



प्रतिरक्षा भारती Pratihaksha Bharti

भारतीय प्रतिरक्षा मजदूर संघ का मुख पत्र

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रक्षा मंत्री श्री राजनाथ सिंह को ज्ञापन देते भारतीय प्रतिरक्षा मजदूर संघ के पदाधिकारीगण



कार्मिक लोक शिकायत एवं पेंशन मंत्री डॉ० जितेन्द्र सिंह को ज्ञापन देते भारतीय प्रतिरक्षा मजदूर संघ के पदाधिकारीगण

Glorious 70 years





मित्रों,

प्रतिरक्षा भारतीय के इस सम्पादकीय को लिखते समय में देश से बाहर लंदन में अपने निजी कार्य से आया हूँ आशा करते हैं कि आप सब सकुशल होंगे। यहां पर कुछ स्थानों पर घूमने गया। तो कुछ बातें अच्छी लगीं और कुछ बातें दिल को चुभी।

जैसे यहाँ के लोगों में नैतिकता और अनुशासन बहुत अच्छा दिखा। आपने कोई जानकारी करनी की कोशिश की तो भाषा की समस्या होते हुए भी आपको समझाने का प्रयास तब तक करेंगे जब तक आप समझ न जाओ। यदि ट्रैफिक रूल्स आपसे टूट रहा है तो रोकेंगे इशारा करेंगे। जिससे कोई आपका नुकसान न हो। साफ सफाई के मामले में बहुत ही अवेयर दिखाई दिये एक पार्क में एक कुत्ता टहलाते लोग दिखे। उनके पास एक प्लास्टिक का थैला था कुत्ता जैसे पोटी करने को हुआ तुरन्त थैले में लेकर पार्क में बने कूड़ेदान में डालते देख अपने देश के कुत्तापल्को की याद आ गई अपने घर से निकालकर किसी दूसरे के घर के सामने बड़े गर्व के साथ कुत्ते को पोटी करा देना आम बात है।

मित्रों मैं एक मॉल में कुछ खरीददारी करने गया रेडीमेड कपड़ों का शो रूम था। बच्चों से लेकर बड़े लोगों तक के कपड़े उपलब्ध थे और बड़ी संख्या में लोग खरीददारी कर रहे थे। अधिकांश विदेशी मेड कपड़े थे। उत्सुकता हुई देखने की अधिकांश कॉटन क्लॉथ थे। एक लोअर देखा उस पर made in Pakistan लिखा हुआ था। सबसे ज्यादा made in Bangladesh बंगलादेश के वस्त्र थे कुछ मेड इन कम्बोडिया, अफगानिस्तान, तुर्किये, चाइना आदि दिखे मेड इन इंडिया बहुत ही कम दिखाई दिया हॉ चमड़े के आइटम अच्छी मात्रा में दिखाई दिया। इससे थोड़ा झटका लगा कि आज सूती वस्त्र उद्योग में हम छोटे छोटे देशों से पीछे कैसे हो गये सूती वस्त्र उद्योग बहुत बड़ा सेक्टर भारत का होता था। हम इतना कैसे पिछड़ गए। शायद सरकारों की बदलती

हुई प्राथमिकताएं इसमें कारण हो सकता है। हमारे कुछ मित्रों ने लाल झंडा ट्रेड यूनियन को जिम्मेदार ठहराया एक कारण ट्रेड यूनियन हो सकती है लेकिन ट्रेड यूनियन ही जिम्मेदार है यह कहना बेमानी होगा। सरकारों की उदासीनता इसका सबसे बड़ा कारण है। तमाम सूती मिलों का सत्तर और 80 के दशक में निजी क्षेत्र से अधिग्रहण किया गया और कालांतर में एक एक करके मिलें बन्द होती गई। अगर कांग्रेस के समय कोई कपड़ा मिल बन्द हुई तो स्वाभाविक रूप से कांग्रेस जिम्मेदार है तो 11 साल में यह सरकार क्या की इन्होंने रक्षा उद्योग पर फोकस किया OFB का कारपोरेशन कर दो रक्षा के क्षेत्र में निजी क्षेत्र को बढ़ावा दिया। अगर इसके स्थान पर सूती वस्त्र उद्योग के लिये कुछ किया होता आज हमारा देश बहुत बड़ा एक्सपोर्टर बन गया होता। युवाओं को रोजगार मिलता देश की अर्थव्यवस्था और अधिक मजबूत हो जाती। हम भले ही रक्षा क्षेत्र में आत्म निर्भरता की बात करके अपनी पीठ थपथपा लें लेकिन हम आज भी रक्षा क्षेत्र में आत्म निर्भर नहीं हैं। सरकार की प्राथमिकता सूती वस्त्र उद्योग की ओर होनी ही चाहिये।

HVF मजदूर संघ अवाडी में सम्पन्न हुए वर्क्स कमेटी चुनाव में मिली अभूतपूर्व सफलता से मन बहुत प्रसन्न हुआ। लगता है कि वहाँ के कार्यकर्ताओं को गले लगाकर बधाई दूँ। पर अभी सम्भव नहीं है। मुझे याद है कि एक दिन वह भी था जब हमारी केंद्रीय कार्य समिति की बैठक बीच मे ही हाल खाली करा लिया गया था लेकिन हमारे कार्यकर्ता निरन्तर प्रयास करते रहे आज हमारी वर्क्स कमेटी बनी। HVF के कर्मचारियों को धन्यवाद देता हूँ और अपने सभी कार्यकर्ताओं को बधाई एवं शुभकामनाएं देता हूँ।

दूसरी सफलता हमें ऑर्डनेन्स फैक्ट्री मुरादनगर में मिली। मुरादनगर के कार्य करता दिन रात मेहनत करते हैं और लगातार सफलता अर्जित कर रहे हैं चाहे वर्क्स कमेटी हो या कॉर्पोरेटिव सोसाइटी के चुनाव हों हम लगातार सफल हो रहे हैं वहां के कार्यकर्ताओं की लगन और मेहनत का परिणाम है। सभी कार्यकर्ताओं को बहुत बहुत बधाई बहुत बहुत शुभकामनाएं।

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23 जुलाई : भारतीय मजदूर संघ का स्थापना दिवस

- शिवेन्द्र सागर शर्मा

मांडिया प्रभारी

परिचय

23 जुलाई का दिन भारत के श्रमिक आंदोलन के इतिहास में एक विशेष स्थान रखता है। इस दिन भारतीय मजदूर संघ (BMS & Bharatiya Mazdoor Sangh) की स्थापना हुई थी, जिसने देश के श्रमिकों की आवाज को बुलंद किया और उन्हें संगठित करके उनके अधिकारों की रक्षा का कार्य किया। यह केवल एक मजदूर संगठन नहीं, बल्कि एक विचारधारा, एक आंदोलन और एक राष्ट्रीय पुनर्निर्माण की प्रेरणा है।

स्थापना की पृष्ठभूमि

भारतीय मजदूर संघ की स्थापना 23 जुलाई 1955 को नागपुर में हुई थी। इस संगठन की स्थापना पंडित दत्तोपंत ठेंगड़ी जी ने की थी, जो राष्ट्रीय स्वयंसेवक संघ (RSS) के एक प्रमुख विचारक और समाजसेवी थे। BMS की स्थापना का उद्देश्य ऐसा मजदूर संगठन बनाना था, जो राष्ट्रवाद के सिद्धांतों पर आधारित हो और समाजवाद तथा पूंजीवाद दोनों से अलग एक 'तीसरा मार्ग' प्रस्तुत करे।

ठेंगड़ी जी मानते थे कि मजदूर केवल वेतनभोगी नहीं होते, बल्कि राष्ट्र के निर्माता होते हैं। उनके बिना कोई भी औद्योगिक या आर्थिक प्रगति संभव नहीं। इसलिए उन्हें केवल लाभ का साधन नहीं, बल्कि एक मानवीय शक्ति के रूप में देखा जाना चाहिए।

संघ के प्रमुख उद्देश्य

भारतीय मजदूर संघ की स्थापना के साथ ही कुछ मूल उद्देश्य तय किए गए, जिन पर आज भी संगठन अडिग है:

1. श्रमिकों के अधिकारों की रक्षा करना और उन्हें न्याय दिलाना।
2. राष्ट्र हित को सर्वोपरि मानते हुए श्रमिकों को संगठित करना।
3. शोषण के विरुद्ध आवाज उठाना और श्रमिकों को आत्मनिर्भर बनाना।

4. भारतीय संस्कृति और परंपराओं के अनुरूप श्रम नीति बनाना।
5. श्रमिकों में राष्ट्रीय चेतना और अनुशासन का विकास करना।

BMS की कार्यप्रणाली और विशेषताएँ

1. राजनीतिक निष्पक्षता

BMS का सबसे बड़ा वैशिष्ट्य यह है कि यह किसी भी राजनीतिक दल से संबद्ध नहीं है। जबकि अधिकांश मजदूर संगठनों का झुकाव किसी न किसी पार्टी की ओर होता है, ठंडे पूरे तरह राजनीति से स्वतंत्र रहकर केवल मजदूरों के कल्याण पर ध्यान देता है।

2. राष्ट्र प्रथम की भावना

BMS की विचारधारा में राष्ट्र सर्वोपरि है। उसका मानना है कि मजदूर हित तभी सुरक्षित हो सकते हैं जब राष्ट्र मजबूत हो। इसलिए सभी आंदोलनों और मांगों में देशहित को प्राथमिकता दी जाती है।

3. स्वदेशी और आत्मनिर्भरता पर बल

संघ ने प्रारंभ से ही स्वदेशी उद्योगों को प्रोत्साहित किया और विदेशी पूंजीवाद के अंधानुकरण का विरोध किया। BMS 'विकास के स्वदेशी मॉडल' का समर्थन करता है।

4. वैचारिक स्पष्टता

BMS का आधार 'तीसरा मार्ग' है, जो पूंजीवाद और समाजवाद दोनों से भिन्न है। इसमें मानवता, सहयोग, नैतिकता और सामाजिक न्याय को महत्व दिया गया है।

संघ की उपलब्धियाँ

1. देश का सबसे बड़ा मजदूर संगठन

वर्तमान में BMS भारत का सबसे बड़ा मजदूर संगठन है, जिसके लाखों सदस्य विभिन्न क्षेत्रों में सक्रिय हैं—जैसे कि रेलवे, रक्षा, कोयला, टेक्सटाइल, निर्माण, कृषि, स्वास्थ्य आदि।



2. श्रमिक कानूनों में सुधार हेतु योगदान

BMS ने श्रमिकों के लिए कई कल्याणकारी नीतियों के निर्माण में महत्वपूर्ण भूमिका निभाई है। श्रमिकों की सामाजिक सुरक्षा, न्यूनतम वेतन, कार्य के घंटे, महिला श्रमिक अधिकार आदि मुद्दों पर संघ ने सरकार को जागरूक किया।

3. संघर्ष और समाधान का संतुलन

जहां अन्य संगठन केवल हड़ताल और विरोध की राजनीति करते हैं, ठडै संवाद और समाधान की राह अपनाता है। उसने हमेशा श्रमिक और उद्योगपति के बीच सामंजस्य बनाए रखने की कोशिश की है।

23 जुलाई: स्थापना दिवस का महत्व

BMS का स्थापना दिवस केवल एक यादगार तिथि नहीं, बल्कि श्रमिक चेतना का उत्सव है। इस दिन पूरे देश में BMS की इकाइयाँ रैलियाँ, सेमिनार, श्रमिक सभाएं, पुरस्कार वितरण कार्यक्रम आदि आयोजित करती हैं।

इस दिन के आयोजन में शामिल होते हैं :

- BMS के संस्थापक श्री ठेंगड़ी जी के विचारों पर चर्चा।
- श्रमिकों की समस्याओं और उनके समाधान पर संगोष्ठियाँ।
- संगठन के नये सदस्यों को शपथ दिलाई जाती है।
- 'श्रमिक गौरव यात्रा' जैसे आयोजनों के माध्यम से श्रमिकों को सम्मानित किया जाता है।

यह दिन संगठन के सभी सदस्यों को प्रेरणा देता है कि वे अपने कर्तव्यों और संगठन के मूल्यों के प्रति प्रतिबद्ध रहें।

पंडित दत्तोपंत ठेंगड़ी का योगदान

BMS के संस्थापक पंडित दत्तोपंत ठेंगड़ी एक दूरदर्शी विचारक और कर्मयोगी थे। उन्होंने BMS के अलावा स्वदेशी जागरण मंच, अखिल भारतीय अधिवक्ता परिषद, और कई सामाजिक संगठनों की स्थापना की। उनका सपना था – एक

ऐसा भारत जहां मजदूर को मान-सम्मान, रोजगार की सुरक्षा, और राष्ट्रीय विकास में भागीदारी मिले।

