



प्रतिरक्षा भारती Pratiraksha Bharti

भारतीय प्रतिरक्षा मजदूर संघ का मुख पत्र

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Happy Independence Day



Office Bearer meeting held on 18-19 august at DRDO Jhodhpur



The BPMS DELIGATE meet with Shri V. Srinivas, Secretary, Department of Pension & Meet Pensioners Welfare (DoP&PW), Government of India.





मित्रों,

प्रतिरक्षा भारती के इस अंक के लिये सम्पादकीय लेख लिखते समय मेरे दिमाग में भी एक ऐसी नकारात्मकता घुस गई है। जिसे कोशिश करने के बाद निकाल नहीं पा रहा हूँ। चारों तरफ नकारात्मकता ही दिखाई दे रही है। अभी कुछ दिनों पूर्व संसद का शीत कालीन सत्र समाप्त। पूरा सत्र हंगामों की भेंट चढ़ गया। किसी भी दिन एक गहनता सत्र नहीं चला। ऑपरेशन सिंदूर से शुरू होकर वोट चोर तक हंगामा ही हंगामा लगाता है कि किसी को कोई चिंता ही नहीं देश की समस्याओं पर चर्चा कब होगी। विधेयक भी कुछ पास हुए बिना बहस के न सत्ता पक्ष को चिंता न विपक्ष को। अपनी अपनी ढपली बजाकर चले गए। न किसान की चिंता, न मजदूर की चिंता न गरीब की कोई चिंता, न महिलाओं पर बढ़ते अपराध पर कोई चिंता, न देश की आर्थिकी पर कोई चिंता। केवल हंगामा, वह भी एक दम दोगम दर्जे को पीठ पर कागज के गोले फेंकना, अध्यक्ष की हूटिंग करना मान सम्मान तो दूर की बात है, सामान्य शिष्टाचार भी भूल चुके हैं हमारे माननीय लोग राज्यसभा जिसे उच्च सदन कहा जाता है वहां का हाल तो और भी बुरा है। दोनों सदनों में बहुत से युवा सांसद हैं अपनी जनहित और राष्ट्रहित की बात उठाना चाहते हैं सब कुछ हंगामा की भेंट चढ़ जाता है। हम सोचते थे प्रश्नकाल होगा कोई तो सत्ता पक्ष और विपक्ष का सांसद हमारे कर्मचारियों के बारे में भी प्रश्न करेगा बहस होगी कि जनवरी में सरकार ने वेतन आयोग के गठन की घोषणा की लेकिन अभी तक कमेटी के चेयरमैन और सेक्रेट्री और अन्य सदस्यों की घोषणा क्यों नहीं हुई, TOR का क्या होगा। कोई तो हमारी भावनाओं को सदन में उठाकर सरकार से पूछेगा कि आपने NPS के साथ साथ और एक वैकल्पिक UPS पेंशन स्कीम लाये वह भी कर्मचारियों को स्वीकार नहीं कब OPS लागू करोगे। कोई तो प्रश्न करेगा कि EPFO के अंतर्गत सरकार न्यूनतम पेंशन 1000 से बढ़ाकर 10000 कब करेगी। हम उम्मीद करते थे कि कोई तो हमारे आयुध निर्माणियों के भविष्य पर प्रश्न करेगा। वहां के कर्मचारियों के प्रोटेक्शन की कोई तो बात करेगा। लेकिन सब व्यर्थ। देश में यह क्या हो रहा है वह दिन कब आएगा जब जनता अपने चुने हुए सांसदों के इस रवैया को लेकर उनको घेरेगी उनसे प्रश्न करेगी कि हमारे बुनियादी सवालों पर कब बहस होगी। विपक्ष के हंगामे के सीधा लाभ सत्तापक्ष उठा रहा है कि सरकार को कोई जबाब देने की जरूरत नहीं प्रश्न करने वाला ही कोई नहीं है बिना बहस के विधेयक पास होंगे कानून बनेंगे यह कैसा लोकतंत्र है। देश की जनता के टैक्स के पैसे को यह लुटेरे लूट कर आये दिन तमाशा खड़ा करते हैं इनका कोई सिद्धान्त नहीं रह गया जनता पिस रही है लुटेरे मौज मार रहे हैं। चाहे वह सत्तापक्ष के हों या विपक्ष के। दोनों मस्त हैं पर जनता पस्त है।

मित्रों जब ट्रम्प भारत के साथ था तो यह विपक्षी ट्रम्प के बिरोध में थे। आज ट्रम्प भारत के खिलाफ काम कर रहे हैं तो विपक्ष उसके साथ खड़ा है। मूर्ख लोग देश की इकॉनमी को डेड बता रहे हैं क्योंकि ट्रम्प भी भारत की इकॉनमी को डेड कह रहा है देश से विपक्ष को कोई लेना देना नहीं, 50 प्रतिशत टैरिफ बढ़ने पर विपक्ष को अपने देश के साथ खड़ा होना चाहिये था तब वह खुशी मना रहा है कि एक मुद्दा मिला। देश के उद्योग बन्द होंगे तो सबसे ज्यादा विपक्ष खुश होगा कि सरकार को गाली देने का हंगामा करने का अवसर मिला। यहां पर यह कहना भी आवश्यक है हमारे प्रधानमंत्री अमेरिका के राष्ट्रपति को समझने में भूल किये और हमारे दोस्त ट्रम्प करते रहे उस ट्रम्प ने तो व्यक्तिगत इनको सत्ताच्युत करने के लिये डीप स्टेट और अन्य भारत विरोधियों को लगा दिया विपक्ष तो ताक में रहता ही है तो चल पड़ा वोट चोर गद्दी छोड़ हंगामा इतना कि आम जनता भी समझने लगे कि बोट की चोरी हो रही है वर्षों से चली आ रही बोटर लिस्ट की गड़बड़ियों को लेकर हंगामा। क्या पहले मृतकों के बोट बोटर लिस्ट में नहीं रहते थे। क्या जो एक स्थान से दूसरे स्थान पर चले गए उनके नाम दो दो तीन तीन जगह नहीं रहते थे। जो लोग रोजगार की तलाश में पलायन कर गए उनके वोट मूल निवास स्थान और जहाँ जीविका कमा रहे हैं वहां पर दो दो जगह नहीं रहते थे। वोटर लिस्ट की इन्ही गड़बड़ियों के कारण मतदान प्रतिशत हमेशा कम रहता है यह इनसभी को पता है फिर भी हंगामा काटना इनकी फितरत है। चुनाव आयोग को समय पर इन सब कमियों को दूर कर लेना चाहिये था। इन्हीं लोगों की ड्यूटी इस सबके लिये लगाई उन्होंने काम नहीं किया ऐसे लोगों पर शक्त कार्यवाही करनी चाहिये थी एक दम चुनाव सिर पर आ जाय तब जगो यह भी उचित नहीं है। देश की जनता अपने वोट के प्रति जागरूक हो सरकार को अभियान चलाना चाहिये। एक भी घुसपैठिया बोटर न बन पाए यह सुनिश्चित करना बहुत ही जरूरी है। हंगामों से चुनाव आयोग और सरकार को घबराने की जरूरत नहीं है।

एक तरफ कहते हैं कि देश में लोकतंत्र समाप्त हो गया दूसरी तरफ सोशल मीडिया पर जिसके मन में आता है उसको गालियां दी रहा है चाहे देश का प्रधानमंत्री हो, जज से लेकर संवैधानिक संस्थाओं को खुलकर गालियां देने वाले कहते हैं तानाशाही चल रही है, अरे तानाशाही होती तो मुख पर ताला लग जाता। प्रधानमंत्री को माँ की गाली खुलकर मंच से दी जा रही है उस पर राजनीति गर्मायी हुई है। इस पर राजनीति नहीं होनी चाहिये गाली देने वाले को इतनी कड़ी सजा दी जाये कि भविष्य में कोई गाली देने की सोचे ही नहीं किसी की भी माँ को गाली क्यों। लेकिन इसका राजनैतिक लाभ लेने का प्रयास करना अपने आपको गाली देना ही है।

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#Alert #Alert #Alert



Central Govt. likely to serve an option to Ordnance Factory Employees

A choice between uncertainty and Stability.

Why not DPSU ???

- ☞ No viable future.
- ☞ Risk of Privatization.
- ☞ No salary assurance.
- ☞ Job insecurity.
- ☞ Uncertain Pensionary Benefits.

(DPSU)



Central Government Employee



Do the wise choice and struggle unitedly to secure a **Prasar Bharati** type model - ensuring all O.F employees remain as Central Government employees till superannuation.

आज के सबसे खतरनाक हथियार 'बंदूक' नहीं - 'विचार' हैं।

- ब्रजेश उपाध्याय

अध्यक्ष- दत्तोपंत टेंगड़ी फाउंडेशन



सभी दुश्मन वर्दी में नहीं आते। कुछ अकादमिक चोगा पहनते हैं, सुसंस्कृत भाषा बोलते हैं और डेस्क के पीछे से जनमत को प्रभावित करते हैं।

आज के भारत में एक शांत वैचारिक युद्ध चल रहा है— न युद्धभूमि पर, बल्कि कक्षाओं, मीडिया कक्षों और नीतिगत गलियारों में। जानिए क्यों

बौद्धिक स्लीपर सेल हमारे लोकतंत्र के लिए सबसे बड़ा खतरा हो सकते हैं

छिपा हुआ खतरा : भारत के लोकतंत्र में बौद्धिक स्लीपर सेल

क्या हो अगर किसी देश के सबसे खतरनाक दुश्मन हथियार नहीं, बल्कि विचार लेकर आते हों? आज के भारत में वैचारिक, अकादमिक और मीडिया नेटवर्क के जरिए काम करने वाले ये मौन संचालक उन लोगों से भी ज्यादा घातक हैं जो खुला संघर्ष करते हैं। इन्हें ही हम कहते हैं - बौद्धिक स्लीपर सेल। इनका असर लंबा, धीमा और गहराई तक असर डालने वाला होता है।

ये कौन हैं?

बौद्धिक स्लीपर सेल विश्वविद्यालयों, एनजीओ, थिंक टैंक और सांस्कृतिक संस्थानों में गहरे बैठे होते हैं। वे खुद को लोकतंत्र और अधिकारों के रक्षक के रूप में प्रस्तुत करते हैं, लेकिन असल में इनका जुड़ाव विघटनकारी ताकतों - जैसे अर्बन नक्सलवाद, डीप स्टेट ऑपरेशन और फ्रैंकफर्ट स्कूल ऑफ थॉट जैसी आयातित विचारधाराओं से होता है।

इनका टूलकिट (Toolkit)

इनकी रणनीतियां सुनियोजित होती हैं :

- **संस्थाओं को कमजोर करना** - चुनाव आयोग, न्यायपालिका और संवैधानिक संस्थाओं को निशाना बनाना ताकि जनता में अविश्वास फैले।
- **नैरेटिव बदलना** - सांस्कृतिक पुनर्जागरण को "बहुसंख्यकवाद" बताकर विभाजनकारी आंदोलनों को बढ़ावा देना।

• **ग्रामक अभियान** - चुनिंदा मीडिया रिपोर्ट, अकादमिक पेपर और ऑनलाइन ट्रेंड के माध्यम से नीतियों और इतिहास को बदनाम करना।

• **अधिकारों का दुरुपयोग** - धर्मनिरपेक्षता और समानता की अवधारणाओं को तोड़-मरोड़ कर अलगाववादी एजेंडा चलाना।

यह आकस्मिक गतिविधियां नहीं हैं - यह एक हाइब्रिड डिसरप्शन मॉडल है, जिसमें राजनीतिक अवसरवाद, वैश्विक लॉबी और एक्टिविस्ट नेटवर्क का मेल है।

सक्रिय उग्रवादियों से ज्यादा खतरनाक क्यों?

