Ref. School Section, DoO(C&S) e-mail dated 18/06/2025

This is to inform that as per the directives received from highest level of Govt. of India, the affiliation of OF Schools to CBSE is to be processed on a priority basis. For converting to CBSE affiliation the certain documents such as Recognition Certificate issued by State Education Department, Fire Safety Certificate, Building Safety Certificate, Certificate of registration, Safe drinking water and sanitary condition Certificate, water test sample report from PHED or equivalent authority etc. are essentially required and it must be kept ready in accordance with the SARAS 6.0 portal of CBSE website on or before 30th June'2025. CBSE By-Laws, SARAS 6.0 manual and CBSE notification dated 11/03/2025 for submission of applications under various categories of affiliation for the session 2026-27 in SARAS 6.0. is enclosed herewith for ready reference.

2. All the Principal/ Teacher In-charge of the schools are hereby instructed to obtain the above-mentioned documents as mentioned above and go through the

CBSE By-Laws, SARAS 6.0 manual and CBSE notification pertaining to affiliation for the session 2026-27. It is further requested to register or apply for conversion to CBSE on SARAS 6.0 portal of CBSE website on or before the deadline of 30th June'2025.

3. The responsibility for applying for affiliation under CBSE portal by uploading all relevant documents (i.e. before 30th June'2025) lies with the concerned Principal or Teacher In-charge of the school, who must accomplish the task within the stipulated timeline.

4. For further guidance in this regard, following Principals of OF Schools may be contacted :

- 1) Shri V. Sravan Kumar, Principal-II, OFHS Bolangir, Mobile No-8378060985, 9347370277
- 2) Shri Shivnandan Tiwari, Principal-II, OFIC Muradnagar, Mobile No-8109328384, 8778049646

5. All DFUs are requested to provide all necessary assistance they have required in approaching the state authorities or the factories and also requested to sanction requisite affiliation that are fees and other expenditure incurred in this connection.

6. This matter is being monitored at highest level in Govt. of India, hence, Top Priority may please be accorded.

7. This issues with the approval of the Competent Authority.

No. 27/01/OFS/2025, Government of India, Ministry of Defence, Department of Defence Production, Directorate of Ordnance (C &S) dated 19 June, 2025

OFFICE MEMORANDUM

Subject : Documents required for affiliation of OF Schools to CBSE-reg.

As per the direction received from highest level of Govt. of India, OF Schools have been asked for obtaining certain documents such as **Recognition Certificate issued by State Education Department, Fire Safety Certificate, Building Safety Certificate, Certificate of registration, Safe drinking water and sanitary condition Certificate, water test sample report from PHED or equivalent authority etc.** These documents are required for applying for affiliation under CBSE portal, and are available only with the factories.

2. As this matter is being closely monitored at highest

level in Govt. of India, it is requested that concerned authorities may extend full cooperation to the concerned Principal/Teacher In-Charge by providing the essentially required documents at the earliest, as they are required to apply for the affiliation under CBSE on SARAS 6.0 of CBSE portal before the deadline of 30th June'2025.

3. This issues with the approval of the Competent Authority.

No. 57/01/2025-P&PW(B)/UPS/10498, Government of India, Ministry of Personnel, P.G. and Pensions, Department of Pension and Pensioners' Welfare, dated 18 June, 2025

OFFICE MEMORANDUM

Subject : Options to avail benefits under old pension scheme on death of Government servant during service or his discharge from Government service on account of invalidation or disability for Central Government servants covered under Unified Pension Scheme – reg.

The undersigned is directed to refer to the Ministry of Finance, Department of Financial Service's Notification No. FS-1/3/2023-PR dated 24.01.2025 regarding introduction of the Unified Pension Scheme (UPS) as an option under NPS for the recruits to the Central Government civil service w.e.f. 01.04.2025 giving one time option to the Central Government employees covered under the National Pension System (NPS) for inclusion under the UPS.

2. The Department of Pension and Pensioner' Welfare had notified the CCS (Implementation of National Pension System) Rules, 2021 to regulate service related matters of Central Government employees covered under NPS. Rule 10 of these rules provides for the option to be exercised by every Central Government employee covered under NPS for availing benefits under NPS or Old Pension Scheme (OPS) in the event of death of Government servant during service or his discharge on the ground of invalidation or disablement.

