



# ALL INDIA CENTRAL GOVERNMENT PENSIONERS' ASSOCIATION

## Central Head Quarters, Pune

(Registered Society Maharashtra No. MAH 0938 : Public Trust Certificate No. F753 Pune)

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No.: Nil

Date: 25 July 2010

Income Tax Rebate is Authorised on Donations, u/s 80 G (5) of IT Act 1961 vide Commissioner of IT-I, Pune Letter dated 04/08/2009 No.Pn/CIT-I/80G/82/2009-10/4357. Deposit in Bank of Baroda, S/B account No. 04500100014692.

To,

Smt. Trupti P. Ghosh, Director,  
G of I, Department of Pensions & Pensioners' Welfare, (Coordination Branch)  
Loknaya Bhavan, New Delhi – 110 003

**Finalisation of Strategic Plan for next five years under Results Framework Document  
(RFD) for Department of Pension & Pensioners' Welfare – Furnishing  
Views/suggestions – Regarding**

Reference: Your letter No. F.No.41/14/2010-P&PW (Coord) dated 12 July 2010

Madam,

We are grateful to you for your desire to know our views and suggestions. We are thankful to the government for preparing a five year plan for implementation in next five years. We are sorry we could not fulfil the deadline given by you (19 July 2010) for various reasons. However, we feel that views and suggestion given below would be considered in your plan and implemented to give solace to pensioners. Our suggestions include broadly;-

- Infrastructure facilities
- Information facilities
- Discussions and Coordination
- Implementation of accepted provisions
- Suggestions.

1. **Infrastructure:** This association is the oldest association for pensioners in India. Association celebrated her Diamond jubilee on 12-13 December 2007. Chief Guest had been Shri Bhalchandra G. Deshmukh, IAS (Retd.), Ex Cabinet Secretary. All pensioners retired from Departments, Ministries, Services, Posts, Autonomous Bodies, PSUs are members of this Association. Association has over 75 branches all over India and members from many states. Present membership is over 70000. Association has website <http://aicgpa.org>. More information regarding association is available on the website. Website enabled us to reach pensioners all over India. We get enquiries from various places in India for opening branches. However, we have financial constraints. We are not in a position to provide infrastructure for branches. This includes office accommodation, communication facilities, modern facilities for apprising pensioners in respect of pension and other facilities provided by the government etc. Presently, there is provision for providing accommodation to Senior Citizens'

Associations. Similar provision should be made in a phased manner for central government pensioners' associations. In addition possibility of CPWD providing accommodation should be explored. CPWD provides residential, office and rest house accommodation for central government offices. CPWD may be able to provide office accommodation from available lot or may be able to construct new accommodation. Pensioners' association like ours should be given suitable office accommodation well connected by transport facilities available in the area.

You are requested to visit website <http://aicgpa.org> to have broad information and activities of our association.

**Information facilities:** We do realise efforts taken by your Department of Pensions & Pensioners' Welfare however, all pensioners are not in a position take advantage of your website. Association is in a position to reach to pensioners and apprised them about the efforts taken by you, facilities provided by the government and how they can be benefited. In addition pensioners can be guided to take up social work for benefit of the nation. There is an inescapable need to have modern equipment for display and explain. This would be laptops, projectors, PA equipment etc. Your department can provide this in a phased manner.

**Discussions and Coordination:** Face to face discussion resolves most of the issues. This is the best method of understanding pensioners. We need not elaborate this. During the year 2008 there had been a video conference organised by your department with the help of NIC. The discussion helped us to know pensioners' portal. We find it convenient to find latest information on various aspects related to the association and members. Similar video conference should be organised say twice a year. During this conference associations can project pending issues which needs attention of ministries and also issues needing policy decisions. Association does not expect on the spot decision. However, association does expect early solution. There are many difficulties faced by pensioners and as a routine these should be solved. However, at lower offices of ministries, autonomous bodies, PSUs and PDAs these find 'No time' to resolve. We know there is a shortage of staff at various levels, heads of the offices have to look after many issues etc.. However, it is a common experience that difficulties pertaining pensioners are forgotten safely. On the other hand, experience of the association is if these are discussed at appropriate level, solution is found comfortably and quickly. Presently there are no guidelines for such discussions. It is solely dependent on the head of the office. Association strongly feels that guide lines and procedure for monitoring such discussions be laid down. All offices be directed to follow the same. Further, higher offices should direct their subordinate offices to give adequate time to this association for discussions. The instruction should include follow up of decisions taken during meetings. This aspect needs your kind consideration and immediate action say within 3 months.

