



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

Registered Office: Pensioners' Bhavan, Telecom Layout, Srirampura Phase II Bengaluru-560064

Working Office: # 165, 4th Main, 3rd Block, 3rd Stage, Basaveshwaranagar, Bengaluru-560 079 Phone: 23230545

e-mail: [pensionersbhavan@gmail.com](mailto:pensionersbhavan@gmail.com)

Website : [www.kptpa.org](http://www.kptpa.org)

<b>G. Babu N. Nagalakshmi</b>	<b>V. Murugan</b>	<b>K.B. Krishna Rao</b>	<b>K.R. Anantha Ramu</b>	<b>K. Nagesh</b>	<b>Viswanatha Rao</b>	<b>A. Prakash</b>	
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**VOLUME XXVII**

**ISSUE 2**

**FEBRUARY 2026**

**Annual Subscription : Members - Rs. 180/- Others - Rs. 240/- Single Copy - Rs. 20/-**

**Charitable function held on 6.2.2026 at the Govt Higher Primary School,  
New Town, Yelahanka, Bengaluru 560064 under the auspices of  
Karnataka Posts and Telecommunications Pensioners' Association.**



**Association's Representatives: Standing from left: K.R. Anantha Ramu, Jt. Secy.,  
B. Nagaraju, ECM, V. Murugan, VP & Nanjundegowda, former ECM**

**SCHOOL FUNCTION 06.02.2026**



**Sri S.M. Vittal Rao, honoured**



**PENSIONERS' CHAMPION**



## Report on the function held at the Govt Higher Primary School, Yelahanka on 06.02.2026

The function is held every year on 6th February, coinciding with the birthday of Ms. Anisha, granddaughter of Shri S.M.Vittal Rao, founder member, former Treasurer and former Internal Auditor of KP&TPA. Shri S.M.Vittal Rao, in spite of his advanced age, evinced keen interest and arranged the event with the help extended to him by the Teaching Staff of the School. The annual event was organised on a grand scale under the banner of KP&TPA. Along with Shri Vittal Rao, Shri V.Murugan, Vice-President KP&TPA, Shri K.R.Anantha Ramu, Joint Secretary, KP&TPA, Shri B.Nagaraju, EC Member and Shri M.Nanjunde Gowda, former EC Member attended the function which commenced at 11.00 a.m. Students studying in different classes had assembled.

Smt.Gangarathamma, continues to be the Head Mistress of the School. In her speech she praised the generosity of Sri.S.M.Vittala Rao who has been arranging the function from the past several years despite his health and age related problems. She also spoke some few words in appreciation of the charitable work of K P&T PA. She advised the students of the school to excel in academic and sports activities. The students were asked to learn the subjects taught in the school with interest and get higher marks so that they can get the cash awards given to the students who score highest marks in the final examination every year by KP&TPA.

Karnataka P&T Pensioners' Association is presenting cash awards to the 10 meritorious students of this school every year in the Annual General Body Meeting since many years with a view to encourage students to achieve better academic standards.

KP&TPA extended the cash award presentation to 2 more schools from 2024 and totally 30 students of 3 higher primary schools are being presented with cash awards in its Annual General Body Meeting.

The students presented cultural programmes like group dance and songs. Many of the students of different classes participated in group singing and dances.

Two cakes weighing about 5 kgs were cut and distributed to all the students and teachers. Gifts were given away to all the students. Representatives of KP&TPA were requested to give away the gift as prizes to all the students who performed on the stage.

Sri.S.M.Vittala Rao was honoured by the teachers of the school.

Sri.S.M.Vittala Rao had made all the arrangements for distribution of fruits and gifts to school teachers and invitees of our Association. He had also arranged for sumptuous meals to all at Indraprastha Hotel which is nearer to the school. Photos taken on the Occasion are posted.

**Photos : Page 1 & 2**

(K.R. Anantha Ramu, Jt. Sec., KP&TPA)

### PAYMENTS TO THE ASSOCIATION

Payment of subscription for the journal "Pensioners' Champion" and Donations for the Association **MADE EASY.**

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

After entering the amount please type your membership number and name in the box "Add a note" seen below the amount in Google pay and "Add a Message" seen in Phone Pay.



**Delay in pension disbursement: Association writes to CPMG, Karnataka**

**KARNATAKA POSTS AND TELECOMMUNICATIONS PENSIONERS' ASSOCIATION (R.)**

(Registered under the Karnataka Societies Regn. Act 1960-Regn. No. 1069/98-99)

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

# 165, 4<sup>th</sup> Main, 3<sup>rd</sup> Block, 3<sup>rd</sup> Stage, Basaveshwaranagar, Bengaluru- 560079 Phone: 08023230545 : 9483467750:7090151944

<b>G. Babu</b> President	<b>N. Nagalakshmi</b> Vice-President	<b>V. Murugan</b> Vice-President	<b>K.B. Krishna Rao</b> Secretary	<b>K.R. Anantha Ramu</b> Jt. Secretary
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No. Kptpa/NI/2025

Dated at Bengaluru

the 05-02-2026

to

**The Chief Postmaster General (AP)**

Karnataka Circle,  
Palace Road,  
Bengaluru 560001

Respected Sir,

**Delay in disbursement of pension on Pension Disbursement Days**

We have been receiving complaints from our members that disbursement of their pension at the HPOs and SOs in the Circle, on the last working day of the month, is being inordinately delayed and the pensioners are made to wait for many hours before their pension is paid to them.

We have been informed by many pensioners that on some pension disbursement days they are made to wait until 1-00 p.m. to get their pension.

Some SOs start functioning at 8-30 a.m. in Bengaluru City and some at 9.00 a.m. and the HPOs generally open at 10.00 a.m.