3. UPS has been notified as an option under the NPS. Therefore, it has been decided that the Central Government civil employees **who opt for UPS under NPS shall also be eligible** for option for availing benefits under UPS or the CCS (Pension) Rules, 2021 or the CSS (Extraordinary Pension) Rules, 2023 in the event of death of the Government servant during service

or his discharge on the ground of invalidation or disablement.

4. Every Central Government servant covered who opts for **Unified Pension Scheme under the National Pension System** shall, at the time of joining Government service, exercise an option in Form 1 for availing benefits under the UPS or under the CCS (Pension) Rules, 2021 or the CCS (Extraordinary Pension) Rules, 2023 in the event of his/her death or boarding out on account of disablement or retirement on invalidation. Existing Government servants, who have opted for the Unified Pension Scheme under the National Pension System, shall also exercise such option as soon as possible after the notification of these clarifications.

5. The option shall be exercised to the Head of Office who will accept the same after verifying all the facts submitted therein and place it in the service book. A copy of the option shall be forwarded by the Head of Office to the Central Record keeping Agency through the Drawing and Disbursing Officer and the Pay and Accounts Officer for their record. The Pay and Accounts Officer shall also make suitable entry in the online system indicating the details regarding the option exercised by the Government servant.

6. Every Government servant shall, along with the option in Form 1, also submit details of family in Form 2 to the Head of Office. The Head of Office shall, on receipt of the Form 2, acknowledge receipt of the Form 2 and all further communications received from the Government servant in this behalf, countersign it indicating the date of receipt and get it pasted on the service book of the Government servant concerned. The Head of Office on receipt of communication from the Government servant regarding any change in the size of family shall also incorporate such a change in Form 2.

7. The option exercised may be revised at any number of times by the Government servant before his retirement by making a fresh option intimating his revised option to the Head of Office. On receipt of the revised option, the Head of Office and the Pay and Accounts Officer shall take further action as mentioned above.

8. A Government servant who is discharged on invalidation or disability shall be given an opportunity to submit a fresh option at the time of such discharge. Where such Government servant does not exercise a fresh option or is not in a position to exercise fresh option at the time of discharge, the option already

exercised by the Government servant shall become operative. Where no option was exercised by the Government servant and the Government servant is not in a position to exercise an option at the time of discharge, his case will be regulated in accordance with para 11 below.

9. In the case of death of a Government servant while in service, the last option exercised by the deceased Government servant before his death shall be treated as final and the family shall have no right to revise the option.

10. Where a Government servant who did not exercise an option and dies before completion of service of fifteen years, his family will be granted family pension in accordance with the provisions of the CCS (Pension) Rules, 2021 or the CCS (Extraordinary Pension) Rules, 2023, as the case may be, as a default option.

11. Where a Government servant is discharged from Government service on account of invalidation or disability before completion of service of fifteen years without exercising an option, and is also not in a position to exercise an option at the time of discharge, he will be granted invalid pension or disability pension in accordance with the provisions of the CCS (Pension) Rules, 2021 or the CCS (Extraordinary Pension) Rules, 2023 as the case may be, as default option;

12. In all other cases, where no option was exercised by the Government servant, the claim of the Government servant on discharge from the service and that of the family on death of the Government servant, shall be regulated in accordance with **the regulations to be framed in this regard.**

13. In cases where the option exercised by the deceased Subscriber or the default option for benefit under the CCS (Pension) Rules or the CCS (Extraordinary Pension) Rules becomes infructuous on account of non-availability of an eligible member of the family for grant of family pension under the CCS (Pension) Rules, 2021 or the CCS (Extraordinary Pension) Rules, 2023 such option would be deemed to have become invalid and the benefits admissible under the Unified Pension Scheme shall be granted in accordance with **the regulations to be framed in this regard.**

14. A Government servant, who had exercised option or in whose case the default option is for availing benefits under the CCS (Pension) Rules, 2021 or CCS (Extraordinary Pension) Rules, 2023 on death of Government servant during service or his discharge

from service on account of invalidation or disablement, as the case may be, further action will be taken by the Head of Office for disbursement of benefits in accordance with the provisions of the CCS (Pension) Rules, 2021. Where the death or disablement of the Government servant is attributable to Government service, further action will be taken by the Head of Office for disbursement of benefits in accordance with the CCS (Extraordinary Pension) Rules, 2023 subject to fulfillment of all the conditions for grant of benefits under those rules.