खुला उग्रवादी सामने है, तो उसका सामना करना आसान है। लेकिन बौद्धिक स्लीपर सेल चुपचाप काम करते हैं। युवाओं के विचार गढ़ते हैं, संस्थाओं पर भरोसा कम करते हैं और समाज की एकता को धीरे-धीरे कमजोर करते हैं। जब तक इनके असर का पता चलता है, वैचारिक नुकसान गहरा हो चुका होता है।

क्या किया जा सकता है

भारत को सक्रिय रणनीति अपनानी होगी :

- **प्रभाव नेटवर्क का नक्शा तैयार करना** - विचारों, फंडिंग और साझेदारियों की कड़ियों को ट्रैक करना।
- **संस्थान और सांस्कृतिक मंच पुनः प्राप्त करना** - भारतीय सभ्यता आधारित मूल्य और सही आलोचनात्मक सोच को शिक्षा और संस्कृति में मजबूत करना।
- **कानूनी व नीतिगत सुधार** - विदेशी वित्तपोषित दुष्प्रचार के लिए रास्ते बंद करना, साथ ही असली असहमति की रक्षा करना।
- **जनजागरण** - नागरिकों को यह सिखाना कि बौद्धिक संवाद के रूप में छिपी विचारधारा की पहचान कैसे करें।

सबसे बड़ा खतरा उन चंद लोगों के शोर में नहीं है जो विरोध करते हैं, बल्कि उन बहुतां की चुप्पी में है जो हमारी मूल्यों की धीमी क्षरण को अनदेखा करते हैं। जागरूकता पहला कदम है— सामूहिक कार्रवाई अगला।

सतर्क रहें - न सिर्फ दिखने वाले खतरों से, बल्कि उन अदृश्य ताकतों से भी जो विचार, शब्द और प्रभाव के माध्यम से काम करती हैं।



LTC Confusion for Fresh Recruits whose Home Town and Headquarters are same

- Punit Chandra Gupta (Treasurer-BPMS)

Leave Travel Concession (LTC) is one of the most valued benefits for Central Government employees, allowing them to travel with their families while receiving reimbursement for eligible travel expenses.

However, for a specific category of employees — fresh recruits whose home town and headquarters are the same — a persistent confusion in rules has been creating real difficulties, including denial of claims and long reimbursement delays.

The Statutory Rule — One Year Eligibility

The CCS (Leave Travel Concession) Rules, 1988, issued under the proviso to Article 309 and clause 5 of Article 148 of the Constitution, was notified in the Gazette of India and circulated through DoP&T OM No. 31011/10/85- Estt.(A) in May 1988.

Rule 7 of these rules clearly states: "A Government servant may avail the concession only if he/she has completed one year's continuous service under the Central Government on the date of journey performed by him/her or his/her family, as the case may be."

This means that after completing one year of continuous service, an employee becomes eligible to avail LTC under the normal rules.

Special Provision for Fresh Recruits

Following the recommendations of the 6th Central Pay Commission, the DoP&T introduced additional benefits for "fresh recruits" under Rule 8, vide letter No. 31011/4/2008-Estt.(A) dated 23 September 2008.

The provision allowed fresh recruits to: "Travel to their home town along with their families three times, on the first three occasions, in a block of four years, and, Travel to any place in India on the fourth occasion in that block."

This benefit applied for the first two blocks of four years after joining Government service for the first time. All other provisions on frequency of travel remained unchanged.

2014 Clarification — Creation of Contradiction with Rule 7 of CCS (LTC) Rules, 1988

On 26 September 2014, the DoP&T issued another clarification (letter No. 31011/7/2013-Estt.(A-IV)), specifically addressing fresh recruits whose home town and headquarters are the same:

"A fresh recruit whose home town and headquarters are the same cannot avail LTC to home town. He may avail LTC to any place in India on the fourth and eighth occasions only."

This wording effectively restricts such employees from using LTC under the normal "one-year rule" of Rule 7, limiting them instead to travel only on the fourth and eighth occasions - a gap of years between eligible LTCs.

The Contradiction- Here lies the problem: Rule 7 says an employee is eligible for LTC after one year of service. 2014 clarification says certain fresh recruits (home town = headquarters) can travel only on the fourth and eighth occasions.

In effect, the special provision overrides the statutory rule, even though the latter is still in force.

This has led to different interpretations by government departments: Some deny LTC to eligible employees after one year.

Others refuse reimbursement for claims already made.

2025 FAQs — Relief or More Confusion

In its FAQs dated 1 July 2025 (DoP&T letter No. 31011/07/2025-PP.A-IV), the Department clarified under Point No. 66:

A fresh recruit may choose to avail LTC under the normal LTC rules as applicable to other Government employees.

In this case, he/she will not be allowed to avail other LTCs as admissible to fresh recruits in that block of four years.

This appears to restore the choice to follow Rule 7.

However, in Point No. 70, the same document repeats the restriction:

A fresh recruit whose home town and headquarters are the same cannot avail LTC to home town. He may avail LTC to any place in India on the fourth and eighth occasions only.

The contradiction remains unresolved.

Impact on Employees

Many fresh recruits in this category have found themselves caught between two interpretations. Bills remain stuck, reimbursements are denied, and there is no uniform policy application across departments.

The Way Forward

What is urgently needed is a clear, binding clarification from DoP&T that addresses this specific category of employees.

Such clarification should:

1. State explicitly whether Rule 7's one-year eligibility applies in full to them.
2. Remove conflicting instructions in subsequent clarifications.
3. Refrain from issuing clarifications that override statutory provisions

Until then, fresh recruits whose home town and headquarters are the same will continue to face uncertainty- a situation that undermines both employee welfare and administrative clarity.



Determination of Benefits in Case of Superannuation, Voluntary Retirement from Service, Resignation and Death

Retirement on completion of twenty years' regular service. - (1) At any time after a subscriber has completed twenty years' regular service, he may, by giving notice of not less than three months in writing to the appointing authority, retire from the service :

Provided that this rule shall not apply to a subscriber, including scientist or technical expert, who is, -

(a) on assignments under the Indian Technical and Economic Cooperation (ITEC) Programme of the Ministry of External Affairs and other aid programmes ;

(b) posted abroad in foreign based offices of the ministries or departments ;

(c) on a specific contract assignment to a foreign government, unless, after having been transferred to India, he has resumed the charge of the post in India and served for a period of not less than one year.

Explanation.- For the purposes of this rule,-

(a) "regular service" shall mean service commencing on the date of joining of a post in the Central Government on a regular basis, whether on direct recruitment or absorption or re-employment basis, and shall include past regular service, in the same or another Central Government department, a State Government or an autonomous or statutory body, before joining the present service with proper permission, if such past service is allowed to be counted as qualifying service for the purpose of gratuity in accordance with the orders issued by the government from time to time.

(b) Periods spent on all kinds of leave (including study leave and extraordinary leave), deputation or foreign service, duly sanctioned by the competent authority, shall be treated as regular service for the purposes of this rule.

(c) Service rendered on casual, ad-hoc or contract basis, before appointment on regular basis, in the same or another Central Government department, a State Government or an autonomous or statutory body, shall not be treated as regular service for the purposes of this rule.

(2) The notice of voluntary retirement given under sub-rule (1) shall require acceptance by the appointing authority : Provided that where the appointing authority does not refuse to grant the permission for retirement before the expiry of the period specified in the said notice, the retirement shall become effective from the date of expiry of the said period.

(3) (a) Subscriber referred to in sub-rule (1) may make a request in writing to the appointing authority to accept

notice of voluntary retirement of less than three months giving reasons therefor;

(b) The appointing authority, on receipt of a request under clause (a), subject to the provisions of sub-rule (2), may consider such request for the curtailment of the period of notice of three months on merits and if satisfied that the curtailment of the period of notice will not cause any administrative inconvenience, the appointing authority may relax the requirement of notice of three months.

(4) Subscriber, who has opted to retire under this rule and has given the necessary notice to that effect to the appointing authority, shall be precluded from withdrawing his notice except with the specific approval of such authority:

Provided that the request for withdrawal shall be made at least fifteen days before the intended date of his retirement.

(5) This rule shall not apply to a subscriber who, -

(a) retires under the Special Voluntary retirement Scheme of Department of Personnel and Training relating to voluntary retirement of surplus employees issued vide Office Memorandum No. 25013/6/2001-Estt. (A), dated the 28th February, 2002, as amended from time to time; or

(b) retires from government service for being absorbed in an autonomous body or a public sector undertaking.

Explanation. - For the purposes of this rule, the expression "appointing authority" shall mean the authority which is competent to make appointments to the service or post from which the subscriber seeks voluntary retirement.

(6) The subscriber, on voluntary retirement from service before completion of twenty-five years of qualifying service, shall be entitled to pro-rata assured payout admissible under the Pension Fund Regulatory and Development Authority (Operationalisation of Unified Pension Scheme under National Pension System) Regulations, 2025.

(7) The subscriber, on voluntary retirement from service on or after completion of twenty-five years of qualifying service, shall be entitled to full assured payout admissible under the Pension Fund Regulatory and Development Authority (Operationalisation of Unified Pension Scheme under National Pension System) Regulations, 2025.

ट्रेड यूनियन के सफल और असफल होने के लिए मूल रूप से ट्रेड यूनियन लीडर्स ही जिम्मेदार माने जाते हैं।

साभार

आमतौर पर संगठन में कई वीर होते हैं और वर्चस्व की लड़ाई पनपने लगती है। जब नेता सेवा और अधिकार की लड़ाई नहीं बल्कि सत्ता चाहने लगता है तो फिर संगठन में विकृतियाँ और बिखराव चालू हो जाता है।

एक अच्छे और दमदार नेता में कम से कम निम्नांकित गुण अवश्य होने चाहिए।

1. उसे प्रबंधन और उसके शक्तियों का भय न हो।
2. हमेशा सत्य और न्यायोचित मार्ग को ही चुने।
3. चापलूसी से दूर हो।
4. अन्यायपूर्ण विषय अविलम्ब लिखित में प्रबंधन को दे सकने की क्षमता हो।
5. अपने पदाधिकारियों और प्रत्येक सदस्य की बातों और सुझाव ध्यान से सुनता हो।
6. सदस्यों और संस्था हित में चौबीसों घंटे सुलभ हो।
7. जिसे अपनी पोस्टिंग, प्रमोशन और सुविधा से ज्यादा अपने सदस्यों की चिन्ता हो।
8. जिसे संस्थागत नियमों और ट्रेड यूनियन का अच्छा ज्ञान हो।
9. सदस्यों के साथ व्यक्तिगत के साथ पारिवारिक सम्बन्ध भी हो। उनके परिवारों की स्थिति का पूरा ब्यौरा रखता हो।
10. पदाधिकारियों और सदस्यों के बीच अपना पराया का भाव परिलक्षित न हो। प्राथमिकता सुनिश्चित करने आना चाहिए।
11. उसे पता होना चाहिए कि संस्था और सदस्य का हित किसमे है।
12. सदस्यों से प्राप्त चंदे और अन्य प्राप्तियों का ईमानदार हिसाब किताब रखना और वार्षिक बैठक में पारदर्शी प्रस्तुतीकरण होना चाहिए।
13. यथा संभव आंदोलन और हड़ताल की स्थिति से बचना चाहिए। किन्तु जब प्रबंधन मनमानी पर उतारू हो, न्यायोचित मांगो पर जानबूझकर ध्यान न दे रहा हो। तब आंदोलन अपरिहार्य हो जाता है।

और एक बार यदि आंदोलन की नोटिस दे दिए तो फिर पीछे बिलकुल न हटें। यहाँ यह भी देखना जरूरी है कि

प्रतिरक्षा भारती

ज्यादातर सदस्य डरपोक और प्रबंधन से भयाक्रांत रहते हैं और आंदोलनात्मक कार्यक्रम के समय तमाम बहाने लगते हैं। यहीं पर नेता का दम, संगठनात्मक ताकत और उसकी कार्यक्षमता सिद्ध करने की आवश्यकता होती है।