उनकी पुस्तक 'तीसरा मार्ग' श्रमिक नीति और अर्थव्यवस्था पर एक अमूल्य दस्तावेज है, जिसमें श्रम और पूंजी के बीच सामंजस्य की बात की गई है।

आज की चुनौतियाँ और BMS की भूमिका

21वीं सदी के इस बदलते दौर में जहां ऑटोमेशन, ग्लोबलाइजेशन और कॉर्पोरेटरण की चुनौतियाँ हैं, वहीं BMS इनका समाधान भारतीय दृष्टिकोण से तलाश रहा है। आज भी ठडै निम्न मुद्दों पर सक्रिय रूप से कार्य कर रहा हैरू

- अनौपचारिक क्षेत्र के मजदूरों के लिए सामाजिक सुरक्षा।
- महिला श्रमिकों की सुरक्षा और समान वेतन।
- रोजगार सृजन और स्वरोजगार के अवसर।
- न्यू लेबर कोड्स पर प्रभावी अमल।
- श्रमिकों के कौशल विकास के लिए प्रशिक्षण कार्यक्रम।

निष्कर्ष

भारतीय मजदूर संघ न केवल एक संगठन है, बल्कि राष्ट्र निर्माण का एक सशक्त स्तंभ है। 23 जुलाई का स्थापना दिवस हमें यह स्मरण कराता है कि श्रमिकों के योगदान के बिना कोई भी देश प्रगति नहीं कर सकता। ठडै ने अपने कार्यों और सिद्धांतों से यह सिद्ध किया है कि राष्ट्रहित और श्रमिक हित एक-दूसरे के पूरक हैं।

आज जब हम 23 जुलाई को स्थापना दिवस के रूप में मनाते हैं, तो यह संकल्प लेना चाहिए कि हम श्रमिकों के जीवन को बेहतर बनाने के लिए निरंतर प्रयास करते रहेंगे – एक स्वावलंबी, समृद्ध और श्रमिक-सम्मानित भारत के निर्माण की दिशा में।

GENC Memorandum for Govt. Employee

Submission of Memorandum

We, on behalf of the Government Employees National Confederation (GENC) - the apex body representing lakhs of Central and State Government employees, including those in Autonomous and Local Bodies take this opportunity to convey our deepest gratitude for granting us the privilege of this meeting today, i.e. 04.08.2025. GENC, as the united voice of industrial federations affiliated with the Bharatiya Mazdoor Sangh (BMS), has consistently worked in a constructive and cooperative spirit to strengthen the efficiency of public services while safeguarding the legitimate rights of employees. It is in this spirit of mutual commitment to nation-building that we humbly place before your esteemed self the following key demands, which we believe deserve immediate attention in the larger interest of both the workforce and the governance framework.

1. Immediate Constitution of the 8th Central Pay Commission (CPC):

The recommendations of the 7th CPC came into effect from 01.01.2016. As per established practice, Pay Commissions are constituted well in advance to ensure timely implementation. Delay in setting up the 8th CPC will adversely affect the timely pay revision due on 01.01.2026. Hence, the Government should immediately constitute the 8th CPC to examine and recommend revised pay structures, allowances, and pensionary benefits for Central Government employees and pensioners.

2. Scrapping of NPS & UPS and Restoration of Old Pension Scheme (OPS):

The National Pension System (NPS) and the recently proposed Unified Pension Scheme (UPS) fail to provide assured and adequate post-retirement financial security. Unlike OPS, these schemes are market-linked, exposing employees to uncertainty. Several State Governments have already reverted to OPS. We urge the Government of India to restore the defined-benefit Old Pension Scheme for all Central Government employees, ensuring social security in old age.

3. Enhancement of Compassionate Appointment Quota from 5% and One-time Relaxation :

The current 5% ceiling on Compassionate Appointments leaves many deserving cases unresolved for years. The quota should be enhanced, and a one-time relaxation granted to clear all pending genuine cases, ensuring relief to bereaved families.

4. Cadre Review for Administrative Staff in ISRO:

The last Cadre Review for Administrative Staff in ISRO was conducted in 2003. More than two decades have passed without any review, leading to stagnation and limited promotional avenues. Immediate cadre restructuring is necessary to ensure career progression and efficiency.

5. Release of Dearness Allowance (DA) Arrears for 18 Months Frozen During COVID-19 :

During the pandemic, DA/DR increments for 18 months (January 2020 to June 2021) were frozen for all Central Government employees and pensioners. With economic conditions stabilising, it is requested that these arrears be released to restore fairness and purchasing power.

6. Restoration of Commuted Pension After 12 Years Instead of 15 Years :

Presently, the commuted portion of pension is restored after 15 years, which is unduly long. Considering life expectancy and fairness to pensioners, restoration after 12 years would provide timely relief to retired employees and is in line with the principles of social justice.

7. Transfer of Unfilled Direct Recruitment (DR) Vacancies to Departmental Promotee (DP) Quota in Armed Forces HQrs Civil Services:

Ad-hocism in promotions persists due to unfilled DR vacancies. Allowing their transfer to DP quota within the same recruitment year will ensure career progression for eligible departmental candidates and improve administrative efficiency.

8. Reduction in Residency Period for Promotion :

Many cadres have disproportionately long

residency requirements for promotion, causing stagnation. Reducing the residency period, in line with functional needs, will motivate employees, improve retention, and increase productivity.

9. Credit Facility (Cashless Treatment) to All CG Employees in All CGHS/CS(MA) Empanelled Hospitals :

At present, cashless treatment in empanelled hospitals is largely limited to serving employees of the Ministry of Health & Family Welfare. This facility should be extended to all serving Central Government employees under CGHS or CS(MA) to ensure timely access to quality healthcare without financial hardship.

10. Regular Meetings of JCMs as per DoPT Instructions :

The Joint Consultative Machinery (JCM) is an important forum for grievance redressal and policy consultation. However, meetings are irregular. We request that JCM meetings at all levels be conducted regularly as per DoPT guidelines to maintain healthy employer-employee relations.

11. Pay Fixation & Leave Encashment to Re-employed Ex-servicemen (PBOR) :

Persons Below Officer Rank (PBOR) re-employed in civilian posts after defence service often face anomalies in pay fixation and are denied leave encashment benefits, unlike other categories. Granting proper pay fixation benefits and leave encashment would not only uphold service parity but also honour their contribution to national security.

12. Model Recruitment Rules for Common Cadres like Fire Fighting Staff :

Absence of uniform recruitment rules for certain common cadres such as Fire Fighting Staff leads to disparity and administrative inconvenience across departments. DoPT should frame Model Recruitment Rules to ensure standardisation and fairness.

13. Clarification/Amendment in CCS (Leave) Rules, 1972 regarding Conversion of Half Pay Leave (up to 3 Days without Medical Certificate) into Commuted Leave:

As per Rule 19(6) of the CCS (Leave) Rules, 1972,

an employee may avail Half Pay Leave (HPL) for a period not exceeding three days at a time without the requirement of a medical certificate. However, such leave is not treated as leave on medical grounds and is debited against leave other than leave on medical grounds. On the other hand, Rule 30(1) provides for the grant of Commuted Leave on medical certificate, wherein twice the amount of such leave is debited against the HPL due. A practical difficulty arises when an employee wishes to avail up to three days of HPL without a medical certificate and seeks its conversion into Commuted Leave. Presently, there is no provision covering this specific scenario, leading to inconsistent interpretations and inconvenience to employees across departments. It is therefore proposed that the competent authority to grant leave may, at its discretion, waive the requirement of a medical certificate for leave up to three days and treat such leave as Commuted Leave, debiting twice the amount against the HPL, due as per Rule 30(1). Issuing a Government clarification or amending the relevant provisions of the CCS (Leave) Rules, 1972 in this regard would:

- Streamline the leave application process
- Remove ambiguity and ensure uniformity in application of rules across departments
- Prevent unnecessary hardship to employees for short-duration leave.

Hon'ble Sir, the issues outlined above are not merely service-related matters but are directly linked to the morale, efficiency, and long-term welfare of the nation's public servants. Addressing them will not only remove long-pending disparities and anomalies but also infuse renewed motivation among employees to deliver their best in the service of the nation. We are confident that, under your visionary leadership and with your kind intervention, these matters will receive due consideration and resolution. We assure you of our continued cooperation and constructive engagement with the Government in all endeavours aimed at strengthening governance and fostering national development.



भारत का विश्व की चौथी अर्थव्यवस्था बनना : संख्यात्मक आंकड़ों के आधार पर आम और मध्यम वर्ग पर प्रभाव

साभार-वेब सोर्स

भारत की अर्थव्यवस्था का विश्व में चौथी सबसे बड़ी अर्थव्यवस्था बनना एक महत्वपूर्ण पड़ाव है, जो देश के आर्थिक परिदृश्य में उल्लेखनीय परिवर्तनों को दर्शाता है। ये परिवर्तन केवल उच्च-स्तरीय आर्थिक आंकड़ों तक सीमित नहीं हैं, बल्कि उनका सीधा और गहरा असर आम नागरिकों, विशेषकर मध्यम वर्ग के जीवन पर पड़ता है। संख्यात्मक आंकड़ों के माध्यम से इन प्रभावों को और अधिक स्पष्टता से समझा जा सकता है।

1. सकल घरेलू उत्पाद (GDP) और आर्थिक आकार :

* आंकड़े :

* अंतर्राष्ट्रीय मुद्रा कोष (IMF) के अनुसार, 2025 में भारत का सकल घरेलू उत्पाद (GDP) लगभग \$4.19 ट्रिलियन अमेरिकी डॉलर अनुमानित है, जिसने भारत को बाजार विनिमय दरों (MER) के आधार पर जापान से आगे निकलकर विश्व की चौथी सबसे बड़ी अर्थव्यवस्था बना दिया है।

* क्रय शक्ति समता (PPP) के आधार पर, भारत 2009 से ही \$14 ट्रिलियन से अधिक के साथ तीसरी सबसे बड़ी अर्थव्यवस्था रहा है।

* वित्त वर्ष 2024-25 में भारत की वास्तविक जीडीपी वृद्धि दर 6.5% रही है, जो पिछले वित्त वर्ष (2023-24) की 9.2% से कम है, लेकिन फिर भी दुनिया की सबसे तेजी से बढ़ती बड़ी अर्थव्यवस्थाओं में से एक बनी हुई है। (राष्ट्रीय सांख्यिकी कार्यालय (NSO) के आंकड़े, मई 2025)।

* आम और मध्यम वर्ग पर प्रभाव :

* आत्मविश्वास और वैश्विक पहचान : देश का आर्थिक आकार बढ़ने से नागरिकों में एक राष्ट्रीय गौरव और आत्मविश्वास की भावना आती है। यह वैश्विक मंच पर भारत की साख को बढ़ाता है, जिससे विदेशी निवेश और व्यापार के अवसर बढ़ते हैं।

* निवेश और व्यापार : बढ़ी हुई जीडीपी निवेशकों को आकर्षित करती है, जिससे नए उद्योग स्थापित होते हैं और मौजूदा उद्योगों का विस्तार होता है। यह अप्रत्यक्ष रूप से रोजगार सृजन में सहायक होता है। कंपनियों के पंजीकरण में वृद्धि (मई 2025 में 20,720 कंपनियों का पंजीकरण, जो पिछले साल से 37% अधिक है) इस बात का संकेत है।

2. प्रति व्यक्ति आय (Per Capita Income) :

* आंकड़े :

* IMF के अनुसार, 2025 में भारत की प्रति व्यक्ति आय लगभग \$2,980 अमेरिकी डॉलर अनुमानित है।

* हालांकि, यह ध्यान रखना महत्वपूर्ण है कि जापान जैसे विकसित देशों की प्रति व्यक्ति आय (लगभग \$34,000) से यह काफी कम है। यह दर्शाता है कि कुल आर्थिक आकार बढ़ा होने के बावजूद, आबादी के विशाल आकार के कारण प्रति व्यक्ति समृद्धि में अभी भी लंबा रास्ता तय करना है।

* स्टैंडर्ड चार्टर्ड की रिपोर्ट के अनुसार, भारत की प्रति व्यक्ति आय 2022-23 में \$2,450 से बढ़कर 2029-30 तक \$4,000 अमेरिकी डॉलर होने की उम्मीद है।

* आम और मध्यम वर्ग पर प्रभाव :

* जीवन स्तर में सुधार : प्रति व्यक्ति आय में वृद्धि सीधे तौर पर लोगों की क्रय शक्ति को बढ़ाती है। मध्यम वर्ग इस वृद्धि का सबसे बड़ा लाभार्थी है, क्योंकि वे बेहतर आवास, शिक्षा, स्वास्थ्य सेवा और उपभोक्ता वस्तुओं तक पहुंच प्राप्त कर पाते हैं।

* गरीबी उन्मूलन : हालांकि प्रति व्यक्ति आय के आंकड़े औसत हैं, लेकिन कुल आय में वृद्धि गरीबी रेखा से नीचे के लोगों को ऊपर उठाने में मदद करती है, जिससे उनके जीवन स्तर में भी सुधार होता है।

