

Appx A

FEDERATION OF VETERANS ASSOCIATIONS

PROPOSAL TO 8TH CENTRAL PAY COMMISSION TO CONSIDER
FAVORABLY THE DEMANDS OF VETERANS AND VEER-NARIS

The “Federation of Veterans Associations” is a largest platform of Ex-Servicemen with the affiliation of more than 162 Ex-Servicemen organizations of India having membership of approx 12-13 lakhs veterans, registered under Registration of Society Act XXI of 1860 vide registration number **S/RS/SW/HQ/029/2024**. We hereby submits the following proposals to be considered favourably by 8thCPC :

1. REMOVAL OF ANOMAILIES IN OROP .

(a) OROP granted vide GOI letter No. 12(1)/2014 dated 07 Nov 2015 does not fulfil the requirement as per the definition framed by the parliament of India. Granted OROP is NOT “**one rank one pension**”, it is “**one rank many pensions**”. The gap of pension reduced from 70% to 50% in 1973 needs to be bridged.

(b) OROP granted is based on the average of maximum and minimum basic pension of base year 2013, 2018 & 2023 whereas it should be fixed on the basis of notional maximum pension as per GOI letter No 1/13/2012/D(pen/pol) DESW dated 17 January 2013.

(c) OROP was a long pending demand of retirees from defence forces and veterans were much happy when Government announced it. but they never thought that 97% of veterans will not be benefited as per the definition of OROP framed by the Government.

(d) OROP granted is not benefited equally on the basis of pension of various ranks but highly benefitted to higher ranks. A large No of veterans particularly JCOs, NCOs and other ranks are not satisfied with the stand of the Government in this matter.

(e) Refer the table showing the facts of increase due to OROP which discriminates with JCOs/ORs.

COMPRATIVECHART OF INCREASED PENSION IN OROP : ALL RANKS					
BETWEEN 6 th CPC to 24 Sep 2012			BETWEEN 24 Sep 12 TO OROP I		
RANK	LENGTH OF SERVICE	PERCENTAGE INCREASE	LENGTH OF SERVICE	PERCENTAGE INCREASE	Average increase in OROP
SEPOY	17	77	17	22	12% for other ranks
NAIK	22	64	22	9	
HAV	24	60	24	6	
H/NB/SUB	24	64	24	11	
NB SUB	26	42	26	4	4.2. % for JCOs
SUB	28	34	28	2	
SUB MAJ	32	21	32	6	
Hony .LT	32	19	32	4	4.5% For Honorary Lt & Capt
Hony . CAPT	32	23	32	5	
LT	32	19	32	4	21.66% for commissioned ranks
CAPT	32	23	32	5	
MAJ	33	69	33	31	
LT COL	33	138	33	32	
COL	33	39	33	20	
BRIG	33	43	33	28	

(f) Because of OROP and 7th CPC first time in the history of India, fresh retirees of some ranks are getting less pension in comparison to previous retirees. It occurred because of wrongly formulation of new pay matrix levels and fitment factor. After 6th CPC pension of retirees prior to 01 Jan 2016 got revised pension in OROP in July 2014 and then in 7th CPC by multiplied their pension by 2.57 and pay of soldiers serving as on 01 Jan 2016 was fixed by multiplying their salary (Without increase of OROP) drawing as on 31 Dec 2015. It resulted less pension to retirees who retired on or after 01.01.2016, particularly NCOs, JCOs and JCOs granted Honorary ranks.

JUSTIFICATION :

- (a) Definition fixed by the Parliament not honoured and violated.
- (b) OROP should not be linked with length of service as lower ranks are forced to retire early as per their terms of engagement.
- (c) Pay matrix level be revised to correct the pension of post 01.01.2016 retirees.
- (d) Justice should be done with lower ranks as they have not benefitted in OROP as higher ranks benefitted. Pension of only JCOs & ORs was reduced from 70% to 50% in 1973.
- (e) Report of one man judicial committee for OROP should also be implemented.

(f) Recommendation of committee of secretaries headed by Cabinet Secretary as per para 2 of letter No 1(13)/ 2012/D(Pen/policy) dated 17th January 20213 of GOI, MOD “**that pension of pre 01.01.2006 JCO/OR pensioners may be determined on the basis of notional maximum for the ranks and group across the three services**” not implemented and OROP fixed as average of maximum and minimum is not justified.

(g) After 7th CPC & OROP the pension of post 01.01.2016 NCOs, JCOs, Hony Lt and Hony Capt has been reduced.

(h) The Government has violated the recommendation of KOSHIARI Committee and diluted the recommendations.