जब नेतृत्व भरोसेमंद होगा और सदस्य निश्चिन्त होगा कि मेरा नेता मेरा अहित कतई नहीं होने देगा। तभी आप सफल होंगे, आपका आंदोलन भी सफल होगा और प्रबंधन को झुकना भी पड़ेगा।

नेता को हमेशा इस बात का ध्यान रखना होगा कि उसके मेंबर प्रबंधन द्वारा अनावश्यक रूप से प्रताड़ित तो नहीं किए जा रहे हैं। सदस्य के साथ मजबूती से खड़े हों। प्रबंधन अपने वर्चस्व और दबदबा बनाए रखने के लिए मेमो, चार्ज शीट को हथियार बनाते हैं।

ऐसे मामलों को संजीदगी से लें। मामलों की समीक्षा भी करें। गलत लगे तो कड़ा विरोध भी करें। तब सदस्य का विश्वास आपके साथ रहेगा।

समय समय पर सदस्यों के लिए तृप्तवमे प्रोग्राम का आयोजन करें। क्या करें, क्या न करें, का ज्ञान भी देना चाहिए। किन्तु देखा यह गया है कि ज्यादातर नेता पद पाने, अच्छी पोस्टिंग और शीघ्र प्रमोशन के लालच में नेता भी बनना चाहते हैं और निरन्तर उस पद पर बने रहने के लिए समस्त प्रयास और षड़यंत्र भी करने में कमी नहीं करते।

प्रबंधन के चापलूस और हां में हां मिलाने वाले बनकर आम सदस्यों का हर तरह से अहित करने में अपनी बहादुरी समझते हैं। अपना और अपने कुछ लोगों की एक लॉबी बना लेते हैं और सारा दांव इसी लॉबी के हितार्थ खेलते रहते हैं। इसका लाभ प्रबंधन भी उठाता है। इन कुछ लोगों को उपकृत करके अपने उल्टे सीधे निर्णय लागू कर संस्था और सदस्य को हानि पहुँचाते रहता है।

आम सदस्य मुंह से कुछ बोले नहीं किन्तु महसूस अवश्य करता है। इसका परिणाम यह होता है कि दूसरे कुछ वीर सामने आते हैं, फिर कुछ आपसी संघर्ष होते हैं तानाशाह झुकना नहीं चाहते और असंतुष्ट वर्ग एक नया संगठन तैयार करने की ओर अग्रसर हो जाता है। ये संगठन के बिखराव का

सबसे खतरनाक मोड़ है। इसलिए हमेशा यह प्रयास होना चाहिए कि संगठन कभी दो फाड़ न हो। कई बार जब योग्य नेता भी है और मजबूत संगठन भी है तो प्रबंधन इनको हतोत्साहित करने के लिए खुद भी अप्रत्यक्ष रूप से नया संगठन खड़ा करवा देते हैं और इस दूसरे संगठन वाले सदस्यों को उपकृत करना प्रारम्भ करते हैं। जिससे प्रथम संगठन के परेशान सदस्यों को अपनी समस्याओं के समाधान के लिए दूसरा संगठन सही जान पड़ता है। दूसरे संगठन के पदाधिकारी प्रत्यक्ष या परोक्ष रूप से अन्य संगठन के सदस्यों को लालच देते हैं और अपना यूनियन ज्वाइन करवाते हैं। इससे भी मजबूत संगठन धराशायी हो जाते हैं। अतः इन चालों से नेता और सदस्यों को सतर्क रहना चाहिए।

यूनियन की जायज मांगों के लिए प्रबंधन को लिखित पत्र अवश्य देना चाहिए वार्ता हेतु समय लें। यथोचित निराकरण नहीं किया जाता तो रिमाइंडर देना चाहिए साथ में सभी सम्बद्ध उच्च कार्यालयों को प्रतिलिपि भी अवश्य देना चाहिए। प्रबंधन यदि नियम विरुद्ध कार्य कर रहा है, अनैतिक है, आपत्तिजनक है तो भी पूर्ण विवरण के साथ अपनी आपत्ति दर्ज करानी चाहिए। याद रखें आपके आंदोलनात्मक जमच से ज्यादा पावरफुल आपकी लेखनी होनी चाहिए।

पत्रों के आक्रमकता से मैंने प्रबंधन को हाथ जोड़ते देखा है। किन्तु जैसा पहले कहा प्रोटोकॉल का ध्यान रखें और मर्यादाओं का उल्लंघन बिलकुल न करें। ट्रेड यूनियन तभी सफल हो सकता है जब उसके पास सशक्त और ईमानदार नेतृत्व हो। दोहरे चरित्र वाले प्रबंधन कक्ष में अलग और कक्ष से बाहर अलग दिखने वाले ज्यादा दिन सदस्यों की निगाह से बच नहीं सकते। दम हो तो नेतागिरी करें, वरना चुप बैठें।

यूनियन का कार्य केवल हंगामा और विवाद ही नहीं है। न ही केवल अच्छे वेतन भत्ते और सर्विस कंडीशन की लड़ाई है। बल्कि इसका कार्य संस्था को एक उच्च स्टेटस भी प्रदान करना है। मैंने जमेंट और यूनियन एक ही जॉइन्ट वेंचर के पार्टनर्स हैं। इसलिए हर जगह बॉस और नौकर की भूमिका नहीं होनी चाहिए बल्कि प्रबंधन में यूनियन की भी भागीदारी होनी चाहिए। नीतियाँ प्रबंधन बनाती हैं और उसको थोपती भी है। यूनियन का दायित्व है प्रबंधन को बतायें कि संस्था का लाभ कैसे बढ़ेगा, और क्या नीति विरुद्ध काम हो रहे हैं।

प्रबंधन यूनियन से ही कुछ अपने लायक आदमी छाँटकर अपनी टीम में शामिल कर लेता है जो सूँघ सूँघकर हर खबर प्रबंधन तक पहुँचाते हैं और यूनियन तथा सदस्यों के खिलाफ

काम करते हैं। ऐसे लोगों की पहचान कर उन्हें बाहर का रास्ता दिखाना चाहिए। ये काम यूनियन का ही है।

ट्रेड यूनियन नेता सदैव क्रान्तिकारी होता है। यह भांड मिरासियों का समूह नहीं है। यूनियन को एक अनुशासित और संस्कारी स्कूल के रूप में विकसित किया जाना चाहिए न कि आतंकवादी संगठन के रूप में।

सदस्यों का दायित्व –

1. हर पल सतर्कता के साथ संस्था का काम करें।
2. नियमों की अनदेखी कभी न करें।
3. मौखिक निर्देशों का पालन यथा संभव नहीं करना चाहिए, कभी ऐसा करना अपरिहार्य हो तो कार्य पूर्ण कर तुरंत उसकी कार्योत्तर स्वीकृति हेतु पत्र लिखना चाहिए।
4. यूनियन और नेतृत्व के प्रति ईमानदार रहें।
5. यूनियन या नेता से कोई शिकायत हो तो उन्हें व्यक्तिगत या सामान्य बैठक में साझा करें।
6. कभी यूनियन और नेतृत्व की बुराई सार्वजनिक रूप से न करें। सदस्यों की शिकायत भी यूनियन को कभी अन्यथा नहीं लेना चाहिए बल्कि उसके यथोचित निराकरण पर ध्यान देना चाहिए।
7. यूनियन के आव्हान पर तुरन्त बिना टीका टिप्पणी खड़े हो जाएं। कभी कोई आव्हान अनुचित भी लगे तो नेतृत्व को अवगत कराएं।
8. याद रखें कि यदि प्रबंधन आपकी समस्या का उचित निराकरण नहीं करता है तो एकमात्र यूनियन ही सरल मंच होता है।
9. फ्राड, धोखाधड़ी, रिश्वतखोरी जैसे कृत्यों में कभी संलग्न न हों ये कभी न कभी पकड़ में आता ही है, जो छवि खराब करने, नौकरी जाने के साथ साथ जेल यात्रा भी करा सकता है।
10. अपनी संस्था के द्वारा दी गई जिम्मेदारियों को पूरी लगन से करें। योग्य और कर्मठ व्यक्ति को प्रबंधन भी आमतौर पर परेशान नहीं करता, और यूनियन की मदद के लिए गिड़गिड़ाना भी नहीं पड़ता। अच्छे से वायुक्त यदि जानबूझकर प्रताड़ित किए जाते हैं तो यूनियन भी खुलकर सपोर्ट करेगी। आरोपित और कदाचार में फंसे व्यक्ति की मदद में यूनियन को प्रबंधन के समक्ष झुकना पड़ता है।
11. यूनियन गतिविधियों और बैठकों के लिए समय अवश्य निकालें। सदस्यों का सहयोग जरूरी है।

भारत अडिग: अमेरिकी 50% टैरिफ को राष्ट्रीय शक्ति में बदलने का संकल्प

- ब्रजेश उपाध्याय

अध्यक्ष- दत्तोपंत टेंगड़ी फाउंडेशन

अमेरिका द्वारा भारतीय निर्यात पर 50% तक का भारी टैरिफ लगाना निश्चित ही एक झटका है। इससे परिधान, झींगा (श्रिम्प), रत्न-ज्वेलरी और रसायन जैसे क्षेत्रों पर असर पड़ेगा। लेकिन यह कहानी निराशा की नहीं हैकृत्यह कहानी है भारत की मजबूती, रणनीतिक धैर्य और सामूहिक राष्ट्रीय संकल्प की।



- लघु उद्योगों की दिशा बदली : 50,000 से अधिक MSME अब यूरोप, अफ्रीका, लैटिन अमेरिका और खाड़ी देशों की ओर निर्यात बढ़ाने लगे हैं।
- स्पष्ट संदेश : वाणिज्य मंत्री पीयूष गोयल ने कहा - "भारत न झुकेगा और न कभी कमजोर दिखेगा।"

1. आर्थिक मजबूती कायम

- तेजी से बढ़ती अर्थव्यवस्था : अप्रैल-जून 2025 तिमाही में भारत की जीडीपी वृद्धि 7.8% रही। पिछले पाँच तिमाहियों में सबसे तेज। पूरे साल के लिए 6.3-6.8% वृद्धि का अनुमान बरकरार है।
- वैश्विक मान्यता : S&P Global ने 18 साल बाद भारत की संप्रभु रेटिंग BBB- से BBB कर दी है। यह बताता है कि टैरिफ के बावजूद हमारी अर्थव्यवस्था पटरी से नहीं उतरेगी।
- लंबी दौड़ की तैयारी : विशेषज्ञ मानते हैं कि यह दशक भारत का दशक है- GST सुधार, इंफ्रास्ट्रक्चर निवेश और जनसांख्यिकी ताकत हमें लगातार 6% से अधिक वृद्धि दिलाएगी।

2. झटका उतना गहरा नहीं

- असल में यह औसत 33.6% टैरिफ है, क्योंकि दवाइयाँ, इलेक्ट्रॉनिक्स और ऑटो जैसे कई क्षेत्र बाहर रखे गए हैं।
- अगर यह टैरिफ लंबे समय तक जारी रहे तो जीडीपी पर 0.6-0.8 प्रतिशत अंक का असर पड़ सकता है, खासकर मजदूर-आधारित क्षेत्रों पर।

3. सरकार की सक्रिय रणनीति

- निर्यात सहायता व विविधीकरण : वाणिज्य मंत्रालय राहत पैकेज, नए बाजारों की खोज और तेजी से निर्यात प्रोत्साहन योजनाएँ लागू कर रहा है।

4. राष्ट्रवादी एकजुटता की पुकार

हर भारतीय समुदाय को इसे चुनौती नहीं, बल्कि अवसर मानना चाहिए :

