



Bilingual (Kannada and English) Monthly Journal of
**KARNATAKA POSTS AND TELECOMMUNICATIONS
PENSIONERS' ASSOCIATION (R)**

(KSR Act 1960, REG. No. 1069/98-99)
(FORMERLY RMS PENSIONERS' ASSOCIATION)

Registered as "A Wholly Charitable Trust" U/S 12A of I.T. Act 1961

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31ST ANNUAL GENERAL BODY MEETING

Saturday the 18th July, 2026 at 09.30 am.

Venue: **Havyaka Bhavana, 101/A, 8th Main, 11th Cross,
Mallechwaram, Bengaluru 560003.**

All Life Members, Associate Life Members of the Association and Subscribers to Pensioners' Champion and Well Wishers are requested to attend the meeting.

Notice of the AGB, Annual Report and Audited Accounts will be published in the next/subsequent issues.

Felicitations of the members aged 75 and above : List in Pages : 5-7

Note: For any other information please contact: K.R. Anantha Ramu, Jt. Secretary: 9448477129; K. Nagesh, Jt. Secretary: 9448705268; Viswanatha Rao, Treasurer : 9343528849

Members listed in pages 5-7 of the journal are requested to attend the AGB on 18.7.2026 for being honoured.

They are requested please to confirm their attendance before 31.5.2026 to facilitate the association in making necessary arrangements for their felicitations in the AGB.

Confirmation may be made either through a phone call, SMS or a WhatsApp message to the Joint Secretaries : Sri K.R. Anantha Ramu, 9448477129 or K. Nagesh, 9448705268



Portrait of Sri N. Bhaskaran



Sri K.B. Krishna Rao, Secretary speaking about Sri Bhaskaran



Sri Suresh presenting a cheque to the Association



Sri Suresh, speaking about his father



Sri N.M. Hegde, paying tributes



Sri H.S. Manjunatha, speaking about Sri Bhaskaran



Sri V. Murugan, delivering presidential address



Sri K.R. Anantha Ramu, Jt. Secretary, proposing vote of thanks

Tributes to the Late Sri Bhaskaran, Founder, KP&TPA

An event was held on the 11th April 26 at the Association's office at Pensioners Bhavan to pay respectful homage and offer floral tributes to Sri N Bhaskaran, the departed veteran leader of P&T Workers and Central Govt Pensioners. More than 50 pensioners attended and paid their tributes. Family members of Sri Bhaskaran were invited. Sri B Suresh the son of Sri Bhaskaran attended.

The Family, hosted a lunch on the occasion in memory of the late Sri Bhaskaran

The family, also donated Rs.25,000 to the building fund of the Association which is sure to facilitate construction of the 2nd floor of Pensioners Bhavan, a project which was so dearer to Bhaskaran's heart and about which Sri Bhaskaran had enquired even on the day before his demise on 31-12-2025, when the Secretary with friends viz. Channappa, Manjunatha, K G Kulkarni, Viswanatha Rao and Anantha visited him to enquire about his health.

The obituary references made in the meeting by many of Bhaskaran's colleagues and friends were filled with glowing tributes

Sri Krishna Rao, in his introductory talk said that the building "Pensioners Bhavan" in which the event is being held, stands as a monument in the memory of the late lamented leader who dedicated about 7 decades of his life for the cause of welfare of RMS Employees while in service and for the welfare of Central Govt. Pensioners after retirement. He said that the Association is walking in the footsteps of Bhaskaran, the founder Secretary.

Sri Rao said that construction of the 2nd floor of the building with a big meeting hall to hold the Annual general body meetings will be the real tribute that the members of the association would be paying to Sri Bhaskaran. He appealed to all those who have not yet paid donation for the building fund to consider liberal

payment now.

Sri Rao said that but for the great help extended by Sri G Babu, President of Telecom Employees House Building Cooperative Society by allotting a big site to the Association on the request of Sri Bhaskaran, the Association today, would not be owning 2 buildings of 60 squares.

He profusely thanked the Members for their generous donations to the Building Fund which felicitated construction of the 2 buildings.

Sri B Suresh, in his speech, recalled the days when as a child, he used to hide behind his mother when the police came to his residence in search of his father, who had led the Employees Strike as the Circle Secretary of RMS Union. He was appreciative of his

mother's endurance in looking after the affairs of the family during the times when Sri Bhaskaran was placed under suspension for leading RMS employees in strikes. He expressed his sincere thanks to the RMS Unions for standing by the side of his father and for supporting the family in difficult times.

Sri Suresh said that Sri Bhaskaran did not believe in the rituals conducted after one's death and had wished that his body must be donated to a hospital for medical studies. His mother also advised him to go by his father's wish and therefore, Bhaskaran's body was donated to the St John's Medical College Hospital.

Sri Suresh thanked the Association for organising a 'Homage Ceremony' at Pensioners Bhavan in which so many pensioners were present for paying tributes to his father.