* बढ़ती आकांक्षाएं : उच्च प्रति व्यक्ति आय लोगों की आकांक्षाओं को बढ़ाती है, जिससे वे अधिक उपभोग करते हैं और अर्थव्यवस्था को और गति मिलती है।

3. आय असमानता (Income Inequality) :

* आंकड़े :

* वर्ल्ड इनइक्वलिटी लैब (World Inequality Lab) द्वारा जारी एक रिपोर्ट (2022-23) के अनुसार, भारत की कुल आय में शीर्ष 1% लोगों की हिस्सेदारी बढ़कर 22.6% हो गई है, जो 1922 के बाद से दर्ज उच्चतम स्तर है।

* इसी रिपोर्ट में यह भी बताया गया है कि कुल संपत्ति में शीर्ष 1% लोगों की हिस्सेदारी बढ़कर 40.1% हो गई है। यह विश्व-युद्ध और औपनिवेशिक काल की तुलना में भी अधिक है।

* आम और मध्यम वर्ग पर प्रभाव :

* संसाधनों का असमान : ये आंकड़े स्पष्ट रूप से दर्शाते हैं कि आर्थिक विकास का लाभ समाज के सभी वर्गों तक समान रूप से नहीं पहुंच रहा है। शीर्ष वर्ग धन संचय कर रहा है, जबकि आम और निचले मध्यम वर्ग को संघर्ष करना पड़ रहा है।

* सामाजिक तनाव : बढ़ती आय असमानता सामाजिक तनाव और असंतोष को जन्म दे सकती है। यह मध्यम वर्ग पर भी दबाव डालती है, क्योंकि उन्हें अपने जीवन स्तर को बनाए रखने के लिए अधिक संघर्ष करना पड़ता है।

* अवसरों में कमी : जब धन कुछ ही हाथों में केंद्रित होता है, तो शिक्षा, स्वास्थ्य और अन्य बुनियादी सुविधाओं तक पहुंच में असमानता पैदा होती है, जिससे आम लोगों के लिए आगे बढ़ने के अवसर सीमित हो सकते हैं।

4. रोजगार और बेरोजगारी (Employment and Unemployment) :

* आंकड़े :

* अप्रैल 2025 में देश में कुल बेरोजगारी दर 5.1% रही है। पुरुषों में यह 5.2% और महिलाओं में 5.0% रही है (सांख्यिकी एवं कार्यक्रम कार्यान्वयन मंत्रालय (MoSPI) का मासिक रोजगार सर्वे)।

* 15-29 आयु वर्ग में बेरोजगारी दर 13.8% रही है (शहरी क्षेत्रों में 17.2% और ग्रामीण क्षेत्रों में 12.3%)।

* फरवरी 2025 की तुलना में मार्च 2025 में बेरोजगारों की संख्या 3.86 करोड़ से घटकर 3.5 करोड़ रह गई, जबकि श्रम बल भी 45.77 करोड़ से घटकर 45.35 करोड़ रह गया (CMIE रिपोर्ट)।

* दिसंबर 2024 के बाद से लगातार तीन महीनों तक रोजगार में गिरावट देखी गई है।

* आम और मध्यम वर्ग पर प्रभाव :

* रोजगार सृजन की आवश्यकता : जीडीपी वृद्धि के बावजूद, गुणवत्तापूर्ण रोजगार सृजन एक बड़ी चुनौती बनी हुई है। अनौपचारिक क्षेत्र में अभी भी बड़ी संख्या में लोग कार्यरत हैं, जिन्हें सामाजिक सुरक्षा और स्थिर आय का अभाव होता है।

* युवा बेरोजगारी : शिक्षित युवाओं में उच्च बेरोजगारी दर एक गंभीर चिंता का विषय है, जो उनकी आकांक्षाओं को बाधित करती है और सामाजिक असंतोष को बढ़ा सकती है।

* कौशल विकास की आवश्यकता : बदलती अर्थव्यवस्था में नए कौशल की मांग बढ़ रही है। यदि आम और मध्यम वर्ग के लोग इन कौशलों को नहीं अपना पाते हैं,

तो वे रोजगार के अवसरों से वंचित रह सकते हैं।

5. मुद्रास्फीति (Inflation) :

* आंकड़े :

* मार्च 2025 में भारत की खुदरा मुद्रास्फीति (CPI) 3.34% रही, जो 2024-25 में घटकर 4.6% हो गई (PIB, अप्रैल 2025)। यह पिछले छह साल में सबसे निचले स्तर पर है।

* खाद्य मुद्रास्फीति मार्च 2025 में 2.69% रही, जो नवंबर 2021 के बाद सबसे कम है।

* भारतीय रिजर्व बैंक (RBI) मुद्रास्फीति को 4% +/- 2% की सीमा में रखने का लक्ष्य रखता है।

* आम और मध्यम वर्ग पर प्रभाव :

* क्रय शक्ति का क्षरण : हालांकि वर्तमान में मुद्रास्फीति नियंत्रण में है, लेकिन जब यह बढ़ती है तो आम और मध्यम वर्ग की क्रय शक्ति को कम करती है, क्योंकि आवश्यक वस्तुओं और सेवाओं की कीमतें बढ़ जाती हैं।

* बचत पर प्रभाव : उच्च मुद्रास्फीति बचत के मूल्य को कम करती है, जिससे मध्यम वर्ग के लिए भविष्य के लिए वित्तीय योजना बनाना मुश्किल हो जाता है।

* जीवन यापन की लागत : शिक्षा, स्वास्थ्य और आवास जैसी सेवाओं की बढ़ती लागत अभी भी मध्यम वर्ग के लिए एक बड़ी चुनौती है, भले ही समग्र मुद्रास्फीति कम हो।

* निष्कर्ष :

भारत का विश्व की चौथी सबसे बड़ी अर्थव्यवस्था बनना एक ऐतिहासिक उपलब्धि है, जो देश की बढ़ती आर्थिक शक्ति को दर्शाती है। संख्यात्मक आंकड़े इस बात की पुष्टि करते हैं कि सकल घरेलू उत्पाद और प्रति व्यक्ति आय में वृद्धि हुई है, जिससे आम और मध्यम वर्ग के जीवन स्तर में सुधार हुआ है। हालांकि, आय असमानता और रोजगार सृजन की दर जैसी चुनौतियाँ भी स्पष्ट रूप से दिखाई देती हैं। शीर्ष 1% आबादी के पास आय और संपत्ति का अत्यधिक संकेंद्रण समावेशी विकास के लक्ष्यों के लिए एक बाधा है। बेरोजगारी, विशेषकर युवाओं में, अभी भी एक महत्वपूर्ण मुद्दा है जिस पर ध्यान देने की आवश्यकता है।

इसलिए, भविष्य में, भारत को न केवल आर्थिक विकास की गति बनाए रखनी होगी, बल्कि यह भी सुनिश्चित करना होगा कि इस विकास का लाभ समाज के सभी वर्गों तक समान रूप से पहुंचे। नीतियों को समावेशी विकास, कौशल विकास, गुणवत्तापूर्ण शिक्षा और स्वास्थ्य सेवा तक पहुंच और आय असमानता को कम करने पर केंद्रित होना चाहिए। तभी भारत वास्तव में एक समृद्ध और न्यायसंगत राष्ट्र के रूप में उभर पाएगा।



Government ORDERS

सत्यमेव जयते

F. No. 4/1/2025-P&PW(D)-Part(2)/E-10640, भारत सरकार
कार्मिक, लोक शिकायत और पेंशन मंत्रालय, (पेंशन एवं पेंशनभोगी
कल्याण विभाग), दिनांक : 23.07.2025

OFFICE MEMORANDUM

**Subject : Reduction of Pension Commuted Period
-reg.**

The undersigned is directed to refer representation received regarding restoration of Commuted Pension after 12 years instead of 15 years for consideration.

2. In this regard, it is stated that Department of Pension & Pensioners' Welfare is the nodal Department for formulation of policies relating to pension and other retirement benefits of Central Government civil employees covered under the Central Civil Services (Pension) Rules, 2021. The implementation of such rules/ instructions, etc. lies with the administrative Ministry/ Department/ Organisations of the employees covered by these rules.

3. The law regarding commutation has been well settled by the **Hon'ble Supreme Court vide their judgement dated 9.12.1986 in Writ Petition Nos.3958-61 of 1983 "Common Cause" Society and others (Petitioners) Vs Union of India (1987 (1) SSC 142}** in 1986.

The Supreme Court considered all relevant factors like interest rate, mortality rate etc and the commutation table in existence in 1986 and gave a decision that the commutation period should be fixed at 15 years. **The Hon'ble Delhi High Court of Delhi in their judgement dated 17.01.2019 in WP(C) No.1222/2015 filed by Forum of Retired IPS Officer (Foripso) Versus Union of India and another** observed that the pension, commutation of pension etc. are policy matters, which are examined and decided on the basis of recommendations of the Pay Commissions by the authorities.

Further, the **Hon'ble Supreme Court of India in its judgement dated 15.04.2019 in Petition(s) for Special Leave to Appeal(C) No(s). 8852/2019 (arising out of impugned final judgment and order dated 17.01.2019 in WP(C) No.1222/2015** passed by the High Court of Delhi at New Delhi) delivered that "we have no reason to entertain this petition. Accordingly,

the special leave petition is dismissed."

Also Hon'ble High Court of Punjab and Haryana, in their order of CWP no. 9426 of 2023 (O&M) dated 27.11.2024 (containing 808 writ petitions) regarding restoration of commuted pension after 12 years have directed to effect recoveries which were stayed by way of interim orders.

"In view of the above judgements/orders of Hon'ble SC, it has been settled that the matter regarding restoration period of commuted pension to be decided by the Government."

3. Accordingly, the restoration period of commuted pension to be decided by the Government.

No. 12/01/2024-Coord, Govt. of India, Ministry of Defence, Deptt. of Defence Production, Directorate of Ordnance (C&S) dated 26-06-25

OFFICE MEMORANDUM

**Subject : Revision of option for switching over to
6th CPC pay structure. Ref: DoO(C&S) e-mail dt-
11/03/2025**

Please refer to above and the inputs/data sought (in enclosed format) in connection with the subject matter. As seen from inputs received so far, some DPSUs/DFUs have conveyed NIL report, citing no request/representation from affected employees.

2. In the above-said context, it is mentioned that the proposal of this Directorate i.r.o. affected employees in the posts having DR element, for grant of entry pay benefits to such employees whose pay on promotion happens to be lower than the prescribed entry pay of direct recruits of same post, by providing an opportunity to revise their pay fixation option exercised earlier that turned out disadvantageous after issuance of DoE Q.M. dt. 28/09/2018.

3. In view of the above, irrespective of representation / requests from employees in posts having DR element, financial implication and other details of all such employees may be provided who will benefit from revising their earlier option, if granted an opportunity to do so.

No. 01/2025/MIL/HR/Outside Employment/Policy, Munitions India Limited, A Govt. of India Enterprise, Ministry of Defence, dated 04/07/2025

OFFICE MEMORANDUM

**Subject : Processing of applications requesting
issue of NOC for outside employment/deputation
in r/o all employees (GO-A, GO-B, NGO, NIE & IEs)**

posted at all units under MIL. - Policy revision & re-framing of. Ref : 1) DoO(C&S), New Delhi letter no. 775/Deputation/Per/GB Dt. 31/10/2023.

With reference to the subject matter, for the employees on deemed deputation to 07 new DPSUS, DOO(C&S) Kolkata has provided a portal on comnet 2.0 for seeking NOC & Cadre clearance for outside employment.

As per the MOD guidelines dated 18/01/2022 in the matter, the applications for seeking NOC & Cadre clearance are to be processed in time-bound manner from Unit level and DPSU HQ level, so as to enable timely issuing of NOC/Cadre clearance by DOO(C&S) being cadre controlling authority for all employees on deemed deputation to new DPSUs. Further, it is specified that in rare case where the DOO(C&S) considers not to approve the applications, such applications to be forwarded to DDP for review of the DOO(C&S) decision.

2. Accordingly, all the applications seeking NOC for Deputation/Outside Employment are being processed as per the policy approved by competent authority as mentioned above.

3. In this regard, a decision was taken at CMDs' conference at Rishikesh held on 23rd and 24th April 2025 to provide as much relief as possible for providing NOC to outside employment. The denial shall be in rare case with due justification from concerned HOD of units.

4. With reference to the above, it is observed that numerous applications are received at CMD/MIL level 'Deemed as Approved' without being processed at unit level & without any remarks from Unit HOD.

