

Shiva Gopal Mishra
Secretary

Ph.: 23382286
National Council (Staff Side)
Joint Consultative Machinery
for Central Government Employees
13-C, Ferozshah Road, New Delhi – 110001
E Mail : nc.jcm.np@gmail.com

No.NC/JCM/7th CPC/2016

Dated: 28th July 2016

The Cabinet Secretary,
Government of India,
Rashtrapati Bhawan Annexe,
New Delhi

Respected Sir,

We wish to invite your kind attention towards the discussion we had on **30.06.2016** at the residence of Hon'ble Home Minister, **Shri Rajnath Singh**, wherein Hon'ble Minister for Finance, **Shri Arun Jaitley**, Hon'ble Minister for Railways, **Shri Suresh Prabhakar Prabhu**, and Hon'ble Minister of State for Railways, **Shri Manoj Sinha**, were present, wherein it was assured to the representatives of the NJCA that the issues pertaining to **Minimum Wage and Fitment Multiplication Factor** would be referred to a "**High Level Committee**" to review the same.

It is a matter of concern that, despite elapsing a pretty long time, nothing has been heard in this regard from the Government of India, which is leading to serious resentment amongst the Central Government Employees.

In the background of issuance of the Notification by the Government of India on 26.07.2016 to give effect to the recommendations of the 7th CPC as per 29th June, 2016 Cabinet decision, we request you to expedite action for setting up the proposed "**High Level Committee**" to review **Minimum Wage and Fitment Multiplication Factor** as was promised in the **30th June, 2016** meeting and also in the subsequent meeting of **6th July, 2016** with the Hon'ble Home Minister(Government of India), which paved way for deferment of "**Indefinite strike**" which was proposed to be held from 11th July 2016.

It would be highly appreciated if necessary orders are issued for setting up the said committee without further delay to resolve these issues in a quick way.

With Kind Regards!

Sincerely yours,



(Shiva Gopal Mishra)
Secretary(Staff Side)
National Council(JCM)

Copy: All Constituents of NC/JCM(Staff Side) – for information.

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The Cabinet Secretary,
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Respected Sir,

We wish to draw your kind attention towards the decision taken by the government on the recommendations of the 7th Central Pay Commission, especially with regard to **Modified Assured Career Progression Scheme (MACPS)**.

The government has accepted one of the adverse recommendations of the 7th CPC without holding any consultation with the Staff Side. The recommendation of the 7th CPC regarding benchmark for performance appraisal for promotion and financial upgradation under MACPS, to be enhanced from “**Good**” to “**Very Good**”, has been accepted by the government without considering its implication on the morale of the Central Government Employees. Similarly, another adverse recommendation of the 7th CPC for withholding of Annual Increment in the case of those employees who are not able to meet the benchmark, either for MACP or a regular promotion within the first 20 years of their service has also been accepted by the government.

In our “**Charter of Demands**”, submitted to the Government of India on **9th February, 2016** on behalf of Staff Side, National Council(JCM), we have categorically demanded that, the MACP should be treated as **financial upgradation without any grading stipulation and the MACP should be provided on the basis of promotional cadre hierarchy of the concerned department.** The Staff Side has demanded to reject the efficiency stipulation recommended by the 7th CPC. However, this issue was not discussed with the Staff Side, National Council(JCM) by the government before taking a decision on this significant issue as well as recommendation of the 7th CPC for withholding of annual increment in the case of those employees who are not able to meet the benchmark, either for MACP or a regular promotion within the first 20 years of their service.

You will appreciate that, in the government set-up it will be very difficult to assess the performance and talent of each and every employee since the government functions on a collective basis. Moreover, this decision of the government, if implemented, will result in favouritism and also victimization. This will also result in serious unrest at the workplace,

which will affect the morale of the employees and will create division amongst the employees, which will ultimately reflect on the performance and productivity of each organization.

Therefore, we are of the firm opinion that, the government should reconsider their decision on the above issues and we request you to kindly withdraw the same and a discussion in this regard may be held with the Staff Side at the earliest.

With Kind Regards!

Sincerely yours,

A handwritten signature in dark ink, consisting of a large, stylized initial 'S' followed by a horizontal line that ends in a small flourish.

(Shiva Gopal Mishra)
Secretary(Staff Side)
National Council(JCM)

Copy: All Constituents of NC/JCM(Staff Side) – for information.