Sri Sethumadhavan, while paying tributes to Sri Bhaskaran said that he was a kind - hearted Union Leader who used to help all without any discrimination.

Sri K Diwakar Prabhu, said that he was residing in a locality adjacent to Bhaskaran's



house in Banashankari 2nd Stage and used to meet and talk to him very often and exchange views on several issues.

Sri N.M. Hegde said that he knew Bhaskaran for 58 years and recalled many instances of his seeking Bhaskaran's advice and help.

Sri V.S. Naik said that Sri Bhaskaran used to attach much importance for Work Culture, Punctuality in attendance and maintaining cleanliness in the offices that he headed. Sri Naik said that construction of the 2nd floor of Pensioners Bhavan at the earliest, the desire of the late Leader, would be the best tribute that is paid to him.

Sri V. Gangahanumaiah paying rich tributes said that Sri Bhaskaran was the first Circle Secretary of R-III Union and he was a contemporary of the other RMS Union Leaders like the Late Raghothaman, C.V. Ananda and Muthusubramanian. All of them sacrificed a lot for the welfare of the working class. Bhaskaran's contribution, in addition to leading the union for a decade, was developing a 2nd line of leadership in the State.

Sri H.S. Manjunatha speaking on the occasion said that Sri Bhaskaran was a very good friend of him. On learning that Bhaskaran's health was in a serious condition, he returned to the City from Kerala and called on Bhaskaran with other friends to enquire about his health. Sri Bhaskaran could recognise all and even enquired about the progress being made in construction of the 2nd floor of Pension Bhavan.

Paying rich encomiums to the departed leader, Sri Manjunatha said that Sri Bhaskaran's contributions in establishing the Association, publishing the monthly journal, bringing out a Compendium on Pension and CGHS matters and above all building Pensioners Bhavan are invaluable.

Sri Manjunatha said that he is glad that many pensioners have attended the Homage ceremony, appropriately arranged at Pensioners Bhavan, the building constructed by Bhaskaran and which was so dearer to his heart. Sri Manjunatha said that the Association must

fulfil the desire of the veteran leader Sri Bhaskaran by constructing the 2nd floor at the earliest.

Responding to Sri Manjunatha, the Secretary said that the terrace of the building measures about 3000 Sft and a big meeting hall, as desired by Sri Bhaskaran, can be constructed to conduct meetings there.

Sri V Murugan, in his presidential speech said that he considered Sri Bhaskaran as his elder brother and a Role Model. He recalled instances wherein Sri Bhasakaran used to listen patiently to the grievances of the officials and tried to resolve them by speaking to the authorities concerned. Sri Murugan termed Sri Bhaskaran "the Architect of Pensioners Bhavan".

Sri K.R. Anantha Ramu, Joint Secretary, proposing a vote of thanks said that holding a meeting in which a good number of Pensioners are expected to attend, required a lot of preparations and he thanked the Secretary for arranging the meeting at the Association's office in Pensioners Bhavan as desired by Sri Bhaskaran's family members.

He thanked Sri Suresh for hosting a lunch in memory of his father and also for donating to the building fund of the Association.

Speaking about Bhaskaran's Leadership qualities, Anantha Ramu said that he never encouraged indiscipline and in one case he even advised the charged official to seek voluntary retirement.

Continuing, Anantha Ramu recalled that in one of the Executive Committee meetings, Veteran Leader Sri Bhaskaran had told him that the Association had been maintaining highest standards of ethics in its functioning and had always maintained financial discipline also and advised him to continue to follow the standards set by the association over the years.

Anantha Ramu said that the association has been functioning in accordance with the standards set by Sri Bhaskaran.

The meeting ended after, floral tributes were paid by all those present.

MEMBERS TO BE FELICITATED IN THE ANNUAL GENERAL BODY MEETING SCHEDULED TO BE HELD ON 18-07-2026

The list hereunder, includes the names of members of the Association who are 75 years and above as on 31-03-2026, but does not include the names of those members who have already been felicitated by the Association and of those who did not participate in the felicitation function after inclusion of their names in the list of members to be felicitated, published in the previous years. List below includes names of members who were born between 1-4-1950 & 31-03-1951. It also includes the names of members aged 75 and above who were admitted to the membership of the Association during the year 2025-2026 (1-4-2025 to 31-3-2026)