5. In view of above, for the purpose of processing the applications for NOC/Cadre clearance in a time-bound manner and to provide as much relief as possible for providing NOC to outside employment, competent authority at MIL, Pune has approved to adopt policy for all the employees on deemed deputation to MIL, as below.

i. All the units under MIL are directed to process all the applications on comnet portal for NOC, invariably to ensure HOD comments are filled against each application with proper justification if the application is not recommended.

The Unit Heads/CGM may decide to have standing policy for their respective unit regarding processing (Recommend/Not Recommend) applications for NOC in time bound manner.

The recommendation of respective Unit Heads may be agreed at MILHQ, provided suitable justification

is attached by unit. Otherwise in absence of specific comments of Unit HOD, applications shall be 'RECOMMENDED' for issue of NOC.

Further, it may be noted that justification for not recommending NOC shall specify functional need for retention of the individual, nature of duties allocated and specific training, qualification of the individual etc shall also be indicated. The mere projection of shortage of manpower vis-à-vis the erstwhile OFB sanctioned strength shall not be considered to be the 'suitable justification'.

ii. GO-A:

a. The applications seeking NOC to apply for the posts under CSS, PESB & UPSC may be 'RECOMMENDED' for issue of NOC. Further, the posts under Non-CSS/Ministries and Departments of Govt. of India/Other DPSUs/CPSEs/Autonomous Bodies of Govt. of India & State Governments/posts under State Governments and State PSCs/State Government PSUs/Government JVs may be 'RECOMMENDED' for issue of NOC, provided functional requirement so permits, by individual units. MILHQ shall take final call depending on overall functional requirement.

b. All other applications seeking NOC for the posts to be filled on deputation for short tenure of up to 01 year published under non-CSS, Inter Department, State Governments, Other DPSUs, PSUs etc. or any other vacancies on deputation for short tenure may be 'NOT RECOMMENDED' for issue of NOC.

iii. GO-B:

a. The recommendation of respective Unit Heads for denial may be agreed to, provided suitable justification is attached by unit. Otherwise in absence of specific comments of Unit HOD, all applications seeking NOC for Outside Employment or Deputation against the notified/published vacancies, through UPSC/SSC/DPSUS/PSUs/State Government/State PSCs, further the posts under Non-CSS/Ministries and Departments of Govt. of India/Other DPSUs/CPSEs/Autonomous Bodies of Govt. of India & State Governments/State Government PSUs/Government JVs may be 'RECOMMENDED' for issue of NOC.

In rare cases, NOC shall be denied by MILHQ as per the justification from concerned CGM on functional grounds.

b. All other applications seeking NOC for the posts to be filled on deputation for short tenure of up to 02 years published under non-CSS, Inter Department, State Governments, Other DPSUs, PSUs etc. or any other vacancies on deputation for short tenure may be 'NOT RECOMMENDED' for issue of NOC.

iv. NGO, NIE, IEs –

a. The recommendation of respective Unit Heads for denial may be agreed to, provided suitable justification is attached by unit. Otherwise in absence of specific comments of Unit HOD, all applications seeking NOC for Outside Employment, Deputation, applying against the notified/published vacancies by other defence departments (Army/Navy/Airforce)/DPSUs, recruitment through UPSC/SSC/PSUs/ State Government/State PSCs may be "RECOMMENDED". Further, the posts under Non-CSS/Ministries and Departments of Govt. of India/Other DPSUs/CPSES/Autonomous Bodies of Govt. of India & State Governments/State Government PSUs/Government JVs may be 'RECOMMENDED' for issue of NOC.

b. All other applications seeking NOC for other posts and for deputation for short tenure up to 02 Years with condition for repatriation may be "NOT RECOMMENDED".

6. The above policy has been approved by the competent authority and is to be adopted with immediate effect.

7. All the Unit Heads of the Units/Factories under MIL are directed to adopt & follow above policy with immediate effect and in letter and spirit of it.

This is issued with the approval of the competent authority at MIL, Pune.

No: 11012/15/2016-Estt A-III, Government of India, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel & Training, Establishment A-III Desk dated 18-06-19

OFFICE MEMORANDUM

Subject : Regulation of pay on imposition of a penalty under CCS (CCA) Rules, 1965.

The Undersigned is directed to say that the following penalties prescribed in the Rule 11 of CCS (CCA) Rules, 1965, have a bearing on the pay of the officer :

11. Penalties

Minor Penalties -

(iii)(a) reduction to a lower stage in the time-scale of pay by one stage for a period not exceeding three years, without cumulative effect and not adversely affecting his pension.

(iv) withholding of increments of pay;

Major Penalties -

(v) save as provided for in clause (iii) (a), reduction

to a lower stage in the time-scale of pay for a specified period, with further directions as to whether or not the Government servant will earn increments of pay during the period of such reduction and whether on the expiry of such period, the reduction will or will not have the effect of postponing the future increments of his pay

(vi) reduction to lower time-scale of pay, grade, post or Service for a period to be specified in the order of penalty, which shall be a bar to the promotion of the Government servant during such specified period to the time-scale of pay, grade, post or Service from which he was reduced, with direction as to whether or not, on promotion on the expiry of the said specified period -

(a) the period of reduction to time-scale of pay, grade, post or service shall operate to postpone future increments of his pay, and if so, to what extent; and

(b) the Government servant shall regain his original seniority in the higher time scale of pay, grade, post or service;

2. Vide Central Civil Services (Revised Pay) Rules, 2016 notified vide notification No. GSR 721(E) dated 25.07.2016, the present system of Pay Bands and Grade Pays have been dispensed with and a new system of pay matrix as specified under Part A of Schedule of Central Civil Service (Revised Pay) Rules, 2016 have been introduced. The status of the employee so far determined by Grade Pay, will now be determined by Level in the Pay Matrix. Further, as per Rule 10 (1) of the CCS (Revised Pay) Rules, 2016, there are two dates for grant of increment namely, 1st January and 1st July of every year, instead of the existing date of 1st July.

3. As per clause 3 of the Central Civil Services (Revised Pay) Rules, 2016 'Level' is defined as under:

'Level' in the Pay Matrix shall mean the Level corresponding to the existing Pay Band and Grade pay or Scale specified in Part A of the Schedule."

4. In the light of Implementation of the Revised (Pay) Rules, 2016, the regulation of pay on imposition of these penalties, is discussed in the subsequent paras:

A. Reduction to a lower stage of pay by one stage (Rule 11(iii a))

On imposition of a penalty under this Rule, the pay would be fixed at the next upper vertical cell in the same level in the pay matrix. In other words, in case of reduction by one stage, the revised pay would be the pay drawn in the same level at the stage before the last increment.

Note: The above mentioned penalty cannot be imposed on a Government Servant drawing pay at the minimum of the Level.

B. Withholding of increment {Rule 11(iv)}

As already noted in para 2 above, increment is granted either on 1st January or 1st July of every year, as per the eligibility. Therefore, on imposition of penalty of withholding of increment, the next increment(s) due after the date of imposition of the penalty would be withheld. In case where penalty of withholding of multiple increments is imposed, increments due on 1st January or 1st July, as the case may be, in the subsequent years would similarly be withheld. The increment would be restored at the end of the period for which the penalty is imposed. The increments will be given on notional basis without arrears and without affecting date of next increment on restoration of increment.

This also applies to cases where the penalty is imposed for part of a year. For instance, if the penalty of withholding of one increment for six months is imposed on a Government servant in October 2017, then withholding of increment will be on following manner:

When the date of increment is 1st January	When the date of increment is 1st July
The increment falling due on 1.01.2018 will be withheld for a period of next six months, that is, till 30.06.2018. The increment would be released on 1.07.2018 without arrear.	The increment falling due 1.07.2018 will be withheld for a period of next six months, that is, till 31.12.2018. The increment would be released on 01.01.2019 without arrears.

C. Reduction to a lower stage in the time-scale of pay for a specified period [Rule 11(v)]

The process of imposition of penalty of reduction by one stage under Rule 11(iii a) explained above shall be repeated for every additional stage of reduction to the lower vertical cell in the same level of pay in the Pay Matrix.

Note 1: It is not permissible to impose a penalty under this rule if the pay after imposition of the penalty would fall below the first cell of the same Level.

Note 2: Disciplinary Authority may weigh all factors before deciding upon the quantum of penalty i.e. the number of stage by which the pay is to be reduced.

D. Reduction to lower time-scale of pay under Rule 11(vi)

In the case of imposition of penalty of reduction to lower time-scale of pay, the pay of the Government servant would be reduced to the stage of pay he/she would have drawn had he/she continued in the lower post for the period of penalty. The mode of fixation of pay in this case is similar to reversing the mode of fixation of pay on promotion.

However, Disciplinary Authority has the power, in terms of FR 28, to indicate the pay which the Government servant on whom a penalty of reduction in rank has been imposed, would draw.

It may also be noted that a Government servant cannot be reduced in rank to a post not held earlier by him in the cadre.

For example:

(i) A direct recruit Assistant Section Officer cannot be reduced to the lower rank like SSA/JSA.

(ii) A Government servant holding any post like LDC/ Tax Assistant etc. who qualifies as Assistant Section Officer as a Direct Recruit and is later promoted as Section Officer cannot be reduced to the rank, which was earlier held by him before ASO (DR) but only to that of an Assistant Section Officer.

5. Some illustrations on pay fixation on the above cases are annexed.

6. In so far as the personnel serving in Indian Audit and Accounts Department are concerned, these instructions are being issued after consultation with the Comptroller and Auditor General of India.

Annexure-I

ILLUSTRATIONS

Reduction to lower stage in the time-scale of Pay

Example

	Level	Cell	Pay
On the date of Penalty	9	7	Rs. 63300
Reduction by 1 Stage	9	6	Rs. 61500
Reduction by 2 Stage	9	5	Rs. 59700
Reduction by 3 stage	9	4	Rs. 58000
Reduction by 4 stage	9	3	Rs. 56300
Reduction by 5 stage	9	2	Rs. 54700

Example: 2

	Level	Cell	Pay
On the date of Penalty	9	3	Rs. 56300
Reduction by 1 Stage	9	2	Rs. 54700
Reduction by 2 Stage	9	1	Rs. 53100
Reduction by 3 stage	**	**	**
Reduction by 4 stage			
Reduction by 5 stage			

** In the above illustration, a penalty of reduction by more than two stages would fall below the first cell of the same Level, such a penalty therefore, would not be implementable. Therefore, while imposing the penalty of reduction to a lower stage in time-scale of pay under Rule 11 (v) of the CCS (CCA) Rules, 1965, Disciplinary Authority may weigh all factors before deciding upon the quantum of penalty, i.e. the number of stages by which the pay is to be reduced.

Annexure-II

Case History No. 1

(i) Case 1: Reduction to a lower stage [penalty under Rule 11 (iii a)]

The penalty of reduction to a lower stage in the time-scale of pay by one stage for a period of one year, without cumulative effect and not adversely affecting his pension is imposed on a Government servant w.e.f. 13.08.2017. The Government servant is drawing Rs. 50500 in Level 7 of Pay Matrix. Pay would be fixed on following manner:

	When the date of increment is 1 st January	When the date of Increment is 1 st July
Pay when Penalty imposed	Rs. 50500 [5 th Cell of Level 7]	Rs. 50500 [5 th Cell of Level 7]
Reduced Pay w.e.f. 13.08.2017	Rs. 49000 [4 th Cell of Level 7]	Rs. 49000 [4 th Cell of Level 7]
[pay during the currency period from 13.08.2017 to 12.08.2018]		
Increment (notional)	On 1 st January, 2018 Rs. 52000 [6 th Cell of Level 7]	On 1 st July, 2018 Rs. 52000 [6 th Cell of Level 7]
Pay w.e.f. 13.08.2018	Rs. 52000 [6 th Cell of Level 7] w.e.f. 1.01.2019, his pay will be 53600 [7 th Cell of Level 7] after drawl of due increment	Rs. 52000 [6 th Cell of Level 7] On 1.07.2019, his pay will be 53600 [7 th Cell of Level 7] after drawl of due increment

Case History No. 2

(ii) Case 2: Reduction to a lower stage [penalty under Rule 11 (iii a)]

The penalty of reduction to a lower stage in the time-scale of pay by one stage for a period of two years, without cumulative effect and not adversely affecting his pension is imposed on a Government servant w.e.f. 13.08.2017. The Government servant is drawing Rs. 50500 in Level 7 of Pay Matrix. Pay would be fixed on following manner:

	When the date of increment is 1 st January	When the date of Increment is 1 st July
Pay when Penalty imposed	Rs. 50500 [5 th Cell of Level 7]	Rs. 50500 [5 th Cell of Level 7]
Reduced Pay w.e.f. 13.08.2017	Rs. 49000 [4 th Cell of Level 7]	Rs. 49000 [4 th Cell of Level 7]
[pay during the currency period from 13.08.2017 to 12.08.2019]		
Increment (notional)	On 1 st January, 2018 Rs. 52000 [6 th Cell of Level 7] On 1 st January, 2019 Rs. 53600 [7 th Cell of Level 7]	On 1 st July, 2018 Rs. 52000 [6 th Cell of Level 7] On 1 st July, 2019 Rs. 53600 [7 th Cell of Level 7]
Pay w.e.f. 13.08.2019	Rs. 53600 [7 th Cell of Level 7] w.e.f. 1.01.2020, his pay will be 55200 [8 th Cell of Level 7] after drawl of due increment	Rs. 53600 [7 th Cell of Level 7] w.e.f. 1.07.2020, his pay will be 55200 [8 th Cell of Level 7] after drawl of due increment

Case History No. 3

(iii) Case 3: Withholding of increment [Penalty under Rule 11(iv)]

The penalty of withholding of one increment for a period of two years is imposed on a Government servant on 13.08.2017. The Government servant is drawing Rs. 50500 in Level 7 of Pay Matrix. Pay would be fixed on the following manner.