- **Made in India** को अपनाएँ - देशी उत्पाद खरीदें और MSMEs का समर्थन करें।
- नीतिगत पहलों का साथ दें - GST सुधार, इंफ्रास्ट्रक्चर निवेश और सप्लाय चैन को मजबूत बनाना।
- नए निर्यात बाजार तलाशें - यूरोप, अफ्रीका और लैटिन अमेरिका में नए अवसर।
- श्रमजीवियों का सम्मान करें - कोलकाता के वस्त्रकर्मियों, ओडिशा की झींगा इकाइयों, सूरत के ज्वेलरी कारीगरों-ये भारत की असली ताकत हैं।
- सूचना और जागरूकता फैलाएँ - यह तथ्य कि भारत की रेटिंग बढ़ी है, विकास दर तेज है और सरकार राहत योजनाएँ चला रही है- जन-जन तक पहुँचना चाहिए।

5. निष्कर्ष - भारत की यात्रा अविराम

अमेरिकी टैरिफ बड़ा कदम है, पर भारत की दिशा नहीं रोक सकता। हमारी नींव मजबूत है, नेतृत्व दूरदर्शी है और जनता का संकल्प अडिग है। चुनौतियों को अवसर में बदलना ही भारत की परंपरा रही है।

हम अडिग रहेंगे। हम आत्मनिर्भर होंगे। और दुनिया को दिखाएँगे कि संबंध सम्मान से बनते हैं, दबाव से नहीं। □

PENSION

- Source - Web Source

1. A Government servant becomes eligible for a pension under any of the following circumstances-
 - a. Superannuation Pension (Rule 35) : On superannuation after completion of 10 years of service.
 - b. Retiring Pension (Rule 36): Payable on :
 - Voluntary retirement after completion of qualifying service of 30 years under Rule 48 or completion of qualifying service of 20 years under Rule 48-A of CCS(Pension) Rules.
 - Voluntary retirement under FR 56(k) after attaining the age of 50 years (in the case of Group A & B) / 55 years (in the case of Group C).
 - Voluntary retirement after transfer to surplus cell of DoPT consequent on abolition of post held by the Government servant (Rule 29-A of CCS (Pension) Rules.
 - Premature retirement, on grounds of efficiency, under Rule 48 of CCS (Pension) Rules after completion of qualifying service of 30 years and under FR 56(J) after attaining the age of 50 years (in the case of Group A & B)/ 55 years (in the case of Group C).
 - c. Pension on absorption (Rule 37, 37-A and 37-B): On absorption in a PSU/Autonomous Body, on selection against open advertisement or on en-bloc absorption on conversion of a Government Department into a PSU/Autonomous Body.
 - d. Invalid Pension (Rule 38): On a Government servant opting to retire on account of any bodily or mental infirmity which permanently incapacitates him for the service. Invalid Pension is admissible even in cases where a Government servant retires before completion of a qualifying service of ten years.
 - e. Compensation Pension (Rule 39): On discharge of a Government servant owing to the abolition of his permanent post.
 - f. Compulsory Retirement Pension (Rule 40): On imposition of a penalty of Compulsory Retirement consequent on any departmental proceedings or on conviction by a court of law in a judicial proceedings. The amount of pension in such cases shall not be reduced up to two-thirds of compensation pension.
 - g. Compassionate Allowance (Rule 41): On dismissal/removal from service in departmental/ judicial proceedings, Government servant loses his right to pension. However, in cases deserving of special consideration, competent authority may sanction a compassionate allowance not more than two thirds of compensation pension but not less than the minimum pension (i.e Rs. 9000/- per month).
2. Resignation (other than technical resignation to join other departments/ organisation with proper permission) entails forfeiture of past service. Therefore, no pension is payable on resignation (Rule 26).
3. A Government servant is entitled to receive only Service Gratuity in lieu of Pension, if his total qualifying service is less than 10 years. This is one-time lumpsum payment in lieu of pension and is distinct from and is paid over and above the Retirement Gratuity.
4. The amount of pension under the Central Civil Services (Pension) Rules, 1972 in all cases is 50 per cent of the emoluments (last pay drawn) or 50 per cent of the average emoluments (average of last 10 months' pay), whichever is more beneficial to the retiring Government servant (Rule 49).
5. In calculating the length of qualifying service, fraction of a year equal to three months and above shall be treated as a completed one half-year and reckoned as qualifying service
6. While issuing PPO to Central Government employee on retirement , family Pension is also authorized in PPO to spouse. The spouse has to submit an application along with the death certificate to the Pension paying Bank, if his/her name is indicated in PPO and having joint account with the deceased pensioner for commencement of family

pension.

7. The President may withhold or withdraw a pension or a part of it, permanently or for a specified period. However, UPSC (Union Public Service Commission) shall be consulted before passing the final order.

8. In the case of Government servant who has retired on attaining the age of superannuation and against whom any departmental or judicial proceedings are continued, a provisional pension shall be sanctioned to him till the conclusion of proceedings/order.

9. If a pensioner who immediately before his retirement was a member of Central Service Group 'A' wishes to accept any commercial employment before the expiry of one year from the date of his retirement, he shall obtain the previous sanction of the Government to such acceptance.

10. The Head of Office in consultation with the Accounts Officer shall, verify the service rendered by such a Government servant on completion of eighteen years and on his being left with five years of service before the date of retirement. The period of qualifying service shall be communicate to him, in Form 24.

11. The expression 'emoluments' means basic pay (excluding DA) which a Government servant was receiving immediately before his retirement or on the date of his death and will also include non-practising allowance granted to medical officer in lieu of private practice.

12. If a Government servant immediately before his retirement or death while in service, was on earned leave, and earned an increment which was not withheld, such increment, though not actually drawn, shall form part of his emoluments.

13. Additional pension shall be payable to the retired Government servant after completion of eighty years of age or above. It shall be payable from first day of the calendar month in which it falls due in following manner:

Age of Pensioner	Additional of Pension
80 years to less than 85 years	20% of basic pension
85 years to less than 90 years	30% of basic pension
90 years to less than 95 years	40% of basic pension
95 years to less than 100 years	50% of basic pension
100 years or more	100% of basic pension

Rule 35 of CCS (Pension) Rules : Superannuation pension A superannuation pension shall be granted to a Government servant who is retired on his attaining the age of compulsory retirement.

Rule 48 of CCS (pension) Rules Retirement on completion of 30 years' qualifying service (1) At any time after a Government servant has completed thirty years' qualifying service,

- (a) he may retire from service, or
- (b) he may be required by the appointing authority to retire in the public interest, and in the case of such retirement the Government servant shall be entitled to a retiring pension: completed thirty years' qualifying service - Provided that -
 - (a) a Government servant shall give a notice in writing to the appointing authority at least three months before the date on which he wishes to retire; and
 - (b) the appointing authority may also give a notice in writing to a Government servant at least three months before the date on which he is required to retire in the public interest or three months' pay and allowances in lieu of such notice.

Rule 48(A) of CCS (Pension) Rules : Retirement on completion of 20 years' qualifying service

- (i) At any time after a Government servant has completed twenty years' qualifying service, he may, by giving notice of not less than three months in writing to the appointing authority, retire from service.
- (ii) The notice of voluntary retirement given under sub-rule (1) shall require acceptance by the appointing authority : Provided that where the appointing authority does not refuse to grant the permission for retirement before the expiry of the period specified in the said notice, the retirement shall become effective from the date of expiry of the said period.
- (iii) Government servant referred to in sub-rule (1) may make a request in writing to the appointing authority to accept notice of voluntary retirement of less than three months giving reasons therefor ;
- (b) on receipt of a request under clause (a), the

appointing authority subject to the provisions of sub-rule (2), may consider such request for the curtailment of the period of notice of three months on merits and if it is satisfied that the curtailment of the period of notice will not cause any administrative inconvenience, the appointing authority may relax the requirement of notice of three months on the condition that the Government servant shall not apply for commutation of a part of his pension before the expiry of the period of notice of three months.

(4) Government servant, who has elected to retire under this rule and has given the necessary notice to that effect to the appointing authority, shall be precluded from withdrawing his notice except with the specific approval of such authority :Provided that the request for withdrawal shall be made before the intended date of his retirement .

37. Pension on absorption in or under a corporation, company or body

(1) A Government servant who has been permitted to be absorbed in a service or post in or under a Corporation or Company wholly or substantially owned or controlled by the Central Government or a State Government or in or under a Body controlled or financed by the Central Government or a State Government, shall be deemed to have retired from service from the date of such absorption and subject to sub-rule (3) he shall be eligible to receive retirement benefits if any, from such date as may be determined, in accordance with the orders of the Central Government applicable to him].

EXPLANATION. -Date of absorption shall be –

- (i) In case a Government employee joins a corporation or company or body on immediate absorption basis, the date on which he actually joins that corporation or company or body;
- (ii) in case a Government employee initially joins a corporation or company or body on foreign service terms by retaining a lien under the Government, the date from which his unqualified resignation is accepted by the Government.

(2) The provisions of sub-rule (1) shall also apply to Central Government servants who are permitted to be

absorbed in joint sector undertakings, wholly under the joint control of Central Government and State Governments/Union Territory Administrations or under the joint control of two or more State Governments/ Union Territory Administrations.

(3) Where there is a pension scheme in a body controlled or financed by the Central Government in which a Government servant is absorbed, he shall be entitled to exercise option either to count the service rendered under the Central Government in that body for pension.

(4) retirement benefits for the service rendered under the Central Government in accordance with the orders issued by the Central Government.

EXPLANATION. -Body means autonomous body or statutory body.

Rule 38 of CCS (Pension Rules : Invalid pension -

(1) The case of a Government servant acquiring a disability, where the provisions of section 20 of the Rights of Persons with Disabilities Act, 2016 (49 of 2016) are applicable, shall be governed by the provisions of the said section: Provided that such employee shall produce a disability certificate from the competent authority as prescribed under the Rights of Persons with Disabilities Rules, 2017.

(2) If a Government servant, in a case where the provisions of section 20 of the Rights of Persons with Disabilities Act, 2016 (49 of 2016) are not applicable, retires from the service on account of any bodily or mental infirmity which permanently incapacitates him for the service, he may be granted invalid pension in accordance with rule 49:Provided that a Government servant, who retires from service on account of any bodily or mental infirmity which permanently incapacitates him for the service before completing qualifying service of ten years, may also be granted invalid pension in accordance with sub-rule (2) of rule 49 subject to the conditions that the Government servant-

(a) has been examined by the appropriate medical authority either before his appointment or after his appointment to the Government service and declared fit by such medical authority for Government service; and

(b) fulfills all other conditions mentioned in this rule for grant of invalid pension.

Rule 39 of CCS (Pension) Rules Compensation pension

(1) If a Government servant is selected for discharge owing to the abolition of his permanent post, he shall, unless he is appointed to another post the conditions of which are deemed by the authority competent to discharge him to be at least equal of those of his own, have the option –

(a) of taking compensation pension to which he may be entitled for the service he had rendered, or

(b) of accepting another appointment on such pay as may be offered.

(2) (a) Notice of at least three months shall be given to Government servant in permanent employment before his services are dispensed with on the abolition of his permanent post.

(b) Where notice of at least three months is not given and the Government servant has not been provided with other employment on the date on which his service are dispensed with, the authority competent to dispense with his services may sanction the payment of a sum not exceeding the pay and allowances for the period by which the notice actually given to him falls short of three months.

(c) No compensation pension shall be payable for the period in respect of which he receives pay and allowances in lieu of notice.

(3) In case a Government servant is granted pay and allowances for the period by which the notice given to him falls short of three months and he is re-employed before the expiry of the period for which he has received pay and allowances he shall refund the pay and allowances so received for the period following his re-employment.

(4) If a Government servant who is entitled to compensation pension accepts instead another appointment under the Government and subsequently becomes entitled to receive a pension of any class, the amount of such pension shall not be less than the compensation pension which he could have claimed if he had not accepted the appointment.