SI No	Membership LM / ALM	Name Smt./Sri	DoB	Designation & Office from which retired
1	111	Aithappa Naik H	18-04-1950	Stg Asst, RMS 'Q'Dn Hassan
2	780	Shahane R D	01-06-1950	Senior Technical Supr, Telecom Ankola
3	875	Snehalatha K S	14-10-1950	Area Director, Telecom BGTD
4	1489	Govinda Raju H S	11-06-1950	H M M, HRO, Bengaluru TD Stg
5	1695	Premaja P P	16-03-1951	SSS, O/o DET, I/D, RT Nagar Bengaluru
6	1706	Ramaraj K G	08-09-1950	AGM, O/o GM, BSNL, Hassan
7	1724	Narasimha Murthy S	16-08-1950	BCR HMM, SRO'Q' Dn Tumakuru
8	1735	Sethumadhavan K	15-08-1950	Sr PS to CPMG, Bengaluru
9	1736	Itagi F C	01-01-1950	Accounts Officer, O/o GM(PAF) Bengaluru
10	1775	Deshpande S S	12-10-1950	HSG I Supr, Hubballi H P O
11	1813	Ramachandran M	04-07-1950	BCR OA, M M S, Bengaluru
12	1814	Shanmugam C	06-04-1950	Asst.Chief PM, Bengaluru GPO
13	1836	Prahallad C V	16-11-1950	Sr.Acctt, O/o GM(PAF) Bengaluru
14	1842	Gnanasekaran S	28-12-1950	Asst.Audit Offr, AG Karnataka
15	1857	Nagaraja A N	22-10-1950	Mailguard, BG Cirty RMS
16	1867	Prathap H K	23-12-1950	Dy PM HSG 1, Rajajainagar, Bengaluru
17	1872	Raghavan N	15-01-1951	Dy Director, Dooradarshan, New Delhi
18	1877	Gogi S N	30-04-1950	SPM LSG, Hagaraibommanahalli S O
19	1899	Renukaradhya C	19-08-1950	Tech.Officer'B', DRDO, LRDE BG
20	1901	Chaco N J	30-10-1950	Est & Acts. AO Gr.B, Survey of India BG
21	1933	Anantha Padmanaba Rao D P	24-09-1950	SPM, Govindapalya, Bengaluru
22	1941	Venkataramu S	12-01-1951	Stores Supdt, GTRE, DRDO, Bengaluru
23	1952	Shanmugam G K	01-06-1950	Spl.Gr Driver, M M S Bengaluru

SI No	Membership LM / ALM	Name Smt./Sri	DoB	Designation & Office from which retired
24	1962	Sankeshwar B R	01-06-1950	Sr Supdt of Post Offices, BG West Dn.
25	1959	Suryanarayana Rao B N	11-04-1950	Technical Officer 'D', LRDE, Bengaluru
26	1963	Nagarathna R	20-09-1950	Asst.commissioner, Income Tax department
27	1983	Shankar S	01-04-1950	Spl Grade Driver, MMS, Bengaluru
28	1985	Chandra V	12-09-1950	AO, O/o A G , Karnataka, Bengaluru
29	2006	Anantha Rao V	25-09-1950	BCR PA, Vimanapura P O, Bengaluru
30	2046	Srinivasa Murthy J R	27-07-1950	SPM, Belagadi S O Chikkamagaluru
31	2057	Lawrence A	15-05-1950	HMG, BG City RMS
32	2113	Joshi N G	30-01-1951	S S, O/o CPMG, Bengaluru
33	2139	Puttamadaiah D G	14-03-1951	MG HRO(D) B'City RMS, Bengaluru
34	2273	Manjunath	09-10-1950	GSI of India, Bengaluru
35	2274	Shirish Kushal Vayangankar	21-11-1950	GSI of India, Bengaluru
36	2363	Rajendran S	05-04-1950	Indiranagar Telephone Exchange
37	2372	Anjanappa	23-12-1950	Postmaster HSG - I, Vijayanagar, BG
38	2436	Manuel R S	02-04-1950	Training Officer, Training Institute, MO Labour
39	2486	Gayathri Yogendrakumar	12-12-1950	SSS BSNL, BG TD
40	2556	Gopala Rao C R	03-01-1951	SPM. Jalahalli P O
41	2625	Sharada	08-10-1950	PA, Bengaluru GPO
42	2659	Kanniyappan.P	05-06-1950	GM(Fin), BSNL, Bengaluru Telecom
43	2757	Ramulu M	12-06-1950	PRI(P), Bidar HO
44	2882	Shakunthala	06-02-1951	HSG I, SRO, RMS Q Dn, Mangaluru
45	2888	Range Gowda H R	10-12-1950	HMM, BG City RMS, Bengaluru
46	2967	Usha Nanjundiah	02-07-1950	Subedar, APS, Bengaluru
47	2994	Vijaya Rao W	01-10-1950	SPM, HSGI, Chamarajpet PO, Bengaluru
48	3022	Seetharamaiah B S	08-12-1950	SPM, Thagadur SO, Nanjangud
49	3023	Shivakumar G	28-06-1950	BCR PA, Basaveswaranagar, Bengaluru
50	3086	Lalitha N	02-04-1950	Shop Supdt., Rlys(Elec), VT Mumbai
51	3163	Baramaiah Setty G	01-05-1950	Sub Postmaster, Kammagondanahalli , BG
52	3245	Chandrashekar T	11-01-1951	Asst.PM, Bhadravathi HPO