2. **OROP BENEFIT TO PRE-MATURE RETIREES** Denial of benefits of OROP to pre-mature retirees is a big discrimination and unjust :

(a) Pre-mature retirees forms a homogeneous class among veterans and for such personnel no policy exist to differentiate. Firstly while announcing OROP premature retirees were denied the benefits, then sanctioned when our respected Prime Minister had announced in his speech at Faridabad (Haryana) in 2015 and later on again denied for pre-mature retirees who retires on or after 07.11.2015(See para 4 of the policy letter dated 07.11.2015 without any just cause or reason.

(b) This act of Government violates the rights available to PMR personnel under Article 14 and 16 of the constitution.

(c) Court No 1 of AFT principal bench of New Delhi also given verdict to pay OROP benefits to pre-mature retirees vide OA 313/2022 with MA 416/2022.

JUSTIFICATION :

(a) PMR retirees are also part of regular Army and deserves all benefits sanctioned for regular defence personnel as they also retires after rendering the minimum qualifying service to earn pension.

(b) AFT Delhi had also given verdict in favour of PMR retirees vide OA 313/2022 with MA 416/2022.

(c) Denial of OROP violates the rights available to the PMR personnel under Article 14 and 16 of the Constitution.

3. **IMPROVEMENT IN PAY MATRIX LEVEL.**

(a) 7thCPC formulated pay matrix level from 3 to 14 for different ranks which are too low in comparison to civil counterparts. The amount fixed for salary should start for Sepoy from level 4 and consequently one level higher for other ranks as the low amount of various levels resulted lower amount of pension for the personnel who retired on or after 01.01.2016, particularly the ranks of NCOs, JCOs and JCOs granted honorary ranks.

(b) It has also been noticed that pay structure of JCOs/NCOs & OR has been reduced in 7th CPC tables. It has resulted in the reduction in pay and subsequently in pension. This is directly affecting morale of serving soldiers. This has resulted in reduction or no increase in pension of past soldiers in OROP. Reduction of pay of serving soldiers is violating the spirit of 7thCPC .

(c) At higher level Officers are commanding the troops but NCOs and JCOs are playing major role in implementing the tasks on ground. Hence Non-Commissioned and Junior Commissioned Officers should also be given legitimate weightage while fixing pay and pension.

JUSTIFICATION :

(a) Pay matrix level improvement may remove various anomalies.

(b) The retirees after declaration of 8th CPC may get equal pension as past retirees of their ranks are getting.

4. **BENEFIT OF OROP TO RESERVISTS.** Denial of OROP benefits to reservists is a major discrimination as they have sacrificed more than the regular soldiers. They were sent on reserve by the Army to reduce the strength of army and financial burden to Government. It was not their choice or demand at all.

JUSTIFICATION

(a) Reservists sacrificed more than regular Army.

(b) They fought various Wars when called by the Army. They were not able to establish any business or join any permanent civil job because they were bound to attend periodically training program applicable as per reserve policy.

(c) The strength of living reservist is very low and will not need a big finance budget.

(d) Reservists also sanctioned pension after completion of 15 years (Colour plus reserve service) and they were granted pension equal to regular Sepoy of 15 years of service up-to July 2014.

5. EQUAL MSP TO ALL RANKS

- (a) Military service pay was granted to Army personnel looking to the life hazard and hardship of Army service.
- (b) It is not an allowance which needs to be calculated rationally with different salary amount of different ranks.
- (c) Lower ranks are facing more hardships and live hazardous life in most of the service period.
- (d) The reason for which MSP is granted should be honoured and considered honestly.

JUSTIFICATON.

- (a) Considering the higher hardships and life threatening conditions, the JCOs & ORs also deserves equal MSP. MSP is not a salary which needs to be calculated on basis of the ranks.
- (b) It is also against natural justice that most deserving category is granted Rs 5200/- where as higher amount of Rs 10800/ and 15500/- were granted for those categories who enjoy good/comfortable life and have comparatively lesser threat to their lives.
- (c) The wide gap of MSP between officers, MNS & JCO's/NOCs/Ors is hurting the psyche. They are feeling a step-child treatment by the Govt. It is unwise to keep such a large force of veterans (97%) unsatisfied and forced to live with a feeling that the natural justice is not being done to their sacrifice/services to the nation.
- (d) The Hon'ble High Court of Delhi vide verdict dated 30.09.2024 (W.P. © 12842/2018) has also given opinion that this matter can be looked after by an expert body like the pay commission.

6. ANOMALY IN PAY FIXATION OF GROUP X . First time a big anomaly occurred when the personnel of Group X have been downgraded their grade which resulted in big loss while fixing pension by 7th CPC and made two categories of Group X soldiers one group of Rs. 6200 Grade and other of Rs 3600 grade. Table No 8 issued separately for those X group soldiers who had some technical qualification. The matter is in court also.