Rule 40 of CCS (Pension) Rules. Compulsory retirement pension

(1) A Government servant compulsorily retired from service as a penalty may be granted, by the authority competent to impose such penalty, pension or gratuity or both at a rate not less than two-thirds and not more than 1[full compensation pension] or gratuity or both admissible to him on the date of his compulsory retirement.

(2) Whenever in the case of a Government servant the President passes an order (whether original, appellate or in exercise of power of review) awarding a pension less than the 1[full compensation pension] admissible under these rules, the Union Public Service Commission shall be consulted before such order is passed.

EXPLANATION. -In this sub-rule, the expression "pension" includes gratuity.

(3) A pension granted or awarded under sub-rule (1) or, as the case may be, under sub-rule (2), shall not be less than the amount of 375[Rupees three hundred and seventy-five] per mensem.

Rule 41 of CCS (Pension) Rules : Compassionate allowance

(1) A Government servant who is dismissed or removed from service shall forfeit his pension and gratuity :Provided that the authority competent to dismiss or remove him from service may, if the case is deserving of special consideration, sanction a compassionate allowance not exceeding two-thirds of pension or gratuity or both which would have been admissible to him if he had retired on 1[compensation pension].

(2) A compassionate allowance sanctioned under the proviso to sub-rule (1) shall not be less than the amount of 2[Rupees three hundred and seventy-five] per mensem.

Rule 26 of CCS (pension Rules) : Forfeiture of service on resignation.

(1) Resignation from a service or a post, unless it is allowed to be withdrawn in the public interest by the appointing authority, entails forfeiture of past service.

(2) A resignation shall not entail forfeiture of past service if it has been submitted to take up, with proper

permission, another appointment, whether temporary or permanent, under the Government where service qualifies.

(3) Interruption in service in a case falling under sub-rule (2), due to the two appointments being at different stations, not exceeding the joining time permissible under the rules of transfer, shall be covered by grant of leave of any kind due to the Government servant on the date of relief or by formal condonation to the extent to which the period is not covered by leave due to him.

(4) The appointing authority may permit a person to withdraw his resignation in the public interest on the following conditions, namely :-

- (i) that the resignation was tendered by the Government servant for some compelling reasons which did not involve any reflection on his integrity, efficiency or conduct and the request for withdrawal of the resignation has been made as a result of a material change in the circumstances which originally compelled him to tender the resignation ;
- (ii) that during the period intervening between the date on which the resignation became effective and the date from which the request for withdrawal was made, the conduct of the person concerned was in no way improper
- (iii) that the period of absence from duty between the date on which the resignation became effective and the date on which the person is allowed to resume duty as a result of permission to withdraw the resignation is not more than ninety days ;
- (iv) that the post, which was vacated by the Government servant on the acceptance of his resignation or any other comparable post, is available.

(5) Request for withdrawal of a resignation shall not be accepted by the appointing authority where a Government servant resigns his service or post with a view to taking up an appointment in or under a private commercial company or in or under a corporation or company wholly or substantially owned or controlled by the Government or in or under a body controlled or financed by the Government.

(6) When an order is passed by the appointing authority allowing a person to withdraw his resignation and to resume duty, the order shall be deemed to include the condonation of interruption in service but the period of interruption shall not count as qualifying service.

Rule 49 of CCS (Pension) Rules :

(1) In the case of a Government servant retiring in accordance with the provisions of these rules before completing qualifying service of ten years, the amount of service gratuity shall be calculated at the rate of half month's emoluments for every completed six monthly period of qualifying service.

{(1A) The dearness allowance admissible on the date of retirement shall also be treated as emoluments for the purpose of sub-rule (1).}

Rule 49(2) of CCS (Pension) Rules :

In the case of a Government servant retiring in accordance with the provisions of these rules after completing qualifying service of not less than ten years, the amount of pension shall be calculated at fifty per cent of emoluments or average emoluments, whichever is more beneficial to him, subject to a minimum of 9000 per mensem and maximum of 1,25,000 rupees per mensem .

81. Sanction of family pension and residuary gratuity on the death of a pensioner.

(1) Where the Head of Office has received an intimation regarding the death of a pensioner or death or ineligibility of a family pensioner, he shall ascertain whether any family pension or residuary gratuity or both in respect of the deceased pensioner and any family pension in respect of the family pensioner are payable and proceed as hereinafter provided.

(2) (a)(i) If the deceased pensioner is survived by a widow or widower who is eligible for the grant of family pension under rule 54, the amount of family pension as indicated in the Pension Payment Order shall become payable to the widow or widower, as the case may be, from the day following the date of death of the pensioner.

(ii) The Pension Disbursing Authority shall, on receipt of a claim in Form 14 from the widow or widower, authorize the payment of family pension to the widow

or widower, as the case may be: Provided that no claim in Form 14 shall be required if the widow or widower was holding a joint account with the pensioner in which pension was being credited.

(iii) The Pension Disbursing Authority shall authorize payment of family pension to the widow or widower, who is not required to submit Form 14, on receipt of information in writing of the death of the pensioner: Provided that such widow or widower shall submit a copy of death certificate to the Pension Disbursing Authority and an undertaking to the effect that any amount to which he or she is not entitled to or any amount which may be credited to his or her account in excess of the amount to which he or she is entitled would be refunded or made good.

(iv) Subject to the provisions of clause (b), if the deceased pensioner is survived by a permanently disabled child or children or dependent parents or disabled siblings whose names have been included in the Pension Payment Order as family pensioners under clause

(d) of sub-rule (1) of rule 65, the Pension Disbursing Authority shall, on receipt of a claim in Form 14, authorize payment of family pension to the member of family who is eligible to receive family pension in accordance with the provisions of rule 54.(iv)Where the deceased pension.

Rule of 9 of CCS (Pension) Rules.

Right of President to withhold or withdraw pension1

(1) The President reserves to himself the right of withholding a pension or gratuity, or both, either in full or in part, or withdrawing a pension in full or in part, whether permanently or for a specified period, and of ordering recovery from a pension or gratuity of the whole or part of any pecuniary loss caused to the Government, if, in any departmental or judicial proceedings, the pensioner is found guilty of grave misconduct or negligence during the period of service, including service rendered upon re-employment after retirement :Provided that the Union Public Service Commission shall be consulted before any final orders are passed :Provided further that where a part of pension is withheld or withdrawn the amount of such pensions shall not be reduced below the amount of minimum family pension.

(2) (a) The departmental proceedings referred to in sub-rule (1), if instituted while the Government servant was in service whether before his retirement or during his re-employment, shall, after the final retirement of the Government servant, be deemed to be proceedings under this rule and shall be continued and concluded by the authority by which they were commenced in the same manner as if the Government servant had continued in service :Provided that where the departmental proceedings are instituted by an authority subordinate to the President, that authority shall submit a report recording its findings to the President.

(b) The departmental proceedings, if not instituted while the Government servant was in service, whether before his retirement, or during his re-employment, -

(i) shall not be instituted save with the sanction of the President,(ii)shall not be in respect of any event which took place more than four years before such institution, and

(ii) shall be conducted by such authority and in such place as the President may direct and in accordance with the procedure applicable to departmental proceedings in which an order of dismissal from service could be made in relation to the Government servant during his service.

Rule 69 of CCS (Pension) Rules :.Provisional pension - where departmental or judicial proceedings may be pending

(1) (a)In respect of a Government servant referred to in sub-rule (4) ofRule 9, the Accounts Officer shall authorize the provisional pension equal to the maximum pension which would have been admissible on the basis of qualifying service up tothe date of retirement of the Government servant, or if he was under suspension on the date of retirement up to the date immediately preceding the date on which he was placed under suspension.

(b) The provisional pension shall be authorized by the Accounts Officer during the period commencing from the date of retirement up to and including the date

on which, after the conclusion of departmental or judicial proceedings, final orders are passed by the competent authority.

(c) No gratuity shall be paid to the Government servant until the conclusion of the departmental or judicial proceedings and issue of final orders thereon :1Provided that where departmental proceedings have been instituted under Rule 16 of the Central Civil Services Classification, Control and Appeal) Rules, 1965, for imposing any of the penalties specified in Clauses (i), (ii) and (iv) of Rule 11 of the said rules, the payment of gratuity shall be authori

(2) Payment of provisional pension made under sub-rule (1) shall be adjusted against final retirement benefits sanctioned to such Government servant upon conclusion of such proceedings but no recovery shall be made where the pension finally sanctioned is less than the provisional pension or the pension is reduced or withheld either permanently or for a specified period.zed to be paid to the Government servant.

Rule 10 of CCS (pension) Rules -:. Commercial employment after retirement

(1) If a pensioner who immediately before his retirement was a member of Central Service Group 'A' wishes to accept any commercial employment before the expiry of one year from the date of his retirement, he shall obtain the previous sanction of the Government to such acceptance1[by submitting an application in Form 25] , Provided that a Government servant who was permitted by the Government to take up a particular form of commercial employment during his leave preparatory to retirement or during refused leave shall not be required to obtain subsequent permission for his continuance in such employment after retirement.

(2) Subject to the provisions of sub-rule (3), the Government may, by order in writing, on an application made under sub-rule (1) by a pensioner grant, subject to such conditions, if any, as it may deem, necessary permission, or refuse for reasons to be recorded in the order, permission, to such pensioner to take up the commercial employment specified in the application.

(3) In granting or refusing permission under sub-rule (2) to a pensioner for taking up any commercial employment, the Government shall have regard to the

following factors, namely -

- (a) Whether a 'No Objection' for the proposed post retirement commercial employment has been obtained from the cadre controlling authority and from the office where the officer retired
- (b) Whether the officer has been privy to sensitive or strategic information in the last three years of his service which is directly related to the areas of interest or work of the organization which he proposes to join or the areas in which he proposes to practise or consult;
- (c) Whether there is conflict of interest between the policies of the office he has held in the last three years and the interest represented or work undertaken by the organization he proposes to joinEXPLANATION.-For the purposes of this clause, "conflict of interest" shall not include normal economic competition with the Government or its undertakings.
- (d) Whether the organization he proposes to join has been known to be in any way in conflict with or prejudicial to India's foreign relations, national security and domestic harmony, and whether the organization is undertaking any activity for intelligence gathering.
- (e) Whether service record of the officer is clear, particularly with respect to integrity and dealings with non-Government organizations;
- (f) Whether the proposed emoluments and pecuniary benefits are far in excess of those currently prevailing in the Industry.

EXPLANATION.-For the purposes of this sub-clause, the words "far in excess" shall not be construed as to cover increase in such benefit that may be as a result of buoyancy in the industry or in the economy as a whole.

(g) any other relevant factor

Where the Government grants the permission applied for subject to any conditions or refuses such permission, the applicant may, within thirty days of the receipt of the order of the Government to that effect, make a representation against any such condition or refusal and the Government may make such orders

thereon as it deems fit :Provided that no order other than an order cancelling such condition or granting such permission without any conditions shall be made under this sub-rule without giving the pensioner making the representation an opportunity to show cause against the order proposed to be made.(6)If any pensioner takes up any commercial employment at any time before the expiry of one year from the date of his retirement without the prior permission of the Government or commits a breach of any condition subject to which permission to take up any commercial employment has been granted to him under this rule, it shall be competent for the Government to declare by order in writing and for reasons to be recorded therein that he shall not be entitled to the whole or such part of the pension and for such periods as may be specified in the order :Provided that no such order shall be made without giving the pensioner concerned an opportunity of showing cause against such declaration :Provided further that in making any order under this sub-rule, the Government shall have regard to the following factors, namely :-

- (i) the financial circumstances of the pensioner concerned;
- (ii) the nature of, and the emoluments from the commercial employment taken up by the pensioner concerned; and
- (iii) any other relevant factor.(7)Every order passed by the Government under this rule shall be communicated to the pensioner concerned.