SI No	Membership LM / ALM	Name Smt./Sri	DoB	Designation & Office from which retired
53	3250	Yogendrappa A D	10-05-1950	Postman, Bhadravathi HPO
54	3255	Abubakar K	18-05-1950	Postman, Thirthahalli PO
55	3263	Lakshmana Y S	22-11-1950	MTS, Thirthahalli PO
56	3397	Leela Murthy	22-11-1950	PRI(P), Mysuru HPO
57	3440	Ramanna V S	14-01-1951	SPM, Nagamangala PO
58	3490	Samaraja	15-10-1950	SPM, Oorgaum PO, KGF
59	3561	Venkataswamy P	11-08-1950	Sub Dvl.Officer, BSNL
60	3595	Nagrathnamma N	21-06-1950	APM, Chkkamagaluru HPO
61	3622	Venkateshappa T	03-07-1950	MTS, HAL II Stage PO, Bengaluru
62	3629	Vishwanatha K M	23-01-1951	Head Postman, Doddapete PO, Shivamogga
63	3652	Babaiah A	02-06-1950	BCR PA, Jalahalli HPO, Bengaluru
64	3690	Ramalingaia N	16-01-1951	MTS, CGHS, Bengaluru
65	3762	Monie G	16-08-1950	PA, Rajajinagar HPO, Bengaluru

List of Pensioners aged 75 and above enrolled as Members during 2025-2026

1	3667	Visweswara Sastry R	18-09-1947	PA, Kolar HPO
2	3668	Rama Prasada H R	14-04-1945	Draftsman, Survey of India
3	3685	Srinivas K	07-10-1948	LSG PA, Chamundi Extn., Mysuru
4	3688	Gururaj K G	17-05-1946	MTS, BG City RMS
5	3696	Gururaja Rao B	28-07-1946	Sorting Postman, B'gudi HPO
6	3708	Dasaratha V	13-07-1948	Cash Overseer, Kolar HPO
7	3711	Vasudevamurthy N	25-02-1950	BCR PA, Mysuru HPO
8	3717	Shivaiah	06-04-1938	Senior PM, Mangaluru HPO
9	3718	Mallikarjuna	16-08-1945	SPM, Mandimohalla PO, Mysuru
10	3721	Sarangapani R	01-05-1949	JTO, STR, Bengaluru
11	3724	Seetha K (FP)	25-04-1948	Family Pensioner
12	3742	Narayana Rao J S	01-01-1946	PA, Jayanagar 3rd Block PO, Blore
13	3756	Choodaiah C	13-04-1943	SSPOs, B'lore West Division
14	3761	Raghavendra Padi	07-10-1944	AGM, Telecom, Ulsoor

8th CPC – MEMORANDUM

Memorandum to the 8th Central Pay Commission prepared by Sri P.S. PRASAD, Joint General Secretary CCCGPA-K. Reviewed by the President and the General Secretary

Note: 9 main questions on which the Pay Commission has called for submission of memorandum have been published in pages 7 & 8 of March 2026 issue of the journal

The Memorandum being submitted by K P&T PA to the pay commission runs to many pages. Therefore, it is being published in the journal in PARTS.

April 2026 issue carries the 1st Part

Pay Matters

Q 1. What concerns / views do you have related to pay matters?

Answer:-

Central Government Employees are the backbone of Government of India and play a very important role in implementing its policies and programs and ensure that the same reaches the citizens throughout the country. The major workforce are in the Group C & B category who are Industrial Employees in the Railways and Ministry of Defence. Composition of the Central Government Employees Workforce is approximately 88% of Central Government employees are industrial or operational workers, while 86.17% belong to Group "C".

Pay is the foundation of Dignity, Motivation and Efficiency in Public Service. 8th CPC must ensure that real wages are protected and reasonably enhanced and not merely adjusted.

The concept of a **Need-Based Minimum Wage** must remain the foundation for fixation of minimum pay. The Fair Wage Committee categorically stated that any establishment incapable of paying minimum wages has no right to exist.

Accordingly, the Government must ensure wages that guarantee:

*after retirement Decent living standards

Economic security

Human dignity

Rather than mere subsistence.

Minimum Pay must be based on a scientific living wage formula covering Food, Housing, Education, Health Care, Transport and the Technological / Digital Needs. The Present system of treating a family as 3 Units should be dispensed with and the Family should be treated as 5 Units (employee 1 Unit, Spouse 1 Unit (No Gender Discrimination), 2 Children, 0.8 Units each of the parents 0.8 Units. This works out to a total of 5.2 Units (Rounded off to 5 Units).

Revision of Family Consumption Units

The existing **three-unit family formula is inadequate**. Families today support dependent parents and children for longer durations. This is in conformity with the legal obligations under the Maintenance and Welfare of Parents and Senior Citizens Act which mandates Children to support dependent parents. It is pertinent to mention here that in the Social Security Code 2020 in the definition of "family" dependent parents, and female employees can include their parent-in-laws as part of their family. There cannot be a gender bias. Units should be equal.