**Implementation of accepted provisions:** Government of India after accepting recommendations of the sixth central pay commission gave responsibility of implementation primarily to pension disbursing authorities. CPAO and concerned account offices were made responsible for issuing revised PPO (may be corrigendum to PPO). However, PDAs and CPAO have miserably failed in their responsibility. There are cases where arrears paid to pensioners are much below due to them, Extension of enhanced family pension for family pensioners drawing enhanced pension during January 2006 is not extended to 10 years, non-restoration of commutation after due date, accounts officers have not issued corrigendum or revised PPO saying 'you are getting revised pension and there is no need to issue any revision'. Accounts officer has forgotten that on many PPOs there are many entries missing such as pay scale, names of family pensioners in the order of priority, birth date of family pensioner, revised family pension etc.. There should be a nodal agency apart from grievances cell to deal with all accepted provisions. You are requested to get orders issued for a nodal officer and his/her postal address, email address and telephone number

be placed on pensioners' portal. Such nodal officers may be appointed at all levels i. e. ministry/department/region/state/zone etc..

The Government of India has come with a new proposal for health scheme for employees and pensioners. All India Central Government Pensioners' Association had given publicity to this scheme through website, quarterly bulletin and monthly meetings of members at various branches. After thorough discussions association has concluded to reject this scheme. Instead, the government should extend CGHS and CSMA to all pensioners and give them choice to accept one of these. Further, CGHS recognised hospitals and dispensaries should be available down to tehsil places. The government may be in a position to make it compulsory for hospitals run by various social trusts.

**Suggestions:** Following suggestions are put forward for your perusal and preparing RFD:-

- a. Welfare fund: The government should have a welfare fund similar to prime minister's fund to help needy pensioners.
- b. Legal cell: The government should establish a legal cell at appropriate places for giving legal advise to pensioners in respect of pension and dues.
- c. Reemployment: Pensioners are active even after retirement. Many ministries and offices are facing staff shortage. Certain type of jobs do not need permanent staff. In order to profitably use the pensioners power (man power) they may be offered employment at various levels. The age limit should not be fixed arbitrarily but should depend on individual capacity with a guide line of say 68 years.
- d. Recovery from Pension: There should be time limit for recovery from pension on account of over payment in pension. Suggested time limit is 6 months.
- e. Pension Rules 1972: There had been many amendments to pension rules since issue. It is recommended that Pension rules 2010 be prepared taking in to account all amendments and issued.
- f. Additional pension: Additional pension has provided solace to pensioners and we are grateful to the government. However, this should start from the age of 65 years in place of 80 years. Therefore, revised rule for additional pension should be 20% for those who complete 65 years but not 70 years, 30% on completion of 70 years, 40% for 75 years, 50% for 80, 60% for 85, 70% for 90, 80% for 95 and 100% for 100 years.
- g. Pay and pension structure: This association has found that while fixing pay and pension after accepting recommendations of VI<sup>th</sup> CPC, employees, pensioners, PDAs had to struggle hard while estimating revised pay/pension. We recommend that this procedure be streamlined to make it easy and workable. We suggest that following principles be used in prescribing new pay scales. Pay scales could be just 4 numbers i. e. one pay scale for every group (i. e. A, B, C & D). This pay scale should take in to account growing annual increment after every specific period say 7 years (this should be decided after necessary study). In every group employees shall have different levels as needed based on the responsibilities. Starting basic pay in each of the groups shall depend on the responsibilities. Care should be taken that highest basic pay in any of the groups could be reached only by a person having highest responsibilities. For pensioners notional pay fixation in the revised scale should be done before fixation of pension irrespective when the pensioner retired. Pension should be fixed as per the best rule for the pension.
- h. Mailing list: This association should be put in the mailing list so that all orders and circulars pertaining to pensioners would be endorsed to This association on the address given at the top.

This association requests you to kindly peruse our plan and suggestions while considering we are your future. We might have made mistakes while in service. However, having brought these to your notice you should not follow our mistakes. We all thank you for giving this opportunity.

Yours Faithfully,  
Madhav Bamne, Technical Adviser  
for President, AICGPA, CHQ