The expression "commercial employment" means:-

- (i) an employment in any capacity including that of an agent, under a company, co-operative society, firm or individual engaged in trading, commercial, industrial, financial or professional business and includes also a directorship of such company and partnership of such firm, but does not include employment under a body corporate, wholly or substantially owned or controlled³[by the Central Government or a State Government];
- (ii) setting up practice, either independently or as a partner of a firm, as adviser or consultant in matters in respect of which the pensioner –(A)has no professional qualifications and the matters in respect of which the practice is to be set up or is

carried on are relatable to his official knowledge or experience, or(B)has professional qualifications but the matters in respect of which such practice is to be set up are such as are likely to give his clients an unfair advantage by reason of his previous official position, or1[(C)has to undertake work involving liaison or contact with the offices or officers of the Government.

(EXPLANATION. -For the purpose of this clause, the expression "employment under a co-operative society" includes the holding of any office, whether elective or otherwise, such as that of President, Chairman, Manager, Secretary, Treasurer and the like, by whatever name called in such society;(b)the expression "date of retirement", in relation to a Government servant re-employed after retirement, without any break, either in the same or in another Group 'A' post under the Government or in any other equivalent post under a State Government, means the date on which such Government servant finally ceases to be so re-employed in Government service.

12 of CCS (Pension Rules) :

Employment after retirement under a Government outside India-If a pensioner, who immediately before his retirement was a member of Central Service, Group 'A', wishes to accept any employment under any Government outside India, he shall obtain the previous permission of the Central Government for such acceptance, and no pension shall be payable to a pensioner who accepts such an employment without proper permission in respect of any period for which he is so employed or such longer period as the Government may direct :Provided that a Government servant who was permitted by the Central Government to take up a particular form of employment under any Government outside India during his leave preparatory to retirement shall not be required to obtain subsequent permission for his continuance in such employment after retirement.

Rule 32 of CCS (Pension) Rules :

(1) On a Government servant completing[¹⁸eighteen years]*of service [and]^ on his being left with five years of service before the date of retirement, whichever is earlier, the Head of Office in consultation with the Accounts Officer shall, in accordance with the rules for

the time being in force, verify the service rendered by such a Government servant, determine the qualifying service and communicate to him, in Form 24, the period of qualifying service so determined. substituted vide[^][(1A) For the purposes of verification of service, the Head of Office shall follow the procedure provided in clause (a) of rule 59.]

(2) Notwithstanding anything contained in sub-rule (1), where a Government servant is transferred to another department from a temporary department or on account of the closure of the department he had been previously serving or because the post he held had been declared surplus,¹] the verification of his service may be done whenever such event occurs.

(3) The verification done under sub-rules (1) and (2) shall be treated as final and shall not be reopened except when necessitated by a subsequent change in the rules and orders governing the conditions under which the service

Rule 33 of CCS (Pension) Rules :

Emoluments

The expression 'emoluments' means basic pay as defined in Rule 9 (21) (a) (i) of the Fundamental Rules which a Government servant was receiving immediately before his retirement or on the date of his death ; and will also include non-practising allowance granted to medical officer in lieu of private practice.]² [EXPLANATION. -Stagnation increment shall be treated as emoluments for calculation of retirement benefits.]

NOTE 1. -If a Government servant immediately before his retirement or death while in service had been absent from duty on leave for which leave salary is payable or having been suspended had been reinstated without forfeiture of service, the emoluments which he would have drawn had he not been absent from duty or suspended shall be the emoluments for the purposes of this rule :Provided that any increase in pay (other than the increment referred to in Note 4) which is not actually drawn shall not form part of his emoluments.

NOTE 2. -Where a Government servant immediately before his retirement or death while in service had proceeded on leave for which leave salary

is payable after having held a higher appointment whether in an officiating or temporary capacity, the benefit of emoluments drawn in such higher appointment shall be given only if it is certified that the Government servant would have continued to hold the higher appointment but for his proceeding on leave.

NOTE 3. -If a Government servant immediately before his retirement or death while in service had been absent from duty on extraordinary leave or had been under suspension, the period whereof does not count as service, the emoluments which he drew immediately before proceeding on such leave or being placed under suspension shall be the emoluments for the purposes of this rule.¹

NOTE 4. -If a Government servant immediately before his retirement or death while in service, was on earned leave, and earned an increment which was not withheld, such increment, though not actually drawn, shall form part of his emoluments :Provided that the increment was earned during the currency of the earned leave not exceeding one hundred and twenty days, or during the first one hundred and twenty days of earned leave where such leave was for more than one hundred and twenty days.

NOTE 5. -Omitted by G.I., Dept. of Per. & A.R., Notification No. 6 (2)-Pen. (A)/79, dated the 1st August, 1980.

NOTE 6. -Pay drawn by a Government servant while on deputation to the Armed Forces of India shall be treated as emoluments.

NOTE 7. -Pay drawn by a Government servant while on foreign service shall not be treated as emoluments, but the pay which he would have drawn under the Government had he not been on foreign service shall alone be treated as emoluments.

Rule 34. Of CCS (Pension) Rules : Average Emoluments

Average emoluments shall be determined with reference to the emoluments drawn by a Government servant during the last¹[ten months] of his service.

NOTE 1. -If during the last¹[ten months] of his service a Government servant had been absent from duty on leave for which leave salary is payable or

having been suspended had been reinstated without forfeiture of service, the emoluments which he would have drawn had he not been absent from duty or suspended shall be taken into account for determining the average emoluments :Provided that any increase in pay (other than the increment referred to in Note 3) which is not actually drawn shall not form part of his emoluments.

NOTE 2. -If, during the last1[ten months] of his service, a Government servant had been absent from duty on extraordinary leave, or had been under suspension the period whereof does not count as service, the aforesaid period of leave or suspension shall be disregarded in the calculation of the average emoluments and equal period before the1 [ten months] shall be included.2

[NOTE 3. -In the case of a Government servant who was on earned leave during the last ten months of his service and earned an increment, which was not withheld, such increment though not actually drawn shall be included in the average emoluments :Provided that the increment was earned during the currency of the earned leave not exceeding one hundred and twenty days or during the first one hundred and twenty days of earned leave where such leave was for more than one hundred and twenty days.

Rule 49 2A) After completion of eighty years of age or above, additional pension shall be payable to the retired Government servant in the following:

Age of Pensioner	Additional of Pension
80 years to less than 85 years	20% of basic pension
85 years to less than 90 years	30% of basic pension
90 years to less than 95 years	40% of basic pension
95 years to less than 100 years	50% of basic pension
100 years or more	100% of basic pension

A pensioner born on 20th August, 1940 shall be eligible for additional pension at the rate of twenty percent of the basic pension with effect from 1st August, 2020. A pensioner born on 1st August, 1940 shall also be eligible for additional pension at the rate of twenty percent of the basic pension with effect from 1st August, 2020.



File No. 1/3/2024-PR, Government of India, Ministry of Finance, Department of Financial Services (Pension Reforms Section) dated 25th August 2025

OFFICE MEMORANDUM

Subject : Unified Pension Scheme (UPS)- Introduction of one-time one-way Switch facility from UPS to NPS- reg.

The undersigned is directed to refer to the Unified Pension Scheme (UPS) notified by the Ministry of Finance vide Notification No. F. No. FX-1/3/2024-PR dated 24th January 2025, for Central Government employees covered under the National Pension System (NPS).

2. It has been decided that a one-time, one-way switch facility from UPS to NPS shall be made available to all Central Government employees who have opted for UPS. This switch facility may be exercised by UPS optees any time not later than one year prior to the date of superannuation or three months prior to the deemed date of retirement in case of voluntary retirement, as applicable. Similar provisions will be made for resignation and cases of Rule 56J, with minor modifications as necessary. If switch facility not exercised as per aforesaid timelines, the employee shall continue under UPS by default.

3. The switch facility will not be allowed in case of removal, dismissal or compulsory retirement as a penalty or for cases where disciplinary proceedings are ongoing or contemplated.

4. Once the switch facility is availed, the provisions of the PFRDA (Exit & Withdrawal under NPS) Regulations, 2015 shall apply. The concerned employee shall cease to be eligible for assured payouts and UPS benefits. The Government's differential contribution (4%) at default investment pattern will be worked out and shall be credited to the individual's NPS corpus at the time of exit.

5. Ministries/Departments are requested to bring the contents of this O.M. to the notice of eligible officers/officials under your administrative control.

6. This issues with the approval of Competent authority.





एडवान्स वेपन्स एण्ड इक्विपमेंट इंडिया लिमिटेड

भारत सरकार का उद्यम, रक्षा मंत्रालय

कार्पोरेट कार्यालय: आयुध निर्माणी कानपुर, कालपी रोड, कानपुर उत्तर प्रदेश- 208009

सं/No. 01(2)/Transfer Policy/A&B/2025/HR

दिनांक/Dated: 12/08/2025

Transfer Policy for erstwhile OFB Gr.B officers who are on deemed deputation at AWEIL

TRANSFER POLICY FOR ERSTWHILE OFB GROUP B OFFICERS ON DEEMED DEPUTATION AT AWEIL / एडवांस्ड वेपन्स एंड इक्विपमेंट इंडिया लिमिटेड में पूर्व OFB ग्रुप-बी अधिकारियों के लिए स्थानांतरण नीति (माने हुए प्रतिनियुक्ति पर)

1. OBJECTIVE / उद्देश्य

Advanced Weapon and Equipment India Limited (AWEIL) was incorporated on 14.08.2021 under the Companies Act 2013 and commenced business from 01.10.2021. The Ministry of Defence (MoD) vide ID No. PC-1 to 1(5)/2021/OF/DP (Plg-V) dated 24.09.2021 has categorized AWEIL as a Schedule "A" CPSE. AWEIL has 8 factories and 1 non-production unit (Training Institute), and is engaged in the business of manufacturing weapons and equipment of both small and large calibers.

एडवांस्ड वेपन्स एंड इक्विपमेंट इंडिया लिमिटेड (AWEIL) को 14.08.2021 को कंपनी अधिनियम 2013 के अंतर्गत पंजीकृत किया गया और 01.10.2021 से व्यवसाय प्रारंभ किया गया। रक्षा मंत्रालय (MoD) ने ID संख्या PC-1 to 1(5)/2021/OF/DP (Plg-V) दिनांक 24.09.2021 के माध्यम से AWEIL को अनुसूची "A" सीपीएसई के रूप में वर्गीकृत किया है। AWEIL के पास 8 कारखाने और 1 गैर-उत्पादन इकाई (प्रशिक्षण संस्थान) हैं, और यह छोटे एवं बड़े कैलिबर के हथियारों और उपकरणों के निर्माण के व्यवसाय में संलग्न है।

This policy intends to aid AWEIL in establishing a uniform transfer policy for Group B officers, keeping in view the organizational interest and to achieve excellence in manufacturing weapons and equipment of both small and large calibers.