The fact is that Government services is not merely contractual but a status that carries expectation of fairness and dignity. The observations of the Hon'ble Supreme Court in Bhupendra Nath Hazarika Vs State of Assam highlight that the legitimate aspirations of employees should not be frustrated and that the government must act as a model employer by ensuring fairness, trust, and transparency in its treatment of employees. The current Minimum Pay is inadequate and must ensure

a decent standard of living and not subsistence.

Food and Nutrition Norms

The earlier **2700 Kcal** norm is inadequate. The **ICMR recommendation of - 3490 Kcal** should be adopted, especially for physically demanding work.

The food basket must include:

Adequate protein sources (milk, eggs, meat, fish)

Dairy consumption (30–35 litres/month for 5 units)

Fruits, vegetables, and balanced nutrition
Spices, beverages, and processed food

Nutrition must ensure **health, productivity, and dignity**, not mere survival.

There is a Need to Update the Aykroyd Formula

The expenditure pattern has drastically changed over the last 65 years. In today's digital era, additional essential expenses such as **communication, digital devices and internet access** have become unavoidable. Therefore, the Aykroyd formula requires updating to reflect modern living requirements. Certain unavoidable expenditures must be incorporated, including:

Stitching charges for clothing

Other food and essential non food items other than prescribed in the Dr Aykroyd formula shall be included the list is provided in the annexure,

Food components like spices, beverages, ghee, etc., currently unrepresented, must be fully incorporated.

Purchase and maintenance of **technology devices**

Retail market prices must be considered instead of controlled or subsidized rates to reflect actual living costs.

Weightage for rising retail prices beyond Labour Bureau indices.

Historically, minimum pay has aligned with growth in per capita income. The table is annexed in the annexure

Government employees are Drivers of Governance and Development. Fair Pay enhances Productivity, Morale and Talent Retention. Pay Revision is an investment in human capital and economic growth, not merely expenditure. Therefore, considering the average retail prices of the Food items, Clothing expenditure, **Housing and Retail Price Considerations**

Housing costs have risen significantly over the years. Hence, a **7.5% weightage for housing expenditure** should be included while calculating minimum wages.

7.5% for Housing, 20% for Fuel, Electricity, Water Charges, 25% for Skill Development, 25% for Additional Expenditure towards marriage, recreation, festival etc., as per Supreme Court Judgment of 1991 and Technology Charges at the rate of 5%, the minimum pay computed by the Staff Side National Council (JCM) is Rs. 69,000/- for 5 Unit Family. Accordingly, the Fitment Formula for the existing employees and pensioners will be 3.833. The Minimum Wage and the Fitment Factor calculated by us is enclosed as Annexure -I of this Memorandum.

Living Wage Concept

Article 43 of the Constitution envisions a **Living Wage**, which includes:

Health and dignity

Education

Social participation

Protection against contingencies

ILO principles also support this concept.

For a **5-unit family**, estimates indicate:

Living Wage: Rs.1,15,000/month

Minimum Wage: Rs.75,000/month

Rs.40,000 towards housing, education, health, transport Minimum wage must progressively move toward the **living wage standard**

We propose the rate of annual increment should be increased from the existing 3% to 6%.

In the present administrative and technological environment, government servants are continuously required to **upgrade their skills, adapt to new systems, and enhance their productivity**. This ongoing upskilling contributes directly to improved efficiency, better service delivery, and higher quality outcomes in governance.

Given these realities, the current increment rate of 3 percent appears insufficient to **incentivize performance, recognize skill enhancement, and maintain motivation levels** among employees. A higher increment rate would serve as a meaningful reward for continuous professional development and commitment to public service.

It is therefore proposed that the **annual increment be increased from 3 percent to 6 percent of basic pay**. Such a revision would:

Reflect the **true value of skill acquisition and productivity gains**

Provide **adequate financial progression** in line with modern economic conditions

Enhance **employee morale and motivation**

Support the Government's objective of building a **competent, efficient, and future-ready workforce**

An enhanced increment structure would not only benefit employees but also contribute to **greater administrative efficiency and improved public service delivery**, aligning with the broader goals of governance and development.

We propose the following Merger of Pay Scales and the Revised Pay Scales of 8th CPC.

MERGER OF PAY SCALE

- 1) Level 2 & Level 3 should be merged in to one pay scale at level 3.
- 2) Level 4 & Level 5 should be merged in to one pay scale at level 5.
- 3) Level 7 & Level 8 should be merged in to one pay scale at level 8.
- 4) Level 9 & Level 10 should be merged in to one pay scale at level 10.

Existing employees in Level 5 should be upgraded and merged with Level 6 as a onetime measure.