15. If on death of the Government servant during service or his discharge from service on account of invalidation or disablement, benefits are payable under the CCS (Extraordinary Pension) Rules, 2023 or the CCS (Pension) Rules, 2021, the Government contribution and returns thereon in the accumulated pension corpus of the Government servant shall be transferred to Government account. The remaining accumulated pension corpus shall be paid in lump sum **in accordance with the regulations to be framed in this regard.**

16. In the case of death of a Government servant during service or his discharge from service on account of invalidation or disablement, who had exercised option or in whose case the default option is for availing benefits under the UPS, such benefits may be granted in accordance with **the regulations to be framed in this regard.**

17. Copy of Form 1 and Form 2 are also enclosed.

18. This issues in consultation with of Ministry of Finance, Department of Expenditure vide ID Note No. 1(18)/EV/2024 (part 2) dated 16.06.2025.

19. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders are issued in consultation with Comptroller and Auditor General of India, as mandated under Article 148(5) of the Constitution of India. □

No. 35/1/2025-IR, Government of India, Ministry of Defence, Department of Defence Production, Directorate of Ordnance (C &S) dated 23 June, 2025

OFFICE MEMORANDUM

Subject : Maintaining positive industrial relation in DPSUs - reg.

In the Additional Meeting Mechanism (AMM) held under the Chairmanship of JS(LS) on 21/04/2025, staff side had raised the following issue:

Agenda Point No. 9: The representatives of AIDEF have raised that breach of settlement reached in the presence of CLC(C) by the DDP. Further, CMDs not attending federation properly.

2. On the said issue, Chair has directed that a formal letter to be sent to all the CMDs to maintain positive Industrial Relations.

3. In this regard, attention is invited to MoD ID No. 1(5)/2021/OF/DP(PIg-V) dt. 15/09/2022 wherein directives have been issued to the 7 newly formed DPSUs to comply with the provisions of Industrial Disputes Act, 1947 and Trade Union Act, 1926 over formation of industrial relation machinery in the DPSUs.

4. It is therefore requested to comply the extant provisions under the Industrial Dispute Act & Trade Union Act to maintain harmonious industrial relations, in the OFs under the purview of the respective DPSUs. □

File No.Z.16025/60/2025/CGHS-III(8339752), Government of India, Ministry of Health & Family Welfare, Department of Health and Family Welfare, (CGHS-III Section) dated 10 June 2025

OFFICE MEMORANDUM

Subject : Opening of new CGHS Wellness Centre at Bikaner, Rajasthan. - regarding.

I am directed with reference to your letter dated 14.04.2025 on the above mentioned subject and to inform you that the opening of new CGHS Wellness Centre involves creation of new posts of staff like Medical Officers, Pharmacists, Nursing Officers, Junior Health Administrative Assistants, etc. and has financial implications. For creation of these posts, the approval of Department of Personnel & Training and Department of Expenditure, Ministry of Finance is required.

2. Even with creation of minimum posts of staff, the financial implications would involve a recurring expenditure of 4.8 crore per year and a one-time non-recurring expenditure of Rs 0.75 crore to 1 crore. For this, the approval of Department of Expenditure, Ministry of Finance is required.

3. Further, Central Government pensioners residing in non-CGHS areas have the option to avail CGHS facilities from nearby CGHS covered cities. Also, the Central Government serving employees residing in areas not covered by CGHS are covered under another Health Scheme Viz. Central Services (Medical Attendance) Rules, 1944. □

देश भर के विभिन्न रक्षा संस्थानों में प्रवास के दौरान कार्यकर्ताओं से वार्ता करते भर्ती प्रतिरक्षा मजदूर संघ के पदाधिकारीगण



CONDOLENCES



Air India plane crash in Ahmedabad.

An Air India Boeing 787 Dreamliner (VT-ANB), operating from Ahmedabad to London Gatwick airport, crashed today afternoon at Ahmedabad, with 242 people on board, including two pilots and 10 cabin crew members. Many are feared dead. Extremely shocked and pained at the unfortunate aircraft tragedy we pray for the speedy recovery of the injured.

In this time of sorrow BPMS extends our heartfelt thoughts to the victims' loved ones and pray before almighty to bestow enough strength to bear this pain.

कृपया अपनी प्रतिक्रियाएँ हमें इस पते पर भेजिये ।

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