यह नीति AWEIL को ग्रुप-बी अधिकारियों के लिए एक समान स्थानांतरण नीति स्थापित करने में सहायता प्रदान करने के उद्देश्य से बनाई गई है, जिसमें संगठनात्मक हित को ध्यान में रखते हुए छोटे एवं बड़े कैलिबर के हथियारों और उपकरणों के निर्माण में उत्कृष्टता प्राप्त की जा सके।

The objectives of the transfer policy are:

स्थानांतरण नीति के उद्देश्य इस प्रकार हैं:

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1. Deploy human resources for optimum utilization of employees in AWEIL's interest. / AWEIL के हित में कर्मचारियों के इष्टतम उपयोग हेतु मानव संसाधनों की तैनाती।
 2. Enable employees to acquire multi-dimensional knowledge and skills for self-development, and to shoulder higher supervisory and managerial responsibilities through exposure to diversified geographic and working environments. / कर्मचारियों को बहुआयामी ज्ञान और कौशल प्राप्त करने में सक्षम बनाना, जिससे वे आत्म-विकास कर सकें और विविध भौगोलिक एवं कार्य परिवेश में अनुभव प्राप्त कर उच्चतर पर्यवेक्षी एवं प्रबंधकीय जिम्मेदारियां संभाल सकें।
 3. Harness expertise and knowledge of the employees. / कर्मचारियों की विशेषज्ञता और ज्ञान का उपयोग करना।
 4. Rotation of employees holding sensitive posts. / संवेदनशील पदों पर कार्यरत कर्मचारियों का रोटेशन।
 5. Respond to the genuine problems and difficulties of the employees in a transparent and objective manner. / कर्मचारियों की वास्तविक समस्याओं और कठिनाइयों का पारदर्शी और वस्तुनिष्ठ तरीके से समाधान करना।
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2. SCOPE / क्षेत्र

The policy shall be applicable to Group B officers of the Government of India, who are on deemed deputation to AWEIL. The transferring authority for transfer/posting shall be the functional director concerned, with the approval of the Chairman and Managing Director.

यह नीति भारत सरकार के उन ग्रुप-बी अधिकारियों पर लागू होगी जो AWEIL में मानी हुई प्रतिनियुक्ति पर हैं। स्थानांतरण/पोस्टिंग के लिए स्थानांतरण प्राधिकारी संबंधित कार्यकारी निदेशक होंगे, जिन्हें अध्यक्ष एवं प्रबंध निदेशक की स्वीकृति प्राप्त होगी।

Further, the letter issued vide MoD ID No. 1(5)/2021/OF/DP (Plg-V)/04/01 dated 30/11/2021 by the Directorate of Ordnance (Coordination & Services) shall be considered for transfer/posting of any other kind. इसके अतिरिक्त, निदेशालय आयुध (समन्वय एवं सेवाएं) द्वारा MoD ID संख्या 1(5)/2021/OF/DP (Plg-V)/04/01 दिनांक 30/11/2021 को जारी पत्र को किसी अन्य प्रकार के स्थानांतरण/पोस्टिंग के लिए विचार किया जाएगा।

3. DEPLOYMENT OF GROUP 'B' OFFICERS IN UNITS UNDER AWEIL / AWEIL के अंतर्गत इकाइयों में ग्रुप-बी अधिकारियों की तैनाती

AWEIL is involved in the business of design, development, manufacture, supply, dealing, operating, trading, import, export, overhaul, repair, maintenance, and service of all kinds of defence and non-defence systems; weapon systems (including armoured vehicle gun systems, artillery guns and naval guns), simulators and devices, and components or structures thereof for defence and non-defence applications including but not limited to guns (including rifles, shotguns, machine guns, modernized weapons).

AWEIL डिजाइन, विकास, निर्माण, आपूर्ति, व्यापार, संचालन, वाणिज्य, आयात, निर्यात, ओवरहॉल, मरम्मत, रखरखाव और सभी प्रकार की रक्षा एवं गैर-रक्षा प्रणालियों; हथियार प्रणालियों (जिसमें बख्तरबंद वाहन गन सिस्टम, तोपखाना गन और नौसैनिक गन शामिल हैं), सिमुलेटर और उपकरण तथा इनके अवयव या संरचनाएं, जो रक्षा और गैर-रक्षा अनुप्रयोगों के लिए हों, के व्यवसाय में संलग्न है, जिसमें बंदूकें (राइफल, शॉटगन, मशीन गन, आधुनिक हथियार) शामिल हैं, लेकिन इन्हीं तक सीमित नहीं है।

The expertise required for production and development of such high-quality products demands inputs not only from established texts but also from the experience gained by the concerned officers/staff.

ऐसे उच्च गुणवत्ता वाले उत्पादों के निर्माण और विकास के लिए आवश्यक विशेषज्ञता केवल स्थापित पुस्तकों से ही नहीं बल्कि संबंधित अधिकारियों/कर्मचारियों द्वारा अर्जित अनुभव से भी प्राप्त होती है।

The effective utilization of such expertise is essential for the survival and growth of the organization.

Deployment of any officer/staff requires identification of his/her core competence.

इस प्रकार की विशेषज्ञता का प्रभावी उपयोग संगठन के अस्तित्व और विकास के लिए आवश्यक है। किसी भी अधिकारी/कर्मचारी की तैनाती के लिए उसकी मूल दक्षता की पहचान आवश्यक होती है।

In ordnance factories/units under AWEIL, core competencies are required in the following areas:

AWEIL के अंतर्गत आयुध निर्माणियों/इकाइयों में निम्नलिखित क्षेत्रों में मूल दक्षताओं की आवश्यकता होती है:

1. Large calibre artillery gun systems like 155X45mm 'Dhanush' Gun, Upgrade of 130mm Gun to 155mm 'Sharang', 105mm LFG
बड़े कैलिबर की तोप प्रणालियां जैसे 155X45 मिमी 'धनुष' गन, 130 मिमी गन को 155 मिमी 'शरंग' में उन्नयन, 105 मिमी एलएफजी
2. Family of small arms like Assault Rifles, Light Machine Gun (LMG), Medium Machine Gun (MMG), Anti Material Rifle, Snipers, Carbines, Pistols, Revolvers, Sporting Rifles
छोटे हथियारों का परिवार जैसे असॉल्ट राइफल, लाइट मशीन गन (एलएमजी), मीडियम मशीन गन (एमएमजी), एंटी मैटेरियल राइफल, स्नाइपर, कार्बाइन, पिस्टल, रिवॉल्वर, स्पोर्टिंग राइफल
3. Ammunition hardware / गोला-बारूद हार्डवेयर
4. Spares for large, medium & small calibre weapons / बड़े, मध्यम और छोटे कैलिबर के हथियारों के कलपुर्जे
5. Engineering components / इंजीनियरिंग अवयव

6. Administration and human resource development / प्रशासन और मानव संसाधन विकास
7. Finance and accounts / वित्त और लेखा
8. General management / सामान्य प्रबंधन

Policy for deployment of Group 'B' officers in AWEIL units: / AWEIL इकाइयों में ग्रुप-'बी' अधिकारियों की तैनाती की नीति:

i) To promote core competencies and domain knowledge among Group-B Officers while meeting administrative requirements of transfer & posting.

प्रशासनिक स्थानांतरण और पोस्टिंग आवश्यकताओं को पूरा करते हुए ग्रुप-बी अधिकारियों में मूल दक्षताओं और क्षेत्रीय ज्ञान को बढ़ावा देना।

ii) To enable exposure to new areas of work and ensure development of second and third line of experts as part of succession planning.

नए कार्य क्षेत्रों का अनुभव प्रदान करना और उत्तराधिकार योजना के तहत दूसरी और तीसरी पंक्ति के विशेषज्ञों का विकास सुनिश्चित करना।

iii) The duration of normal tenures for all Group B officers is mentioned below:

सभी ग्रुप-बी अधिकारियों के लिए सामान्य कार्यकाल की अवधि निम्नानुसार है:

Category / श्रेणी	At Unit / इकाई में	At Station / स्टेशन में	Promoted from Lower Grades – Unit / निचले ग्रेड से पदोन्नत – इकाई	Promoted from Lower Grades – Station / निचले ग्रेड से पदोन्नत – स्टेशन
Group B (JWM SG/JWM/Sr. PS/PS) & Non-Gazetted Officers / ग्रुप-बी (JWM SG/JWM/Sr. PS/PS) एवं अराजपत्रित अधिकारी	12 years / 12 वर्ष	15 years / 15 वर्ष	15 years / 15 वर्ष	20 years / 20 वर्ष

iv) While considering posting of officers having completed tenure of 12/20 years, functional requirements and total tenure in the unit will be taken into account.

12/20 वर्ष का कार्यकाल पूरा करने वाले अधिकारियों की पोस्टिंग पर विचार करते समय, कार्यात्मक आवश्यकताओं और इकाई में कुल कार्यकाल को ध्यान में रखा जाएगा।

v) To accommodate genuine problems and difficulties of the Group-B officers in a transparent and objective manner.

गुप-बी अधिकारियों की वास्तविक समस्याओं और कठिनाइयों को पारदर्शी और वस्तुनिष्ठ तरीके से हल करना।

vi) To balance the trade-wise strength of Group-B Officers in the factories/units to the extent possible, vis-à-vis the sanctioned strength.

स्वीकृत शक्ति के सापेक्ष, कारखानों/इकाइयों में व्यापार-वार गुप-बी अधिकारियों की संख्या का यथासंभव संतुलन करना।

vii) Normally, the tenure of JWM/Sr. PS/PS in a factory/unit in the existing grade shall be for 8 years, after which they shall be considered for transfer on functional grounds.

सामान्यतः, वर्तमान ग्रेड में फैक्ट्री/इकाई में JWM/Sr. PS/PS का कार्यकाल 8 वर्ष होगा, जिसके बाद उन्हें कार्यात्मक आधार पर स्थानांतरण हेतु विचार किया जाएगा।

viii) In case of officers promoted to JWM/Sr. PS/PS from lower grades, the total continuous tenure in the factory/unit shall be 15 years, after which they shall be considered for transfer on functional grounds.

निचले ग्रेड से JWM/Sr. PS/PS के रूप में पदोन्नत अधिकारियों का कारखाना/इकाई में कुल निरंतर कार्यकाल 15 वर्ष होगा, जिसके बाद उन्हें कार्यात्मक आधार पर स्थानांतरण हेतु विचार किया जाएगा।

ix) Transfer on completion of tenure shall be considered except for officers who are required to be retained in the factory on extreme functional requirements, for which Unit Heads must justify the retention.

कार्यकाल पूर्ण होने पर स्थानांतरण पर विचार किया जाएगा, सिवाय उन अधिकारियों के जिन्हें अत्यधिक कार्यात्मक आवश्यकताओं के कारण फैक्ट्री में बनाए रखना आवश्यक हो, जिसके लिए इकाई प्रमुखों को औचित्य प्रस्तुत करना होगा।

x) In case of requests for transfer on grounds such as posting of husband and wife at the same station, or presence of physically/mentally challenged family members (as per service records), existing Government of India instructions shall apply.

पति-पत्नी की एक ही स्टेशन पर पोस्टिंग या शारीरिक/मानसिक रूप से चुनौतीपूर्ण परिवार के सदस्यों की उपस्थिति (सेवा अभिलेखों के अनुसार) जैसे आधारों पर स्थानांतरण के अनुरोध के मामलों में, भारत सरकार के प्रचलित निर्देश लागू होंगे।

xi) Core competencies of the Group-B Gazetted Officers (GO) and Non-Gazetted Officers (NGO) cadre shall be developed and utilized. Exposure in planning, production, and administration will be given to officers likely to be promoted to Group-A cadre.

गुप-बी राजपत्रित (GO) और अराजपत्रित (NGO) संवर्ग की मूल दक्षताओं को विकसित और उपयोग किया जाएगा। योजना, उत्पादन और प्रशासन के क्षेत्रों में अनुभव उन अधिकारियों को दिया जाएगा जिन्हें गुप-ए संवर्ग में पदोन्नति मिलने की संभावना है।

xii) Except where retention on functional grounds is required, JWMs promoted through LDCE shall be transferred out of the factory where they are posted at the time of promotion. The Unit Head must justify any retention.

कार्यात्मक कारणों से बनाए रखने की आवश्यकता वाले मामलों को छोड़कर, LDCE के माध्यम से पदोन्नत JWMs को उस फैक्ट्री से स्थानांतरित किया जाएगा जहाँ वे पदोन्नति के समय कार्यरत हैं। किसी भी बनाए रखने के औचित्य को इकाई प्रमुख द्वारा प्रस्तुत करना आवश्यक होगा।

xiii) An officer posted more than 2000 km away from declared hometown will be given priority for transfer, unless denied in writing by the officer. Tenure at such stations will be considered a maximum of 7 years, after which transfer will be prioritized.