Standardized Pay Scales/No. of Pay Scales after Merger of Pay Scales

Sl No.	Proposed Level	Existing Pay Matrix	Proposed Minimum of the proposed 8 th CPC Pay Scale by applying 3.833 fitment factor
1	Pay Scale -1 (existing Level – 1)	Existing 18,000 – 56,900	Rs. 69,000
2	Pay Scale-2 (after Merger of existing Level 2 & 3)	Existing 21,700 – 69,100	Rs. 83,200
3	Pay Scale-3 (after merger of existing Level 4 & 5)	Existing 29,200 – 92,300	Rs. 1,12,000
4	Pay Scale-4 (existing Level 6)	Existing 35,400 – 1,12,400	Rs. 1,35,700
5	Pay Scale- 5 (after merger of existing Level 7 & 8)	Existing 47,600 – 1,51,100	Rs. 1,82,500
6	Pay Scale – 6 (after merger of existing Level 9 & 10)	Existing 56,100 – 1,77,500	Rs. 2,15,100
7	Existing Level 11 to Level 17 may be renumbered as Pay Scale – 7, Pay Scale – 8, Pay Scale – 9, Pay Scale – 10, Pay Scale – 11 Pay Scale -12, Pay Scale -13	Can be retained by using Fitment Factor 3.833	

Annual Increment as already mentioned will be 6% of the Basic Pay in the proposed Pay Scale

The gap between Minimum and Maximum Pay should be balanced to avoid excess disparity. The ratio should not be more than 1:12. This will help in reducing income inequality, improving morale and reinforcing the Government's role as a model employer committed to fairness and Social Justice. Moreover, the Pay Scales also should not have a wide gap between one pay scale and the other pay scale and a structural balance may be maintained.

Earlier Pay Commissions

The **Fourth Central Pay Commission (Para 7.58)** emphasized the need to:

“Reduce the number of pay scales and minimize the disparity between minimum and maximum pay.”

However, subsequent Pay Commissions have deviated from this principle:

5th CPC: Ratio increased to **1:10.7**

6th CPC: Increased to **1:11.42**

7th CPC: Increased to **1:12.5**

This trend has led to a **steady rise in income inequality within government service**, contrary to the constitutional ideals of **social and economic justice**.

International Comparison

The current disparity in India is significantly higher than in several countries:

Malaysia	:	1:3
Sweden	:	1:4
USA	:	1:4
Britain	:	1:6
France	:	1:6.6
Indonesia	:	1:6.9
Australia	:	1:7.7

This highlights the need for **corrective restructuring to ensure a more equitable pay system**.

Conclusion

In view of the above, it is strongly urged that:

The number of pay levels be reduced from 18 to 13

Closely placed levels be merged, especially at lower and middle tiers

A uniform and rational progression structure be introduced

The minimum–maximum pay ratio be moderated to reduce inequality

Such reforms will promote **equity, motivation, and administrative efficiency**, while aligning the pay structure with the principles of **social justice and fair compensation**.

Government Expenditure on Salaries

At present, the Central Government spends approximately **13% of its revenue expenditure** on salaries, allowances, and pensions. With the implementation of the **8th Central Pay Commission (CPC)**, this expenditure is expected to rise during 2026–27.

However, such expenditure should be viewed as an **investment rather than a burden** because:

Higher salaries increase purchasing power

Increased consumption boosts demand

Higher demand leads to greater tax collections

Thus, pay revisions contribute positively to **economic growth and fiscal sustainability**.

Need for a Sound Pay Structure

A fair and rational pay structure is essential to:

Attract talented individuals to government service

Retain skilled and experienced personnel

Ensure efficiency in governance

In view of:

- Rising cost of living
- Changing economic conditions

There is a strong need for **periodic pay revision**, ideally every **five years**, to maintain adequacy and relevance.

Principle of Fair Treatment

The **7th Central Pay Commission (Para 1.29)** emphasized that government service is not merely contractual but carries a status with expectations of fairness and dignity.

Further, the Hon'ble Supreme Court in *Bhupendra Nath Hazarika vs State of Assam* observed that:

- Legitimate aspirations of employees should not be frustrated
- The Government must act as a **model employer**
- Fairness, transparency, and trust must guide employer-employee relations

Contribution of Central Government Employees

Central Government employees contribute significantly across sectors:

- Revenue Departments** – Enhance tax collection
- Defence & Paramilitary Forces including Defence Civilian Employees** – Protect national security
- Railways** – Ensure transportation
- Scientific Community** – Drive innovation
- Administrative Services** – Implement policies

Their role is fundamental to national development.

The functioning of government departments cannot be judged on **profit and loss principles**, as the State has a **social obligation** to provide essential services such as defence, infrastructure, health, food security, postal services, and public utilities. Moreover, India is one of the lowest ratios of Government

employees to population globally. Only about 1.6% of the population is employed in Government service.