	When the date of increment is 1 st January	When the date of Increment is 1 st July
Pay when Penalty imposed i.e. 13.08.2017	Rs. 50500 [5 th Cell of Level 7]	Rs. 50500 [5 th Cell of Level 7]
Pay during the currency period	The increment due on 01.01.2018 will be withheld for two years i.e. upto 31.12.2019. As such, the pay w.e.f. 13.08.2017 will be as under: (i) Pay w.e.f. 13.08.2017 to 31.12.2017 will be Rs. 50500 [5 th Cell of Level 7] (ii) Pay w.e.f. 1.01.2018 to 31.12.2018 will be Rs. 50500 [5 th Cell of Level 7] [due to imposition of penalty] (iii) Pay w.e.f. 1.01.2019 to 31.12.2019 will be Rs. 52000 [6 th Cell of Level 7]	The increment due on 01.07.2018 will be withheld for two years i.e. upto 30.06.2020. As such, the pay w.e.f. 13.08.2017 will be as under: (i) Pay w.e.f. 13.08.2017 to 30.06.2018 will be Rs. 50500 [5 th Cell of Level 7] (ii) Pay w.e.f. 1.07.2018 to 30.06.2019 will be Rs. 50500 [5 th Cell of Level 7] [due to imposition of penalty] (iii) Pay w.e.f. 1.07.2019 to 30.06.2020 will be Rs. 52000 [6 th Cell of Level 7]
Increment (notional)	On 1 st January, 2018 Rs. 52000 [6 th Cell of Level 7] On 1 st January, 2019 Rs. 53600 [7 th Cell of Level 8]	On 1 st July, 2018 Rs. 52000 [6 th Cell of Level 7] On 1 st July, 2019 Rs. 53600 [7 th Cell of Level 8]
Pay after the currency period	w.e.f. 1.01.2020 = Rs. 55200 [8 th Cell of Level 7]	w.e.f. 1.07.2020 = Rs. 55200 [8 th Cell of Level 7]
Currency Period	13.08.2017 to 31.12.2019	13.08.2017 to 30.06.2020

Case History No. 4

(iv) Case 4: Withholding of increment [Penalty under 11(iv)]

The penalty of Withholding of one increment for a period of six months is imposed on a Government servant on 13.08.2017. The Government servant is drawing Rs. 50500 in Level 7 of Pay Matrix. Pay would be fixed on following manner:

	When the date of increment is 1 st January	When the date of Increment is 1 st July
Pay when Penalty imposed	Rs. 50500 [5 th Cell of Level 7]	Rs. 50500 [5 th Cell of Level 7]
Pay during the currency period	The increment due on 01.01.2018 will be withheld i.e. upto 30.06.2018. As such, the pay w.e.f. 13.08.2017 to 30.06.2018 = Rs. 50500 [5 th Cell of Level 7]	The increment due on 01.07.2018 will be withheld i.e. upto 31.12.2018. As such, the pay w.e.f. 13.08.2017 to 31.12.2018 = Rs. 50500 [5 th Cell of Level 7]
Increment (notional)	On 1 st January, 2018 Rs. 52000 [6 th Cell of Level 7]	On 1 st July, 2018 Rs. 52000 [6 th Cell of Level 7]
Pay after the currency period	w.e.f. 1.07.2018 = Rs. 52000 [6 th Cell of Level 7] [w.e.f. 01.01.2019 i.e. date of next increment, the pay will be Rs. 53600 (7 th Cell of Level 7).]	w.e.f. 1.1.2019 = Rs. 52000 [6 th Cell of Level 7] [w.e.f. 01.07.2019 i.e. date of next increment, the pay will be Rs. 53600 (7 th Cell of Level 7).]
Currency Period	13.08.2017 to 30.06.2018	13.08.2017 to 31.12.2018

Case History No. 5

(v) Case 5: Reduction to a lower stage without cumulative effect [penalty under Rule 11(v)]:-

The penalty of reduction to a lower stage by two stages in the time-scale of pay for a period of one year is imposed on a Government servant w.e.f. 13.08.2017. It is further directed that the Government servant would earn increment during the period and the reduction will not have the effect of postponing his future increments of pay. The Government servant is drawing Rs. 50500 in Level 7 of Pay Matrix. Pay would be fixed on following manner:

	When the date of increment is 1 st January	When the date of Increment is 1 st July
Pay when Penalty imposed	Rs. 50500 [5 th Cell of Level 7]	Rs. 50500 [5 th Cell of Level 7]
Reduced during the currency period w.e.f. 13.08.2017 to 12.08.2018	(i) Reduced pay w.e.f. 13.08.2017 to 31.12.2017, will be Rs. 47600 [3 rd Cell of Level 7] (ii) Pay w.e.f. 1.01.2018 to 12.08.2018 after drawl of increment will be Rs. 49000/- [4 th Cell of Level 7]	(i) Reduced pay w.e.f. 13.08.2017 to 30.06.2018, will be Rs. 47600 [3 rd Cell of Level 7] (ii) Pay w.e.f. 1.07.2018 to 12.08.2018 after drawl of increment will be Rs. 49000/- [4 th Cell of Level 7]
Increment (notional)	On 1 st January, 2018 Rs. 52000 [6 th Cell of Level 7]	On 1 st July, 2018 Rs. 52000 [6 th Cell of Level 7]
Pay on completion of Penalty (w.e.f. 13.08.2018)	Rs. 52000 [6 th Cell of Level 7]	Rs. 52000 [6 th Cell of Level 7]
Next increment	w.e.f. 1.01.2019, his pay will be 53600 [7 th Cell of Level 7] after drawl of due increment	w.e.f. 1.07.2019, his pay will be 53600 [7 th Cell of Level 7] after drawl of due increment

Case History No. 6

(vi) Case 6: Reduction to a lower stage without cumulative effect [penalty under Rule 11(v)]

The penalty of reduction to a lower stage by two stages in the time-scale of pay for a period of one year is imposed on a Government servant w.e.f. 13.08.2017. It is further directed that the Government servant would not earn increment during the period and the reduction will not have the effect of postponing future increments of pay. The Government servant is drawing Rs. 50500 in Level 7 of Pay Matrix. Pay would be fixed on following manner:

	When the date of increment is 1 st January	When the date of Increment is 1 st July
Pay when Penalty imposed	Rs. 50500 [5 th Cell of Level 7]	Rs. 50500 [5 th Cell of Level 7]
Reduced Pay w.e.f. 13.08.2017	Rs. 47600 [3 rd Cell of Level 7]	Rs. 47600 [3 rd Cell of Level 7]
Pay during the currency period	Pay w.e.f. 13.08.2017 to 12.08.2018 will be Rs. 47600 [3 rd Cell of Level 7]	Pay w.e.f. 13.08.2017 to 12.08.2018 will be Rs. 47600 [3 rd Cell of Level 7]
Increment (notional)	On 1 st January, 2018 Rs. 52000 [6 th Cell of Level 7]	On 1 st July, 2018 Rs. 52000 [6 th Cell of Level 7]
Pay w.e.f. 13.08.2018	Rs. 52000 [6 th Cell of Level 7] Rs. 53600 [7 th Cell of Level 7] [w.e.f. 1.01.2019]	Rs. 52000 [6 th Cell of Level 7] Rs. 53600 [7 th Cell of Level 7] [w.e.f. 1.07.2019]

Case History No. 7

(vii) Case 7: Reduction to a lower stage with cumulative effect [penalty under Rule 11(v)]

The penalty of reduction to a lower stage by two stages in the time-scale of pay for a period of one year is imposed on a Government servant w.e.f. 13.08.2017. It is further directed that the Government servant would not earn increment during the period and the reduction will have the effect of postponing future increments of pay. The Government servant is drawing Rs. 50500 in Level 7 of Pay Matrix. Pay would be fixed on following manner:

	When the date of increment is 1 st January	When the date of Increment is 1 st July
Pay when Penalty imposed	Rs. 50500 [5 th Cell of Level 7]	Rs. 50500 [5 th Cell of Level 7]
Reduced Pay w.e.f. 13.08.2017	Rs. 47600 [3 rd Cell of Level 7]	Rs. 47600 [3 rd Cell of Level 7]
Pay during the currency period	Pay w.e.f. 13.08.2017 to 12.08.2018 will be Rs. 47600 [3 rd Cell of Level 7]	Pay w.e.f. 13.08.2017 to 12.08.2018 will be Rs. 47600 [3 rd Cell of Level 7]
Increment (notional)	No increment during the period of penalty	No increment during the period of penalty
Pay on completion of penalty as on 13.08.2018	Since future increment is to be postponed to adversely affect his pension, no increment will be given on the pre- penalty pay and on restoration pay will remain same as Rs. 50500 [5 th Cell of Level 7]	Since future increment is to be postponed to adversely affect his pension, no increment will be given on the pre- penalty pay and on restoration pay will remain same as Rs. 50500 [5 th Cell of Level 7]
Next increment	Next increment will be due w.e.f. 01.01.2019 raising his pay to Rs. 52000 [6 th Cell of Level 7]	Next increment will be due w.e.f. 01.07.2019 raising his pay to Rs. 52000 [5 th Cell of Level 7]

Case History No. 8

(viii) Case 8: Reduction to lower time-scale of pay/ grade

The penalty of reduction to the lower grade carrying Level 8 for a period of two years is imposed on Government servant who is at Level 9 w.e.f. 04.11.2018, with further directions that the reduction shall not postpone his future increments and on the expiry of the period he shall regain his original seniority in the higher grade.

On 4.11.2018, the Government servant is drawing Rs. 58000 in Level 9 of Pay Matrix. The Government servant had been promoted from the post in Level 8 to the post in Level 9 of the Pay Matrix on 13.08.2016 and on promotion his pay was fixed at Rs. 54700/- . At the time of promotion his pay was Rs. 52000 in Level 8 of the Pay Matrix.

In this case the pay in Level 8 would need to be fixed w.e.f. 4.11.2018 to 3.11.2020 as if he had continued in Level 8. Pay would be regulated as under:

Date	Level 9	Level 8
13.08.2016	54700 [2 nd Cell in Level 9]	52000 [4 th Cell in Level 8]
1.07.2017	56300 [3 rd Cell in Level 9]	53600 [5 th Cell in Level 8]
1.07.2018	58000 [4 th Cell in Level 9]	55200 [6 th Cell in Level 8]
3.11.2018	59000 [4 th Cell in Level 9]	
4.11.2018 [date of penalty order]		55200 [6 th Cell in Level 8] [after imposition of penalty]
Pay during the currency period from 4.11.2018 to 3.11.2020		(i) Reduced pay w.e.f. 4.11.2018 to 30.06.2019 will be 55200 [6 th Cell in Level 8] (ii) Pay w.e.f. 1.07.2019 to 30.06.2020 will be Rs. 56900/- [7 th Cell in Level 8] (iii) Pay w.e.f. 1.07.2020 to 3.11.2020 will be Rs. 58600 [8 th Cell in Level 8]

Notional pay during the currency period	On 1 st July, 2019 Rs. 59700 [5 th Cell in Level 9]	
	On 1 st July, 2020 Rs. 61500 [6 th Cell in Level 9]	
4.11.2020 [After completion of penalty]	61500 [6 th Cell in Level 9]	
Next Increment 1.7.2021	63300 [7 th Cell in Level 9]	

NOTE:

1. * Notional pay in Level 8 from 13.08.2016 to 3.11.2018.

2. Under FR-26, the authority which orders the reduction of a Government servant as a penalty from a higher grade or post to a lower grade or post may allow him to draw pay at any stage, not exceeding the maximum of the lower grade or post, which it may think proper. Provided the pay allowed to be drawn by a government servant shall not exceed the pay which he would have drawn by the operation of FR 22 read with clause (b) or (c), as the case may be of FR 26. This illustration is where no such orders have been passed. Where the disciplinary authority has specified the pay to be drawn in the lower post pay will be drawn as per those directions.