JUSTIFICATION.

- (a) Separate table for 'X' group is a big discrimination.

- (b) Earlier there was single table for all trades/group of ' X' group.
- (c) In 7th CPC many pensioners of 'X' group have been deprived of their entitlements on the name of technical qualification. Not justifiable.

7. ANOMALY IN LIBERALISED, SPECIAL AND ENHANCED FAMILY PENSION

Earlier fixation of liberalised, special and enhanced family pension was sanctioned on the basis of last pay scale of the martyr/soldiers died in harness as per his terms of engagement. Now after formulating OROP the pension has been linked with the length of service of martyr and person died in harness which resulted a big loss to the widows of martyrs who rendered lesser service than a soldier who completes his total colour service. It is not justifiable.

JUSTIFICATION.

- (a) The financial needs and requirements of a widow cannot be measured with the length of service of a martyr or soldier who died in harness.
- (b) It is unjust with the widows of those martyrs/soldiers who laid their life for the nation before rendering their colour service. Death time is not individuals choice, it happens because of situation and call of duty.
- (c) It is the duty of the nation to look after the **Veerangnas** of martyrs who sacrificed their life for the nation. The methodology of calculating the family pension should be based on the basis of maximum service of a soldier and not on the length of actual service.

8. **PAY & PENSION OF SOLDIERS OF ASSAM RIFLES.** The soldiers of Assam Rifles also performs all duties similar to regular Army Soldiers. Many facilities are similar for them but in some cases they are discriminated.

JUSTIFICATION

- (a) Assam Rifles are also performs same duty as Regular Army.
- (b) There should be no difference in pay and pension of soldiers who performed the same duties for Assam Rifles and the Regular Army.
- (c) All facilities should also be granted for Assam Rifles equal to the Regular Army personnel.

9. MONETARY BENEFITS TO ALL HONORARY RANKS. Honorary rank is granted to some ranks for their meritorious service but no monetary benefits are granted to them. Although Hony Capt, Hony Lt (active service) and Havildars who granted the rank of Hony Naib Subedar are getting pension and other benefits of Hony rank but some other ranks granted Hony rank after retirement are not getting the benefits of the honorary rank. They should also be granted all the benefits of Hony rank at par with hony rank granted.

JUSTIFICATION

- (a) In some cases Pension and other benefits are allowed to Hony Ranks. Few ranks are denied for the benefits. It is not justified.
- (b) There is no benefit or justification for giving the Hony Rank for name sake.
- (c) Only few lower ranks are not extended the benefits of Hony Rank which is un-just to them.

10. ABOLISHMENT OF AGNI-VEER SCHEME Since last 3-4 years recruitment of Agni-veer is in process and majority veterans including high ranked senior Army officer veterans and common public do not consider this scheme in national interest. Future of the Agni-veers after release from the Army service is not secured. The previous system of recruiting regular soldiers have no adverse affects and proved good for the Army since decades. The People have started to call **NAKALI SIPAHI** to Agniveers which hurts their dedication to the Army.

JUSTIFICATION.

- (a) Agni-veers having less experience cannot fight strongly as regular soldiers.
- (b) The Agni-veers released after four years shall become a group of un-employed youth and may lead towards unsocial activities and involvements.
- (c) Hundred percent rehabilitation of Agni-veers will not be possible for the Government as declared.
- (d) Anti-national elements may use these Agni-veers.

11. INCLUSION OF DEFENCE AND VETERAN MEMBER IN PAY COMMISSION. In absence of member from defence and veteran segment in pay commission proper argument and facts are not produced before pay commission and a large discrimination arises in recommendations of CPC. Civilian chairman and members of CPC are not aware for the tough conditions of Army service and life hazard to Army personnel.

JUSTIFICATION.

(a) Earlier Army personnel were considered higher wages in comparison to civilian counterparts. For example the pension of Chief of Army, Navy and Air-Force was Rs 1000/- and Rs 416/- for highest civil servant up to 31 December 1972. However, in 6th CPC both have been equated in pension at Rs 45000/- which is an unjustified decision. In maximum foreign countries soldiers are paid higher amount in comparison to India.

(b) For high risk to life and unmatched hardship Army personnel deserves higher salary and benefits but no one raises the facts before CPC.

(c) Absence of defence and veteran member in Pay Commission resulted big degradation and downgraded to the military service which causes hurting the morale of the troops.

(d) A large number of anomalies are arises because no expert from defence and veterans is included in pay commission.