India's Economic Strength and Capacity

In the Union Budget 2025-26 the Central Government has allotted Rs. 2.85 Lakh Crore for salaries and Rs. 2.65 Lakh Crore for pensions, together making up nearly Rs. 5.5 Lakh Crore of Expenditure. Expenditure on pay and allowances and pension is approximately accounting for about 12 to 15 % of the total union budget expenditure including pension for the Armed Forces, Pay & Allowances. Excluding Defence it is 7.1 % on salary + 4% on pension.

India is currently ranked **4th in global GDP (2025)**, with an economy valued at approximately **\$ 4.3 trillion** and growing at around **6.5%**.

According to IMF projections:

- India is expected to become the **3rd largest economy by 2027**
- GDP likely to cross **\$5 trillion**
- Growth projected at **6.2% (2025)** and **6.3% (2026)**

Comparatively:

- China: 4.0%
- USA: 1.8%
- Global average: 2.8%

This demonstrates that India's economic position is **strong and expanding**, providing adequate fiscal space to ensure fair compensation for government employees.

At this juncture, it is considered appropriate to briefly advert to the growth trends of two additional macroeconomic parameters over the same period. The first pertains to India's GDP at current prices. As reported in the Economic Survey 2025-26, GDP at current prices has increased from Rs. 1,24,67,959 crore in FY 2014-15 to Rs. 3,30,68,145 crore, reflecting a growth of 165.23%.

The second parameter relates to the revenue collection of the Government. As per figures reported in the respective Union Finance Bills of India, the combined direct and indirect tax revenue has risen from Rs. 12,41,681 Crore in FY 2014-15 to Rs. 37,92,250 crore, registering a growth of 205.41%.

Both these parameters assume considerable significance, as they represent the aggregate outcome of policy implementation in which Government employees play a pivotal role. More importantly, the substantial and sustained growth, particularly in revenue collection, clearly evidences the enhanced fiscal capacity of the Government. This, in turn, establishes that the Government is well-positioned to comfortably absorb the financial implications arising from a meaningful revision of minimum wages and the broader expenditure associated with the implementation of revised pay structures pursuant to the recommendations of the 8th Central Pay Commission.

Economic Indicators (2016–17 to 2026–27)

1. Revenue Receipts

Revenue receipts have increased substantially from **Rs.14.23 lakh crore in 2016–17** to **Rs.40.77 lakh crore in 2025–26**, with a budget estimate of **Rs.44.04 lakh crore in 2026–27**.

This nearly **threefold increase** reflects:

- Expansion of the tax base
- Improved compliance under GST
- Growth in direct tax collections

2. Revenue Expenditure

Revenue expenditure has grown from **Rs.20.14 lakh crore to Rs.49.64 lakh crore**, and is projected at **Rs.53.47 lakh crore**.

The **2.5 times increase** indicates:

- Greater investment in welfare schemes
- Expansion of infrastructure

Higher administrative and defense commitments

3. Fiscal Deficit

The fiscal deficit stood at **3.5% of GDP in 2016–17**, rising moderately to **4.4% in 2025–26**, and is estimated at **4.3% in 2026–27**.

Despite increased spending, the deficit remains **within manageable and globally acceptable limits**, reflecting fiscal prudence.

4. GDP Growth and Inflation

India has maintained **stable GDP growth combined with moderate inflation**, averaging around **7–7.4%**.

This demonstrates:

- Economic resilience
- Stability despite global disruptions, including the COVID-19 pandemic

5. Tax Collections

Income Tax: Increased from Rs.3.83 lakh crore to Rs.14.66 lakh crore (nearly fourfold growth)

Corporate Tax: Rose from Rs.4.93 lakh crore to Rs.12.31 lakh crore

This significant rise indicates:

- Improved tax administration
- Higher incomes and corporate profitability

6. Gross Domestic Product (GDP)

India's GDP expanded from **Rs.121.90 lakh crore to Rs.357.14 lakh crore**, nearly **tripling in size**.

This reflects sustained economic expansion and structural growth.

7. GST Collections

GST collections increased from **Rs.16.25 lakh crore to Rs.23.36 lakh crore**, indicating:

- Strengthened indirect tax system
- Better compliance and consumption trends

8. External Sector Performance

Exports: Increased from **US\$274.65 billion** to **US\$634.26 billion**, more than doubling

FDI Inflows: Rose dramatically from **US\$55.6 billion** to **US\$748.78 billion**, reflecting strong investor confidence

Foreign Exchange Reserves: Increased from **US\$372 billion** to **US\$709.41 billion**, enhancing external stability

Analysis

India's economic trajectory over the last decade reflects **robust and broad-based growth**:

1. Strong Revenue Expansion

The substantial increase in revenue receipts demonstrates:

Effective tax reforms (especially GST)

Widening of the tax base

Improved compliance mechanisms

2. Increased Public Spending

The growth in expenditure indicates:

Commitment to infrastructure development

Expansion of welfare programs

Strengthening of national security

3. External Sector Strength

Rising exports, strong FDI inflows, and higher forex reserves highlight:

India's growing global competitiveness

Increased investor confidence

Stability in external balances

4. Fiscal Balance

While expenditure has increased, fiscal deficit levels remain controlled. This reflects a **balanced approach between growth and fiscal discipline**.