घोषित गृह नगर से 2000 किमी से अधिक दूरी पर तैनात अधिकारी को स्थानांतरण में प्राथमिकता दी जाएगी, जब तक कि अधिकारी द्वारा लिखित रूप में मना न किया गया हो। ऐसे स्टेशनों पर कार्यकाल अधिकतम 7 वर्ष माना जाएगा, जिसके बाद स्थानांतरण को प्राथमिकता दी जाएगी।

4. GROUNDS OF TRANSFER / स्थानांतरण के आधार

4.1 Transfer on administrative ground / प्रशासनिक आधार पर स्थानांतरण

Transfer on administrative ground may be ordered on the basis of any of the following points; प्रशासनिक आधार पर स्थानांतरण निम्नलिखित बिंदुओं के आधार पर किया जा सकता है;

i) Cases of integrity / corruption;

i) सत्यनिष्ठा / भ्रष्टाचार से संबंधित मामले;

ii) Cases referred by the Office of CVO or Vigilance Wing;

ii) मुख्य सतर्कता अधिकारी (CVO) के कार्यालय या सतर्कता विंग द्वारा संदर्भित मामले;

iii) Cases of indiscipline reported by the Factories;

iii) कारखानों द्वारा रिपोर्ट किए गए अनुशासनहीनता के मामले;

iv) Cases of poor performance, sabotage, behaviour jeopardising official work, spoiling the work culture etc. Such cases shall be duly recommended by the Unit Head and decision shall be taken by the transferring authority duly constituted as per the stipulation of para 2 above.

iv) खराब प्रदर्शन, तोड़फोड़, आधिकारिक कार्य को खतरे में डालने वाले व्यवहार, कार्य संस्कृति को नुकसान पहुंचाने आदि के मामले। ऐसे मामलों की उचित अनुशंसा यूनिट प्रमुख द्वारा की जाएगी और निर्णय, ऊपर पैराग्राफ 2 में उल्लिखित प्रावधानों के अनुसार गठित स्थानांतरण प्राधिकरण द्वारा लिया जाएगा।

The transfers, of nature as mentioned above, shall be considered on case-to-case basis in the interest of the company.

उपरोक्त प्रकार के स्थानांतरण, कंपनी के हित में, प्रत्येक मामले के आधार पर विचार किए जाएंगे।

4.2 Transfer on functional grounds / कार्यात्मक आधार पर स्थानांतरण

i. On completion of normal tenure as shown above, the transfers shall be affected, except for the officers, who are required to be retained in the HQ/factory on functional ground and for which the Functional Director/Unit Head shall be required to justify the retention.

i. ऊपर दर्शाई गई सामान्य अवधि पूर्ण होने पर स्थानांतरण किया जाएगा, सिवाय उन अधिकारियों के जिन्हें मुख्यालय/कारखाने में कार्यात्मक आवश्यकता के आधार पर बनाए रखना आवश्यक है, और जिसके लिए कार्यात्मक निदेशक/यूनिट प्रमुख को इस बनाए रखने के कारण का औचित्य प्रस्तुत करना होगा।

ii. Generally, the officers who have less than 2 years of service shall not be considered for transfer. For reckoning this period of 2 years, 1st April of the year shall be considered as the cut-off date.

ii. सामान्यतः, जिन अधिकारियों की सेवा अवधि 2 वर्ष से कम है, उन्हें स्थानांतरण के लिए नहीं माना जाएगा। इस 2 वर्ष की अवधि की गणना के लिए, संबंधित वर्ष की 1 अप्रैल को अंतिम तिथि माना जाएगा।

4.3 Transfer on compassionate ground / सहानुभूतिपूर्ण आधार पर स्थानांतरण

i. Transfer of an officer shall be ordered/withheld in case request is made on the ground that the officer himself or any of his/her dependent family members (as per service records) is suffering from terminal ailment viz. Major organ failure, Coronary artery bypass disease, Brain tumors, Paralysis, Coma, Motor neuron disease, Neurological diseases, HIV, etc.

i. यदि यह अनुरोध किया जाता है कि अधिकारी स्वयं या उनके किसी आश्रित परिवार सदस्य (सेवा अभिलेखों के अनुसार) को अंतिम अवस्था की बीमारी है, जैसे— प्रमुख अंग विफलता, कोरोनरी आर्टरी बायपास रोग, मस्तिष्क ट्यूमर, लकवा, कोमा, मोटर न्यूरोन रोग, तंत्रिका संबंधी रोग, एचआईवी आदि, तो अधिकारी का स्थानांतरण आदेशित किया जाएगा या रोका जाएगा।

ii. No request for reasons other than those stated against 3.3 (i), from any officer for transfer shall be considered unless the officer completes tenure of 8 years in the Factory/Unit or 10 years in the station of posting.

ii. बिंदु 3.3 (i) में उल्लिखित कारणों के अलावा किसी अन्य कारण से किसी अधिकारी के स्थानांतरण का अनुरोध तब

तक नहीं माना जाएगा, जब तक कि अधिकारी कारखाना/यूनिट में 8 वर्ष या पदस्थापन स्टेशन में 10 वर्ष की अवधि पूरी न कर ले।

iii. The requests for transfer other than the reasons mentioned against points 3.3 (i) above shall be considered by determining the relative merit.

iii. उपरोक्त बिंदु 3.3 (i) में बताए गए कारणों के अलावा स्थानांतरण के अनुरोधों पर सापेक्ष योग्यता के आधार पर विचार किया जाएगा।

5. AUTHORITY OF ISSUING TRANSFER ORDER / स्थानांतरण आदेश जारी करने का प्राधिकरण

AWEIL HQ - Human Resource Directorate based on decision of transferring authority will issue transfer orders in the AWEIL interest.

AWEIL मुख्यालय - मानव संसाधन निदेशालय, स्थानांतरण प्राधिकरण के निर्णय के आधार पर, AWEIL के हित में स्थानांतरण आदेश जारी करेगा।

6. POWER TO RELAX / शिथिलता प्रदान करने का अधिकार

Chairman and Managing Director, AWEIL is the Competent Authority to relax any of the provisions of AWEIL transfer policy, albeit in extremely exigent circumstances, with supporting reasons to be recorded in writing. AWEIL के अध्यक्ष और प्रबंध निदेशक, AWEIL स्थानांतरण नीति के किसी भी प्रावधान में शिथिलता प्रदान करने के लिए सक्षम प्राधिकारी हैं, हालांकि यह केवल अत्यंत आपातकालीन परिस्थितियों में और लिखित रूप में कारण दर्ज करने के साथ किया जाएगा।

7. TRANSFER POLICY: OUTSIDE AWEIL / स्थानांतरण नीति: AWEIL के बाहर

The inter DPSU transfer cases outside AWEIL will be processed as per MoD ID No, I(5)/2021/OF/DP(Plg-V/04/02) Dated 17th December 2021 & DoO(C&S) letter No 700/Inter DPSU-DOQ transfer/IT Dt. 17/01/2022. These cases shall be processed through the DOO Portal. All such transfer orders would be issued by the Directorate of Ordnance.

AWEIL के बाहर इंटर DPSU स्थानांतरण मामलों को रक्षा मंत्रालय के ID सं. I(5)/2021/OF/DP(Plg-V/04/02) दिनांक 17 दिसंबर 2021 एवं DoO(C&S) पत्र सं. 700/Inter DPSU-DOQ transfer/IT दिनांक 17/01/2022 के अनुसार संसाधित किया जाएगा। इन मामलों को DOO पोर्टल के माध्यम से संसाधित किया जाएगा। ऐसे सभी स्थानांतरण आदेश आयुध निदेशालय द्वारा जारी किए जाएंगे।

F.No.5-36/CGHS (HQ)/HEC/2024
Office of the Additional Director
Central Government Health Scheme, Headquarter
Ministry of Health and Family Welfare, Govt. of India
CGHS Bhawan, Sector – 13, R. K. Puram, New Delhi 110066
(Hospital Empanelment Cell)



**Government
ORDERS**

R. K. Puram, New Delhi
Dated: 5 August, 2024

NOTIFICATION

Sub: Reiteration of the guidelines issued by Ministry of Health & Family Welfare, CGHS and Dte. General of Health Services.

With reference to the above mentioned subject the undersigned is directed to draw attention to the terms and conditions of empanelment under CGHS and to reiterate that the Hospitals, Diagnostic/Imaging, Eye and Dental centres empanelled under CGHS shall provide better services to the CGHS beneficiaries, the following instructions are to be followed strictly by all HCOs empanelled under CGHS Delhi/NCR, failing which necessary action will be initiated in accordance with the MoA.

1. Cashless CGHS facility is obligatory for Pensioners, Ex-Members of Parliament, Sitting Members of Parliament, Freedom Fighters, Serving CGHS/DGHS / Ministry of H&FW employees and there is no any provision to take advance Deposit / Payment at the time of admission.
2. Do not charge the beneficiaries separately for infection control. It is essential for the HCOs to maintain infection control.
3. Do not demand a photocopy of the CGHS card from the CGHS beneficiaries. The CGHS card can be verified from CGHS app or Digilocker.
4. Hospitalized beneficiaries and emergencies do not require any separate permission letter.
5. The stamp is not mandatory on the referral memo.
6. Prescriptions must be given in a printed form always.
7. Prescriptions should strictly adhere to the government's policy by being in a generic format.
8. Dietary supplements/Cosmetic items should not be included in the prescription.
9. Establish a dedicated CGHS Kiosk (Help desk).
10. Ensure that the name of the nodal officer and contact number are prominently displayed. Any changes to the nodal officer must be immediately communicated to this office.
11. CGHS beneficiaries aged 70 years and above shall be permitted to seek direct OPD Consultation from Specialists of hospitals empanelled under CGHS without referral from CGHS Wellness Centre. The term and condition remain same, mentioned in OM dated 29.05.2019 and 28.06.2024.
12. The HCO shall retain a scanned copy of the print out of the referral and return the original print out to the beneficiary.
13. Retired Air India employees with valid CGHS cards are eligible for cashless treatment at all CGHS empanelled Health Care Organizations (HCOs) and their bills are to be processed through UTI ITSL Portal.
14. CS (MA) beneficiaries and their dependent family members can get treatment at CGHS rates from any of the HCOs recognized under CGHS.
15. Bills to be verified and signed by the Pensioners beneficiaries at the time of discharge. The same shall be uploaded on NHA portal.
16. The guidelines issued by OM dated 28.06.2024 stated at point B (ii) applicable to Hospitals, Dental and Eye Care Centre only. In case CGHS beneficiary wants to get the test done in any other empanelled Diagnostics / Imaging Centers, then the test prescribed / advised by the Specialist of Pvt. Empanelled HCOs must be endorsed by the CGHS Wellness Centre.

In case of any complaint regarding excess billing / advance payment / harassment of CGHS beneficiaries is received in this office, necessary action will be initiated as per MoA.



CEC member Smt Priya visited OCF with other lady members and had interaction with ladies of OCF and met GMOCF



BPMS President Shri Maruti Pawar visited various unit



Meeting Held in AHQ by JCM -III Member Shri Tanveer Ahmad

Congratulations



**In the Works committee election held on 04 Sep 2025
at Ord. Clothing Factory Sajhanpur, BPMS affiliated union
won the majority by 05 out of 10 seats.
Hearty congratulations to the entire team for this victory.**



कृपया अपनी प्रतिक्रियाएँ हमें इस पते पर भेजिये ।

If undelivered please return to :

"Pratiraksha Bharti"

C/o. Bharatiya Pratiraksha Mazdoor Sangh
2, Naveen Market, Kanpur - 208 001

Mob. : 9450153677, Tel./Fax : 0512-2332222

Website : www.bpms.org.in

E-mail : gensecbpms@yahoo.co.in, cecbpms@yahoo.in

बुक पोस्ट

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