विद्या ददाति विनयं



कानपुर केन्द्रीय कार्यालय में शिक्षा वर्ग कराते महासंघ के पदाधिकारीगण

F.No.31011/07/2025 PP.A-IV
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training
Pers. Policy Division

North Block, New Delhi
Date: 1st July, 2025

OFFICE MEMORANDUM

Subject: Frequently Asked Questions (FAQs) on Central Civil Services (Leave Travel Concession) Rules, 1988 — clarifications/ modifications in the LTC instructions - Regarding.

The undersigned is directed to say that this Department is in receipt of several references, RTI applications, individual grievances of the employees working in different offices, etc. in respect of different issues related to Central Civil Services (Leave Travel Concession) Rules, 1988. Based on the queries received from different sources, this Department has felt the need of issuing comprehensive instructions in the form of detailed clarifications on various aspects of LTC Rules. These instructions are being issued as a supplement to the existing instructions issued by this Department from time to time, as under:

S.No.	Questions	Answers
(A) FAMILY		
1	Definition of Family for the purpose of availing LTC facility [as defined in Rule 4(d) of CCS(LTC) Rules, 1988]	<u>Relations included in the definition of Family :</u> <ul style="list-style-type: none">• Spouse (Husband & Wife)• Two eldest surviving unmarried children including step children and legally adopted children, and• Divorced / abandoned / separated from husband / widowed daughter(s) <u>wholly dependent and residing</u> with Government employee.• Children exceeding two as a result of second child birth resulting in multiple births (in exceptional case)• Parents and step parents, who are wholly dependent on the Government employee, irrespective of whether they are residing with the Government servant or not.• Siblings (unmarried minor brothers and unmarried/ divorced/ abandoned/ separated/ widowed sisters) residing with and wholly dependent on the Government employee, provided that their parents are either not alive or are themselves wholly dependent on the Government employee.

		<p style="text-align: center;"><u>Relations NOT covered under the definition of Family:</u></p> <ul style="list-style-type: none"> • Parents-in-law. • Children of divorced/ abandoned/ separated/widowed sisters and children of divorced/ abandoned/ separated/ widowed daughters. • Not more than one wife. • Grand parents • Any other not covered under the definition of Family as defined in Rule 4 of CCS(LTC) Rules, 1988.
2	What is the dependency criterion for the purpose of LTC ?	<p>A member of family whose income from all sources, including pension, temporary increase in pension does not exceed minimum pension (presently Rs. 9000/- per month as per 7th CPC) and Dearness relief (DR) thereon, is deemed to be wholly dependent on the Government employee.</p> <p>Condition of dependency is not applicable to spouse of the government employee. [O.M. No. 31011/4/2008-Estt.(A) dated 23.09.2008]</p>
3	Is it compulsory for the wife, parents and children to reside with Government employee to claim LTC ?	<p>No.</p> <p>Spouse (husband and wife are considered as one unit), therefore, the condition of dependency is not relevant.</p> <p>Parents and children should be wholly dependent.</p> <p style="text-align: right;">(Rule 4 of CCS(LTC) Rules, 1988)</p>
4	Whether son/daughter of the Government employee, who is above 25 years of age but still unmarried, is eligible for LTC claim ?	<p>Yes, subject to the condition that he/she is unmarried and wholly dependent on the Government employee.</p> <p style="text-align: right;">(Rule 4 of CCS(LTC) Rules, 1988)</p>
5	Are the in-laws of a Government Employee eligible to avail LTC ?	No.
6	Are family members allowed to travel separately ?	<p>Yes.</p> <p>There is no such restriction. A Government employee and members of his family may travel separately or in different groups at different times to different destinations during a block of two or four years, as the case may be.</p> <p style="text-align: right;">(Rule 9 of CCS(LTC) Rules, 1988)</p>

7	Whether some members of the family can avail LTC to 'home town' while some others for visiting 'anywhere in India' in the same two-year block period?	Yes. (Rule 9 of CCS(LTC) Rules, 1988)
8	Are spouse and children residing at a place(s) other than Headquarters of the Government employees allowed to avail LTC?	Yes. [O.M. No. 31011/5/2015-Estt.(A-IV), dated 31.10.2017]
9	Can the spouse of a government employee, who is working in private sector avail LTA or travel reimbursement, provided by his/her employer/organization?	Yes. No such restriction in respect of spouse working in private sector.
10	Is reimbursement allowed in respect of a child aged less than 5 years, <u>who travels by train</u> and opts for a separate seat/ berth ?	No. [O.M. No. 31011/3/2016-Estt. (A-IV), dated 16.05.2018]
11	Whether a government employee who is not eligible for travel by air is entitled for re-imbursement of air-fare in respect of children aged less than 5 years whose full fare is charged by the airlines?	<u>No reimbursement</u> shall be allowed in respect of the air journey performed by children, aged less than 5 years, of the Government servants who are not entitled to travel by air on LTC. However, this provision shall not be applicable for the segments where the air journey has been allowed to the non-entitled Government servants and their families under the <u>Special Dispensation Scheme</u> . [O.M. No. 31011/3/2016-Estt. (A-IV), dated 16.05.2018] <u>The actual rail fare</u> paid by the Government employee for the children aged between 5 years and under 12 years, shall be reimbursed for LTC. [O.M. No. 31011/3/2016-Estt.(A.IV), dated 29.04.2016]
12	Can a government employee or his family members avail LTC while he/she is in suspension ?	Government employee under suspension is <u>not allowed</u> to avail LTC. However, his/her family is entitled to avail LTC.

(B) BLOCK YEAR

13	What is Block Year	<p>Block Year is a period of 4 years (calendar years). The current block of four years is 2022-2025. May see the details of Block Years in Table-1 below</p> <p>In respect of employees having Home Town (HT) (duly approved by the competent authority), their block year of 4 years is divided in two sub-blocks i.e. 2022-23 and 2024-25. The employee can avail either Anywhere in India (AI) or Home Town (HT) in each sub-blocks as per details given in Table-2 below.</p>
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Table-1

Government employees whose Headquarters/Place of posting and Home Town are the same.

Block Year	Previous Block Year 2018-21	Current Block Year 2022-25	Next Block Year 2026-29
Entitlement of the employee	ANY PLACE in INDIA	ANY PLACE in INDIA	ANY PLACE in INDIA

Table-2

Government employees whose Headquarters/Place of posting and Home Town are different.

Current Block Year 2022-2025			
	EMPLOYEE CHOICE	SUB BLOCK 2022-2023	SUB BLOCK 2024-2025
Entitlement of the employee	OPTION 1	HOME TOWN	ANY PLACE in INDIA
	OPTION 2	ANY PLACE in INDIA	HOME TOWN

14	What is the Block Year for Government employees whose <u>Headquarters/ Place of posting and Home Town are the same ?</u>	The current block of four years is 2022-2025. Government employee is eligible for one Anywhere All India LTC only as explained in Table-1 above.
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15	Current Block year for the Government employees whose <u>Headquarters/Place of posting and Home Town are different.</u>	The current block of four years is 2022-2025. The block year of 4 years is divided in two sub-blocks i.e. 2022-23 and 2024-25. The employee can avail either 'Any Place in India' or 'Home Town' LTC in the first sub-block and the remaining in the second sub block, as per his/her choice. May see illustration in Table 2 above.
16	Can a government employee who has <u>declared Home town</u> avail two LTCs ('Anywhere in India/ Home town') in one calendar year ?	Yes. He can take two LTCs in the beginning of each sub blocks, as per illustrations given below: Case 1: In the calendar year 2022: One unavailed LTC of previous block year (2020-21) and one of the current block (2022-23) can be availed. Case 2. In the calendar year 2024: One unavailed LTC of previous block year (2022-23) and one of the current block (2024-25) can be availed. Case 3 In the calendar year 2026: One unavailed LTC of previous block year (2024-25) and one of the current block (2026-27) can be availed.
17	Can a government employee whose <u>Home town and Headquarter is same</u> , avail two LTCs ('Anywhere in India') in one calendar year ?	Yes. He/She can avail 2 LTCs in the first year of each block of 4 years Case 1: <u>In the calendar year 2022:</u> One unavailed LTC of previous block year (2018-21) and one of the current block (2022-25) can be availed. Case 2. <u>In the calendar year 2026:</u> One unavailed LTC of current block year (2022-25) and one of the next block (2026-29) can be availed.
18	Whether Blocks / sub-blocks of LTC are extendable ?	Block of four years and sub-block of two years automatically gets extended by one year (upto 31 st of December of next calendar year).
19	Whether the Government employees whose Headquarters/ Place of posting and Home Town are same, are eligible for Home town LTC?	No. Government employees whose headquarters/ Place of posting and Home Town are the same, <u>not eligible for Home Town LTC.</u> [OM No. 31011/4/2007-Estt.(A-IV) dated 18.05.2015]
20	Whether the Government employees residing in cities/ towns outside Delhi which fall under other	Yes. Cities/towns which are outside Delhi and fall in other States of NCR are <u>not to be treated as Delhi Headquarters.</u> Hence, the Government employees

	states of National Capital Region (NCR) are eligible for Home town Concession ?	whose headquarters are Delhi and reside in cities/towns outside Delhi falling in other States of NCR, are eligible for Home Town Concession. [OM No. 31011/4/2007-Estt.(A-IV) dated 18.05.2015]
(C) LEAVE ENCASHMENT		
21	Is leave encashment allowed in case the Government employee does not avail of LTC in a particular block year but his family member(s) avail of LTC ?	Yes. Government employee may apply for leave encashment before the commencement of the journey in respect of his/ her family member in a particular sub-block/block year. Employees are entitled for one leave encashment only in a particular Block/ Sub-Block year, as the case may be. [O.M. No. 14028/2/2012-Estt. (L), dated 09.02.2015]
22	Whether reimbursement of leave encashment is allowed where the Government employees undertake journeys on private vehicles in areas connected by public transport or the Government employee himself decides to forgo his claim resulting in 'Nil' claim on journeys performed.	Yes. Leave encashment is allowed, provided that: (i) A Government employee intimates to the Department his intention to avail of LTC in advance and gets the leave sanctioned as per the prescribed procedure before the journey is undertaken; (ii) The Government employee has submitted a request for leave encashment before the commencement of the journey; and (iii) The Government employee gives a self-declaration that he has actually travelled to the declared place of visit and is not claiming the fare reimbursement for the entire LTC journey. [OM No. 31011/06/2023-Estt.A-IV dated 29.03.2023]
23	Whether Leave encashment is permissible if one applies anytime prior to the commencement of the journey ?	Yes. The Government employee can apply for leave encashment prior to the commencement of the outward journey. [O.M. No. 31011/3/2015-Estt.(A.IV), dated 18.02.2016]
24	Whether both husband and wife get Leave Encashment if both of them are central government employees ?	Yes. [O.M. No. 14028/2/2012-Estt. (L), dated 09.02.2015]

(D) LEAVE		
25	Which kind of leave is necessary for availing LTC ?	Travel on LTC is admissible during any kind of leave, including casual leave, special casual leave and child care leave. (Rule 7(2) of CCS(LTC) Rules, 1988) [OM No. 13018/6/2013-Estt(L) dated 03.04.2018]
26	Is it necessary to avail leave by Government Employee when only his/her family members are travelling?	No.
27	Whether LTC can be availed during week-end/holidays alone?	No. It is necessary to avail of any kind of leave due and admissible when the LTC is availed of by the Government employee.
(E) JOURNEY BY ROAD, RAIL AND SEA		
29	Whether travel by taxi, auto-rickshaw etc., permissible between places not connected by rail under LTC ?	As per LTC rules, a Government employee is required to travel by vehicles operated by Central/State Government or local bodies or by any corporation in the public sector owned/controlled by Central/State Government. Journey on LTC by taxi, auto-rickshaw etc., are permissible only between places not connected by rail/ road. This is further subject to the condition that these modes operate on a regular basis from point to point with the specific approval of the State Governments/transport authorities concerned and are authorised to ply as public carriers. [OM No. 31011/3/2015-Estt.(A.IV) dated 09.02.2017] [O.M. No. 31011/18/2023-Estt.A-IV dated 04.02.2021]
30	Whether personal vehicle or hired taxi for LTC journey allowed on account of disability of the Government employee or dependent family member?	Yes. Use of own/hired taxi for LTC journey on account of disability of the Government employee or dependent family member is allowed with following conditions:- (i) Medical Certificate from competent authority; (ii) Undertaking from Government employee that journey by authorized mode of vehicles