12. RESTORATION OF COMMUTATION OF PENSION. It is in public domain that a huge amount of commuted portion is recovered from the pensioners. The recovered amount is much higher than the amount commuted plus interest. A proper study is the need and as per existing interest rate commutation should be restored at correct time without recovering undue amount.

JUSTIFICATION :

(a) The commutation period should be calculated on the basis of existing rate of interest rate.

(b) Some Hon'ble Courts had also given verdict to not to recover undue amount from the pensioners on the name of commutation.

13. **DISABILITY PENSION:**

- (a) Disability pension being paid is not adequate and needs to be revised.
- (b) Earlier disability pension was calculated with highest scale of salary of the individual or high amount. After OROP it has been linked with length of service which is not justifiable.
- (c) Disabled soldiers irrespective of their length of service, needs equal financial support for survival.
- (d) Disparity in disability pension is cause of heart burn for JCOs/NCOs & Ors. All soldiers are important and their lives as well as limbs are equally dear to them. Soldiers willingly go to battle field with a belief that Govt will look after them & their families in case they are killed or Wounded in battle or in CI service.
- (e) Many past disabled soldiers suffered loss due to linking the disability pension with length of service.
- (f) Disability pension should not be calculated as per the salary of individual or rank. It should be fixed looking to the need for survival irrespective of rank and salary.

JUSTIFICATION.

- (a) Once a soldier become disabled, he needs life support to survive and necessities remains same irrespective of rank and salary.
- (b) Disabled soldiers are released against their will because of their disability, hence a proper rehabilitation should be ensured by sanctioning sufficient financial support.
- (c) As per the recommendation of 7th CPC the amount of disability pension was more than sanctioned by linking with length of service.

14. **DEFENCE WIDOW,S PENSION TO BE INCREASED EQUAL TO ESM PENSION.**

As per existing policy ordinary family is fixed @60 percent of the pension of deceased pensioner. Discrimination is there that pension is reduced on the death of ESM whereas it is not reduced on death of the spouse. The argument that expenses reduces on the death of ESM is totally false. Whereas the widow faces more financial difficulties as her husband's income/support other than pension becomes zero. Most of the widows are from rural area and jobless consequently faces more difficulties.

JUSTIFICATION :

- (a) Expenses increases after the death of ESM.
- (b) Maximum widows of JCOs and ORs are jobless.
- (c) No support of husband after his death.

15. **UNIFORM FITMENT FACTOR FOR ALL RANKS.** Fitment factor should be uniform for all ranks as it was before 7th CPC. To overcome and reduce the gap it should be considered essential that a uniform fitment factor should be implemented for all ranks to keep the morale of the troops high.

JUSTIFICATION

- (a) To avoid the gap and anomalies in pension and pay.
- (b) All previous CPCs except 7th CPC there was uniform fitment factor.

16. **MONETARY BENEFIT AGAINST “EXEMPLARY CHARACTER”.** The soldiers retired with “**exemplary character**” should be awarded some monetary benefit to recognise their meritorious service.

JUSTIFICATION.

- (a) It will give a sense of pride.
- (b) Meritorious service needs to be rewarded with monetary benefits.
- (c) This will encourage the troops to render good service and motivate them to maintain good discipline in entire service.

17. **ADDITIONAL PENSION BE INCREASED AT THE AGE OF 70 YEARS INSTEAD OF 80 YEARS.** Earlier as of 2022 the worldwide average life expectance was 72 years but now it has been changed. It could be viewed by 8th CPC seriously and it should be started from the age of 70 years.

JUSTIFICATION. To meet the old aged ailment & demands.

18. TIME SCALE PROMOTION FOR JCOs AND ORs SIMILAR TO OFFICERS CADRE. Since last many years, time scale promotion policy is there for Lieutenant, Captain, Major and Lieutenant Colonel but there is no such policy for JCOs and Other ranks. Career and promotion up-to the rank of Lieutenant Colonel on time scale is assured for officers whereas a Sepoy is not assured for an opportunity even for promotion of a Lance Naik and it is a huge discrimination. We request to formulate a promotion policy of time scale promotion for other ranks also.

JUSTIFICATION.

- (a) To provide assured promotion.
- (b) To keep the morale of troops high.

19. **FIXED MEDICAL ALLOWANCES.** Presently the fixed medical allowances @ Rs 1000/- granted to pensioners who opt for not to take medical facilities from ECHS or MH. The fixed allowance should be increased to Rs 5000/- per month.

JUSTIFICATION. Keeping in view of inflations and the cost of medical expenses in present environment, it should be considered necessary that the fixed medical allowances should be increased to Rs 5000/- per month.