Revision of Pay structure to following shall also be recommended with effect from 1.1.2026

Extension of revised pay structures to Central Government Pensioners who are retired before 1/1/2026

Extension of revised pay structures to **autonomous bodies** approved by Parliament and other Autonomous Institutions of Government of India and Union Territories (effective **1 January 2026**)

Revision of **Gramin Dak Sevaks (GDS)** pay scales to strengthen rural services. BSNL & DoT Pensioners

Conclusion

The fixation of salaries and allowances for Central Government employees should not be guided solely by revenue expenditure considerations. It must take into account:

Their critical role in nation-building

The need to attract and retain talent

The broader economic benefits of higher wages

A fair, transparent, and dynamic pay structure, supported by a **permanent pay review mechanism**, is essential to ensure motivated, efficient, and accountable public service.

Profession Tax

We also propose that all Central Government employees may be exempted from Profession Tax being recovered by the State Governments from the salary of the employees. Already the employees are subjected to payment of Income Tax and GST etc. Over and above this the Central Government employees are burdened with the recovery of Profession Tax. 8th CPC may kindly recommend for exemption of payment of Profession Tax by the employees.

DA/DR from 1.1.2026:

DA order for employees issued by DoE on 22.4.2026.

DR order for Pensioners by DoPPW is expected.

Subscription received for Pensioners' Champion during March-April 2026

Rs.180/- Smt./Sri	Rs. 180/- Smt./Sri	Rs. 180/- Smt/Sri	Rs. 360/- Smt./Sri
158 G V Sundara Ram	3200 V Ramya Jalatara	3520 K Dakshayanamma	3251 S Radha*
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2807 Savitha G Acharya	3513 T K Gopal	3655 P M Shalawadi	xxx Cash Deposit on
	3519 Meera D Kulkarni	3656 L D Sambrani	08.04.2026 (Unknown)

Donation to Association March-April 2026

SI No.	Name Sri / Smt.	Membership No.	Amount Rs.	Receipt No.
1	Chikkamagaluru P&T Pensioners Association		2000	7025
2	L D Sambrani	3656	1000	7439
3	K M Hosamani	2215	1000	7021
4	S Vijaya	3249	1000	7430

BSNL IDA

IDA from 1-10-2025 - 233.2 % (6.1 % increase over July 25 rate of 227.1%)
 IDA from 1-01-2026 - 236.7 % (3.5 % increases over Oct. 2025 rate of 233.2%)
 IDA from 1-04-2026 - 238.3 % (1.6 % increases over Jan. 2026 rate of 236.7%)

Note: (1) DoT/BSNL have NOT so far endorsed the IDA order dated 27.02.2026 issued by the Finance Ministry, Department of Public Enterprises enhancing the IDA to 236.7% from 1.1.2026. Therefore, the IDA of BSNL Pensioners has not yet been revised from 233.2 % to 236.7 % from 1.1.2026

(2) Department of Public Enterprises has not yet issued an order enhancing the IDA to 238.3% from 1.4.2026.



News from Sister Pensioners' Association

Sri Yewoorkar, Secretary, Postal and RMS Pensioners' Welfare Association, Kalaburagi, was felicitated by the Association on 12.04.2026 on his attaining 75 years.

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2	Jagadish	Postman, Thirthahalli Sub Post Office, Thirthahalli	LM 3802
3	K S Krishnamurthy	LSG Postal Assistant, Thirthahalli Sub Post Office, Thirthahalli	LM 3803
4	A Krishnamurthy	Postman, Doddabalapura Sub Post Office, Doddaballapura	LM 3804
5	Srinivasan Purushothaman	Sorting Assistant, Bengaluru City RMS, Bengaluru	LM 3805
6	T KrishnaKumar	Sorting Assistant, Bengaluru City RMS, Bengaluru	LM 3806
7	G Jayaram	Sorting Postman, Lakshmiपुरam Post Office, Mysuru	LM 3807
8	T Sundar Murthy	MTS, Bengaluru Packet Sorting Office, Bengaluru	LM 3808
9	Neeraja Sharangadhanva Jalihal	Office Assisstant, O/o SSPOs, Sangli Dvn., Sangli, Maharashtra	LM 3809

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Money Can now be transferred to the association’s Bank account through UPI Google Pay / Phone Pay **by scanning the QR Code printed alongside.**

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Donation for the Building Fund - March-April 2026

Sl No.	Name Sri / Smt.	Membership No.	Amount Rs.	Receipt No.	Progressive Total of Donation
1	N.Bhaskaran Family	35	25000	7435	75000
2	P M Shalawadi	3655	1000	7438	

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