		<p>is not feasible and he actually travelled by own car/hired taxi; and</p> <p>(iii) such claim should not be more than journey performed by the entitled class by rail/air by the shortest route.</p> <p>[O.M. No. 31011/3/2009-Estt.(A), dated 28.10.2009]</p>
31	<p>How is the reimbursement made where a Government employee travels on LTC upto the nearest airport/railway station/ bus terminal by authorized mode of transport and undertakes the rest of the journey to the declared place of visit by private transport/ own arrangement (such as personal vehicle or private taxi etc.) ?</p>	<p>(a) where the public transport is available in a particular area, the Government employee will be reimbursed the fare admissible for journey by otherwise entitled mode of public transport from the nearest airport/railway station/bus terminal to the declared place of visit by shortest direct route.</p> <p>(b)where, there is no public transport available in a particular stretch of journey, the Government employee may be reimbursed as per his entitlement for journey on transfer for a maximum limit of 200 Kms (i.e.100 km each side) covered by the private/personal transport based on a self-certification from the Government employee. The expenditure for the journey beyond the prescribed limit shall be borne by the Government employee.</p> <p>[OM No. 31011/3/2015-Estt.(A.IV) dated 09.02.2017] [O.M. No. 31011/18/2023-Estt.A-IV dated 04.02.2021]</p>
32	<p>Whether reimbursement is allowed in case the journey is performed by private ferry after utilizing the authorized mode of transportation ?</p>	<p>In cases where last part of the journey from the nearest airport/railway station is performed by private ferry, reimbursement may be restricted to the entitled Government ship fare from the nearest airport/station to the declared place of destination provided public transport/Government ferry is available in that particular area.</p> <p>[OM No. 31011/3/2015-Estt.(A.IV) dated 09.02.2017]</p>
33	<p>Is reimbursement of LTC claim for Tejas Express, Vande Bharat Express and Humsafar Express allowed ?</p>	<p>Yes. Apart from Rajdhani, Shatabdi & Duronto trains, travel by Tejas Express, Vande Bharat Express and Humsafar Express trains under LTC is allowed, as per entitlement.</p> <p>[O.M. No. 31011/03/2022-PP A-IV, dated 14.01.2025]</p>

34	Whether a Government employees visiting Sikkim can travel by air upto Bagdogra (West Bengal) which is not situated in NER.	<p>Yes. A Government employee is entitled to travel by air from their place of posting (or nearest airport) to a city in the NER (or nearest airport).</p> <p style="text-align: right;">[OM No. 31011/4/2007-Estt.A-IV dated 14.05.2008]</p>
35	How are the claims of LTC be settled in case of delayed submission ?	<p>The Government employees are required to submit their LTC claims in the prescribed time period as mentioned below:</p> <ol style="list-style-type: none"> 1. Where <u>advance has been drawn</u>, the claim for reimbursement shall be submitted <u>within one month</u> of the completion of the return journey; and 2. Where <u>no advance has been drawn</u>, the expenditure incurred shall be submitted <u>within three months</u> of the completion of the return journey. <p>Delegation of Powers:-</p> <p>Administrative Ministry/Department concerned have been delegated powers to admit the claims with the concurrence of their Financial Advisor (FA) in relaxation of the above provisions subject to the following time limits without reference to DoPT:</p> <ol style="list-style-type: none"> (a) where <u>no advance</u> is taken, LTC Bill submitted within a period not exceeding <u>six months</u>; and (b) where <u>advance has been drawn</u>, claim for reimbursement submitted within a period of <u>three months</u> after the completion of return journey, provided the govt. employee <u>refunds the entire amount of advance with penal interest on the entire amount of advance</u> in one lump-sum from the date of drawal to the date of recovery of amount. <p style="text-align: right;">(Rule 14 & 15 of CCS(LTC) Rules, 1988)</p> <p style="text-align: right;">[O.M. No. 31011/3/2015-Estt.A-IV dated 21.12.2023]</p>
36	Whether LTC journey is allowed on tour packages offered by various travel agents	<p>Travel on tour packages is not allowed.</p> <p>However, the tours conducted by Indian Tourism Development Corporation (ITDC), State Tourism Development Corporation (STDC) and Indian</p>

		<p>Railway Catering and Tourism Corporation (IRCTC) <u>can be considered and only the fare component for a fixed destination by the shortest route shall be reimbursable</u> provided ITDC/STDC/IRCTC separately indicate the fare component and certify that the journey was actually performed by the Government employee and his family members for which he/she is claiming the Leave Travel Concession.</p> <p style="text-align: right;">[O.M. No. 31011/6/2002-Estt. (A), dated 30.07.2002 and 26.3.2008]</p>
37	Are incidental expenses and expenditure incurred on local journeys allowed under LTC ?	<p>No. Reimbursement under LTC scheme does not cover <u>incidental expenses and expenditure incurred on local journeys</u>. Reimbursement for expenses of journey is allowed only on the basis of a <u>point to point journey</u> on a through ticket over the shortest direct route.</p> <p style="text-align: right;">(Rule 13 of CCS(LTC) Rules, 1988)</p>
38	Is the taxi/ auto fare from the residence of the Government service/ other eligible family member to the nearest airport/ railway station/bus depot during the outward/ inward journey, is reimbursable	<p>No.</p> <p>Local travel cost is not covered under LTC Rules</p> <p style="text-align: right;">(Rule 13 of CCS(LTC) Rules, 1988)</p>
39	Is concessional circular trip tickets offered by the Railways allowed ?	<p>There is no objection to a Government employee or his family members availing themselves of concessional circular trip tickets offered by the Railways in conjunction with the leave travel concessions. In such cases also, the official will be entitled to reimbursement of the fare for the entitled/lower class actually travelled by the shortest route.</p> <p style="text-align: right;">[O.M. No.31011/2/77-Ests.(A), dated 03.02.1979]</p>
40	How will the claim of a Government employee under LTC to visit any place in India be regulated, if he purchases a circular tour ticket ?	<p>If a Government employee performs the journey by purchasing a circular tour tickets from any Authorized Travel agents (ATAs), his claim will be regulated from HQ to destination (Home-town / declared place of visit) by shortest direct route by the entitled class of travel or actual, whichever is less.</p>
41	Is reimbursement of charges for booking of rail tickets digitally allowed ?	<p>The reimbursement of charges for booking of rail tickets through Internet/e-ticketing, booked through the website of Indian Railways is allowed for railway journeys undertaken on LTC</p>

42	Are catering charges allowed while booking train tickets?	Wherever employees opt for catering services while booking the tickets for the eligible trains for the purpose of LTC, the reimbursement of catering charges shall be allowed. [O.M. No. 31011/17/2023-Estt.A-IV dated 10.08.2023]
43	Are the element of Service Tax, Education Cess and other similar levies being charged by Government on travel by Air/Road /Rail/ Steamer on LTC reimbursable ?	Yes. [M.F., O.M. F. No. 19023/1/2006-E. IV, dated 18.07.2007]
44	Is tour packages conducted by SPORTS (Society for Promotion of Nature Tourism and Sports), to Lakshadweep Islands on the ships owned and operated by Lakshadweep Administration allowed for the purpose of LTC journey ?	Yes. The tour packages conducted by SPORTS to Lakshadweep Islands on the ships owned and operated by Lakshadweep Administration are allowed for the purpose of LTC journey subject to following conditions: (i) SPORTS is offering various tour packages to the tourists, fare of which is charged as per the transportation and accommodation chosen for the destination. Only transportation charges shall be reimbursable for the respective tour package. (ii) SPORTS shall issue a certificate for transportation charges to the Government employees indicating the fare components separately and certify that the journey was actually performed by the Government employee and his family members for which he/she is claiming the Leave Travel Concession. (iii) Fare reimbursement for the journey performed by boat/ship shall be exercised in accordance with TA entitlement of the Government employee for journey by sea or river steamer. [O.M. No. 31011/10/2017-Estt. (A-IV), dated the 11th October, 2018]
45	Is it compulsory to book tickets 21 days in advance for passing of LTC claims?	<u>Employees are encouraged</u> to book flight tickets at least 21 days prior to the intended date of travel on LTC, to avail the most competitive fares and minimize burden on the exchequer. [O.M. No. 31011/12/2022-Estt. (A-IV), dated 29.08.2022]
(F) JOURNEY BY AIR		
46	What is the procedure for booking of air tickets of the	All the three ATAs have been directed to allow the registration of those employees who do not have official email accounts, provided their

	employees who do not have any official accounts?	administrative office sends their details depicting their names, employee code no., private email IDs and mobile numbers, etc. to the travel agents for the purpose of booking the air tickets in respect of LTC journey. [O.M. No. 31011/11/2023-Estt.A-IV dated 20.10.2023]
47	Authorized Travel Agencies (ATA) for booking tickets.	(i) 'M/s Balmer Lawrie & Company Limited', BLCL (https://govemp.balmerlawrietravelapp.com), (ii) 'M/s Ashok Travels & Tours', 'ATT' (https://www.attitdc.in) and (iii) Indian Railways Catering and Tourism Corporation Ltd., 'IRCTC' (https://www.air.iretc.co.in). [O.M. No. 31011/11/2023-Estt.A-IV dated 20.10.2023] <u>NB:</u> <u>While booking the air-tickets through ATAs, employees must ensure that ticket(s) is/are booked under the category of "LTC" only and not "Corporate".</u>
48	Is LTC-80 fare still applicable to Central Government employees?	No. LTC 80 was a scheme offered by Air India for booking Air Tickets when Central Government Officers avail LTC. As Air India is no longer a PSU of Government of India, LTC 80 scheme offered by erstwhile Air India is no more in existence. [O.M. No. 31011/12/2022-Estt. (A-IV), dated 29.08.2022]
49	Whether Government employees have to pay cancellation charges levied by the airlines?	Yes, as per the respective airline policy. However, all the three authorized travel agents viz. M/s Balmer Lawrie & Company Limited (BLCL), M/s Ashok Travels & Tours (ATT) and Indian Railways Catering and Tourism Corporation Ltd. (IRCTC) do not have to change any cancellation charges for utilization of their services. [O.M. No. 31011/17/2023-Estt.A-IV dated 10.08.2023]
50	Whether Government employees can travel by Helicopter ?	No. [OM No. 31011/4/2007-Estt.A-IV dated 14.05.2008]

51	Whether the Government employees have to book air tickets at the cheapest fare on the intended date of journey ?	The employees are required to book air tickets at the cheapest price or at the fare 10% higher than the cheapest price available in the intended slot of 3 hours each like 3 – 6 hrs, 6 – 9 hrs,). [O.M. No. 31011/12/2022-Estt. (A-IV), dated 29.08.2022]
52	Is break-journey by air allowed ?	No. Break-journey refers to staying at the place other than the place of destination except for the purpose of taking the connecting flight or for halt/lay-over of the direct flight.
53	How can the reimbursement be made if the journey is performed in different class of entitlement ?	The reimbursement of claim will be settled as per the entitled class. However, if journey is performed by the higher-class reimbursement shall be restricted to entitled class. In case, the journey is performed by the lower-class, reimbursement shall be allowed as per actual.
54	Are cancellation charges allowed while booking air tickets through authorized travel agents?	Cancellation charges levied by the three authorized travel agents for utilization of their portals/platforms, if any, shall be reimbursed <u>on the ground of official exigencies only.</u> [O.M. No. 31011/17/2023-Estt.A-IV dated 10.08.2023]

(F) SPECIAL DISPENSATION SCHEME

55	What is its validity period of the Special Dispensation Scheme ?	In relaxation of CCS(LTC) Rules, 1988, the scheme allowing Government employees to travel by air to North East Region (NER), Union Territory of Jammu and Kashmir (J&K), Union Territory of Ladakh and Union Territory of Andaman & Nicobar Islands (A&N) is extended for a further period of two years, w.e.f. 26 September, 2024 till 25th September, 2026. [DOPT OM No. 31011/15/2022-Estt.A-IV dated 17.09.2024]
56	While availing Special Dispensation Scheme, can the outward journey be started just before the midnight of 25 th September, 2026?	Yes.

57	Whether Sikkim is included in North Eastern Region (NER)?	Yes. Sikkim is one of the parts of NER (i.e. Arunachal Pradesh, Assam, Manipur, Meghalaya, Mizoram, Nagaland, Tripura and Sikkim). [OM No. 31011/4/2007-Estt.A-IV dated 14.05.2008]
58	Are Lakshadweep Islands included in the Special Dispensation Scheme ?	No.
59	Whether the Government employees who are not eligible for Home Town LTC may avail the Special Dispensation scheme of conversion of Home Town LTC to travel to NER/A&N/ J&K/ Ladakh ?	No. Employees whose Home Town & Headquarters are same are not eligible for Home Town LTC and hence, the question of conversion of Home Town LTC to travel to these places under Special Dispensation Scheme <u>does not arise</u> .
60	Whether non-entitled officers are entitled to travel directly by air from their Headquarters /place of posting to NER/A&N/ J&K/Ladakh?	Yes. Air travel by non-entitled Government employees to NER, J&K, Ladakh and A&N is allowed to travel by air in Economy class whether they avail the concession against Anywhere in India LTC or in lieu of the Home Town LTC under Special Dispensation Scheme only. However, the reimbursement will be restricted to the actual air fare for the direct journey or the fare entitled under Special Dispensation Scheme, whichever is less.
61	Will the Government employee whose Home Town is situated in NER/A&N/J&K/Ladakh also be allowed conversion of Home Town LTC for availing the Special Dispensation Scheme to visit any place in any one of the three regions out of the above mentioned four regions except the region wherein his/her Hometown is situated ?	Yes.
62	Whether Govt. employee who has already availed one Home town LTC in the current block can avail	Yes, he can avail it against All India LTC, but not under Special Dispensation Scheme.

	LTC to visit NER/A&N/J&K/Ladakh?	
63	Can a Govt. employee (other than fresh recruits) avail the benefit of visiting NER/A&N/J&K/Ladakh twice in a particular block of 4 years?	Yes, a Govt. employee can visit NER/A&N/J&K/Ladakh by conversion of his Home Town LTC and also by availing All India LTC subject to validity period of the scheme and fulfilling of other conditions.
(G) FRESH RECRUITS		
[DoPT OM No. 31011/7/2013-Estt.AIV dated 26.9.2014]		
64	What are the LTC entitlements of a Fresh Recruit?	<p>After completion of one year of regular service, Fresh recruits to the Central Government are eligible to travel on eight occasions on calendar year basis under LTC rules, as under:</p> <ul style="list-style-type: none"> • first three occasions to Home Town • fourth occasion to All India • fifth, sixth and seventh occasions to Home Town; and • eighth occasion to All India <p>This facility shall be available to the fresh recruits only for the first eight years applicable after joining the Government for the first time.</p>
65	How are the two blocks of four years applied to the Fresh Recruit?	The first two blocks of four years (i.e. first eight years) shall apply with reference to the initial date of joining the Government service even though the Govt. employee may change the job within the Government subsequently. However, as per Rule 7 of CCS (LTC) Rules, 1988, the LTC entitlement of a fresh recruit will be calculated on calendar year basis with effect from the date of completion of one year of regular service.
66	Are the LTC blocks of four years in respect of Fresh Recruits same as the regular blocks like 2018-21, 2022-25?	<p>No. The first two blocks of four years (first eight years) of fresh recruits will be personal to them. On completion of eight years of LTC, they will be treated at par with other regular LTC beneficiaries as per the prescribed blocks like 2022-25, 2026-29, 2030-33 and so on.</p> <p>A Fresh recruit may choose to avail LTC under the normal LTC rules as applicable to other Government employees. In this case, <u>he/she will not be allowed to avail other LTCs as admissible to the fresh recruits</u> in that block of four years.</p>

67	If a fresh recruit does not avail LTC facility in a particular year, can he/ she avail it in the next year?	No. Carryover of LTC to the next year is not allowed in case of a fresh recruit as fresh recruits are entitled to every year LTC. In other words, every year LTC is not extendable. Hence, if a fresh recruit does not avail of the LTC facility in any year, his/her LTC lapses with the end of that year.
68	How will the LTC entitlements of a Fresh Recruit be exercised after the end of eight LTCs?	(a) After the time-line of 8 LTCs, when the next regular LTC cycle of fresh recruit coincides with the beginning of the second sub block year (i.e. 2024 in the sub-block 2024-25) of the current block year (2022-25), he will be eligible only for 'Home Town' LTC as he/she was eligible for 'Any Place in India' LTC in the eighth year (Illustration in Table-4 below). (b) Cases, where the new LTC cycle of fresh recruit coincides with the second year of the sub block year (in 2025 of sub-block year 2024-2025), he will not be eligible for LTC in that year (2025). (Illustration in Table 3 below). (c) At the end of the eighth year of LTC, when the new LTC cycle of a fresh recruit coincides with the beginning of a regular block year, his entitlement in the regular block will be exercised as per the usual LTC Rules. (Illustration in Table 5 below).
69	How will the LTC entitlement be computed in case of a fresh recruit joining the service on 31 st December of any year?	A fresh recruit who joins the Government service on 31 st December of any year (for example 31-12-2015), will be eligible for LTC w.e.f. 31 st December of next year (31-12-2016). Since, 31 st December is the last day of a calendar year (2016), his first occasion of first LTC ends with that year (2016). Hence, he may avail his first Home Town LTC on the last day of that year (2016). From next year onwards (2017 onwards) he would be eligible for the remaining seven LTCs. (Illustration in Table 4 below).
70	Can a fresh recruit whose Home Town and Headquarters are same, avail LTC to Home Town?	No. A fresh recruit whose Home Town and Headquarters are same, cannot avail LTC to Home Town. He may avail LTC to any place in India on the fourth and eighth occasion only. As per Rule 8 of CCS (LTC) Rules, 1988, LTC to Home Town shall be admissible irrespective of the distance between the Headquarters of the Govt. employee and his

		Home Town which implies that Headquarters and Home Town should be at different places.
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Table-3

An employee joined the Government service on 1st September, 2016. As per the CCS (LTC) Rules, he would have become eligible for LTC with effect from 1st September, 2017 (i.e. after the completion of one year of regular service). His entitlement for Home Town / All India would be as under:

Year of LTC	Type of LTC	LTC Occasion
01.09.2016 – 31.08.2017	NIL	Eligibility after one year of regular service
01.09.2017 – 31.12.2017	Home Town	1 st
01.01.2018 – 31.12.2018	Home Town	2 nd
01.01.2019 – 31.12.2019	Home Town	3 rd
01.01.2020 – 31.12.2020	Any Place in India	4 th
01.01.2021 – 31.12.2021	Home Town	5 th
01.01.2022 – 31.12.2022	Home Town	6 th
01.01.2023 – 31.12.2023	Home Town	7 th
01.01.2024 – 31.12.2024	Any Place in India	8 th
01.01.2025 – 31.12.2025	Nil (Not eligible)	(Being second year of sub-block 2024-25 under Block Year 2022-25)
01.01.2026 – 31.12.2029	As per normal entitlement	Regular Block Year (2026-2029)

Explanations:

(i) After the completion of the first eight years, when the fresh recruit gets into the middle of the running regular Block Year (2022-2025) where the new LTC cycle of fresh recruit coincides with the second year of the second sub block (i.e. 2025 of 2024-2025), he will not be eligible for LTC in that year (i.e. 2025).

(ii) It can be seen from above that LTC entitlement for a fresh recruit is calculated calendar year wise with effect from the date of completion of one year of regular service.

Table-4

An employee joined the Government service on 31st December, 2015. As per the CCS (LTC) Rules, he would have become eligible for LTC with effect from 31st December, 2016 (i.e. after completion of one year of regular service). His entitlement for Home Town / All India LTC would be as under:

Year of LTC	Type of LTC	LTC Occasion
31.12.2015-30.12.2016	NIL	Eligibility after one year of regular service
31.12.2016	Home Town	1 st
01.01.2017 – 31.12.2017	Home Town	2 nd
01.01.2018 – 31.12.2018	Home Town	3 rd
01.01.2019 – 31.12.2019	Any Place in India	4 th
01.01.2020 – 31.12.2020	Home Town	5 th
01.01.2021 – 31.12.2021	Home Town	6 th
01.01.2022 – 31.12.2022	Home Town	7 th
01.01.2023 – 31.12.2023	Any Place in India	8 th
01.01.2024 – 31.12.2025	Home Town	(Being second sub block 2024-45 of regular Block Year 2022-2025)
01.01.2026 – 31.12.2029	As per normal entitlement	(next Block Year 2026-2029)

Explanations:

- (i) A fresh recruit who joins on 31st December of any year, will be eligible for LTC w.e.f. 31st December of next year. Since 31st December is the last date of that calendar year, his first occasion of LTC ends with that year. Hence, he may avail his first home town LTC on that day only (eg. 31st December, 2016). From next year onwards, he will be eligible for the remaining seven LTCs.
- (ii) After the completion of eight years of service, when the next LTC cycle of fresh recruit coincides with the beginning of the second sub block year (in 2024 under sub block year 2024-25) of the current Block Year (2022-2025), he will be eligible only for the 'Home Town' LTC in that block as he was eligible for 'Any Place in India' LTC in the eighth year. In case, the fresh recruit forgoes (or did not avail) his eighth year LTC, then he has a choice to avail either 'Any Place in India' or 'Home Town' LTC in the following sub block year (2024-25).

Table-5

An employee joins the Government service on 1st January, 2025. As per the CCS (LTC) Rules, he will become eligible for LTC with effect from 1st January, 2026 (i.e. after the completion of one year of regular service). His entitlement for Home Town/ All India LTC would be as under:

Year of LTC	Type of LTC	LTC Occasion
01.01.2025 – 31.12.2025	NIL	Eligibility after one year of regular service
01.01.2026 – 31.12.2026	Home Town	1 st
01.01.2027 – 31.12.2027	Home Town	2 nd
01.01.2028 – 31.12.2028	Home Town	3 rd
01.01.2029 – 31.12.2029	Any Place in India	4 th
01.01.2030 – 31.12.2030	Home Town	5 th
01.01.2031 – 31.12.2031	Home Town	6 th
01.01.2032 – 31.12.2032	Home Town	7 th
01.01.2033 – 31.12.2033	Any Place in India	8 th
01.01.2034 – 31.12.2037	As per normal entitlement	Regular Block Year 2034-2037

Explanations:

At the end of the eighth year of LTC, when the new LTC cycle of a fresh recruit coincides with the beginning of a regular four year block (in the year 2034), his entitlement in the regular block year (2034-2037) will be exercised as per the normal LTC entitlement.

(H) RELAXATIONS/ REFERENCES TO BE MADE TO DOPT		
71	Timelines for submission of LTC claims	<p>A claim for reimbursement of expenditure incurred on journey under LTC shall be submitted within three months after the completion of the return journey, if no advance had been drawn. Failure to do so will entail forfeiture of the claim and no relaxation shall be permissible in this regard.</p> <p>However, the Ministry/Department concerned with the concurrence of Financial Advisor can admit the claims within six months, if no advance has been drawn without reference to DoP&T.</p> <p>[O.M. No. 31011/3/2015-Estt.A-IV dated 21.12.2023]</p>

72	Who is the competent authority to grant relaxation in case air ticket is booked from unauthorized travel agent or website of the airlines ?	(a) The <u>Financial Advisors</u> of the Ministry/Department in case the Government employee is working directly under Ministry/Department; and (b) In case of the employees working under subordinate/attached offices, <u>Head of Department</u> not below the rank of Joint Secretary. [O.M. No. 31011/12/2022-Estt. (A-IV), dated 29.08.2022]
73	How to refer the matters to DoPT in respect of LTC by the Administrative Ministry for relaxation/clarification?	With the approval of Secretary of the Administrative Ministry/Department, the cases may be referred to DoPT through e-office only along with self-contained note specifying the points to be clarified or the provisions to be relaxed. [OM No. 43011/9/2014-Estt.(D) dated 28.10.2015]
(I) FAMILY STAYING AWAY FROM HQ/HT		
74	Cases where family is staying with the Government Servant at headquarters	<p>Family member (s) travelling to Hometown will be counted towards Hometown.</p>  <pre> graph LR A[Family staying at Headquarters with the Government Servant] -- Hometown --> B[Hometown] </pre> <p>Family member (s) travelling to any place including Hometown will be counted towards All India.</p>  <pre> graph LR A[Family staying at Headquarters with the Government Servant] -- All India --> B[Hometown] A -- All India --> C[Any Other Place] </pre>
75	Cases where family is <u>staying away from headquarters</u> as per the instructions contained in DOPT O.M. No. 31011/5/2015-Estt.(A-IV), dated 31.10.2017	<p>Family member (s) travelling to Hometown <u>will be counted towards Hometown (but fare will be restricted to distance between HQ and HT or actual, whichever is less).</u></p>  <pre> graph LR A[Family staying other than Headquarters] -- Hometown --> B[Hometown] </pre>
		<p>Family member (s) travelling to any place including headquarters/Home Town <u>will be counted towards All India.</u></p>  <pre> graph LR A[Family staying other than Headquarters] -- All India --> B[Headquarters] A -- All India --> C[Hometown] A -- All India --> D[Any where in India] </pre> <p style="text-align: right;">[O.M. No. 31011/5/2015-Estt.(A-IV), dated 31.10.2017]</p>

विभिन्न रक्षा संस्थानों में प्रधानमंत्री भारत सरकार को अपने विभाग प्रमुख के माध्यम से ज्ञापन देते भारतीय प्रतिरक्षा मजदूर संघ के कार्यकर्ता



From struggle to victory..



In the election results published on 27 July 2025 at Heavy Vehicles Factory, Avadi, Chennai, BPMS affiliated union won the majority in the Works Committee by 8/10 and 4/5 seats in the Canteen Committee.

In the DW election held on 29 July 2025 at Ord.Depot Alipore BPMS affiliated union won the 07/07 seats.



Hearty congratulations

to the all team members of both unions for this stupendous performances.

कृपया अपनी प्रतिक्रियाएँ हमें इस पते पर भेजिये ।

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