We are given to understand that the HOs commence the work connected with credit of pension to the SB accounts of pensioners after 10.00 a.m. and the work involved needs a considerable time to complete crediting of pension to the SB accounts of all pensioners for whom the HO is the Pension Disbursing Authority (PDA) and this is the main reason

for abnormal delay in pensioner receiving their pension.

On 31-01-2026, the pension disbursement day, we received complaints of delay in pension disbursement from some SOs and HOs in Bengaluru, Mysuru and Kalaburagi. Therefore, the issue is being brought to your kind notice for taking remedial action in the matter and to issue necessary instructions to all the HOs in the Circle to ensure prompt and timely credit of pension to the SB accounts of pensioners to facilitate them to draw their pension as soon as the HO/SO opens on the day.

**We would like to suggest that the staff of the HOs who are entrusted with the work of crediting pension may be brought on duty an hour or two before 10.00 a.m. on the last working day of the month to facilitate credit of pension by the time the SOs start functioning which will go a long way in ameliorating the difficulties being faced by the pensioners.**

Thanking you Sir, yours faithfully

**PS: We are grateful to the CPMG Karnataka for taking immediate action on our request and for instructing all the 3 regions of the circle to ensure prompt and timely credit of pension to the accounts of Pensioners.**

**Reference: CPMG Karnataka, letter dated 18.-2.2026 addressed to the Heads of Regions.**

**Postal Pensioner: Receipt of SMS alerts with details of pension for May 2025 – Association writes to DDG(Tech), New Delhi**

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No. KPTPA/ Pen Disb /2026 dated at Bengaluru the 03-02-2026

To  
**The Dy. Director General (Technology)**  
 Department of Posts,  
 Dak Bhavan,  
 Sansad Marg,  
 New Delhi 110001  
 Email:dgpmu@indiapost.gov.in  
 Respected Sir,

**Receipt of SMS with details of pension for the month of May 2025 by the Postal Pensioners during subsequent months also.**

We have been informed by the members of our Association that they are continuously getting SMS with the details of the Pension for the month of May 2025 (Pension Slip) during subsequent months also which creates confusion about their actual pension entitlements.

SMS with details of Pension and Dearness Relief at 55% admissible for May 2025 were received in January 2026 also whereas the rate of DR was enhanced to 58% from July 2025.

However, another SMS with particulars of pension payable for January 2026 , correctly indicating the month as January 26, was also received.

Thus, in January 26, two messages, one showing the month as May 2025 and another as January 2026 were received.

It is, therefore, earnestly requested that necessary instructions may kindly be issued to the concerned officers to ensure immediate discontinuation of the process of sending the SMS with details of pension for May 2025 to Pensioners.

Thanking you Sir, Yours faithfully

***We are extremely grateful to Dr. Charles Lobo, Member Postal Services Board (Retd.) for the initiative taken by him in resolving the matter. We have now been informed that the old server, which was sending the SMS with the pension particulars of May 25, has been made non-functional.***

***Therefore, Postal Pensioners will not get the SMS with May 2025 details hereafter.***

ALL INDIA CONSUMER PRICE INDEX						
Month	CPI Base 2016=100	CPI Base 2001=100	12 Months Total	Monthly average	7th CPC	DR due
					% increase over 261.42	
Dec. 2024	143.7	143.7 X 2.88= 414	4893	407.75	55.975	55% from Jan 2025
June. 2025	145	145 X 2.88= 418	4962	413.50	58.17	58% from 1st July 2025
Dec. 2025	148.2	148.2 X 2.88= 427	5030	419.16	60.34	60% from 1st Jan. 2026

\* Linking factor for conversion of the index numbers of 2016 base year to 2001 base year: 2.88

**DA/DR Due from 01.01.2026 : 60% - Confirmed - Orders expected**

## Tributes to the Veteran Leader Late Sri N.Bhaskaran



The Association sincerely thanks all Ex P&T Trade Union Leaders, Central Pensioners Leaders and hundreds of Pensioners who condoled the demise of Sri Bhaskaran on 31.12.2025 and sent condolence messages. Most of the condolence messages were printed in January 26 issue of the journal. We regret that we could not print all the messages due to space constraints.

We thank the Ex leaders of Unions, Representatives of Pensioners' Associations and scores of Pensioners who attended the condolence meeting organised by the association on 09.01.2026.

We are sorry that we could not invite

more owing to space constraints at the venue of the condolence meeting. Further, due to the limited time at our disposal on the date, some, who would have otherwise spoken could not do so.

However, with a view to provide an opportunity to those pensioners who would like to express their tributes to the late Sri Bhaskaran, leader of P&T Trade Union Movement and Central Pensioners Movement in Karnataka, we propose to provide sufficient time in the next Annual General Body Meeting of the Association likely to be held in July/August 2026 to facilitate all willing pensioners to pay their homage to the departed leader.

### Subscription received for Pensioners' Champion during January-February 2026

Rs.180/- Smt./Sri	Rs. 180/- Smt./Sri	Rs. 200/- Smt/Sri	Rs. 425/- Smt./Sri
2107 S.Vijaya Gopal	3147 B.S.Chandra	2888 H.R.Rangegowda	3617 N.Megharaju
2536 K.Jayapal	Shekhara	3641 S.C.Premaradhya	
2756 Malleshappa.C. Gudur	3400 Venkatesha Murthy	<b>Rs. 360/- Smt/Sri</b>	<b>Rs. 500/- 540/- Smt/Sri</b>
2868 K.B.Venugopal	3402 K.G.Keshavamurthy	221 M.K.Venkatesh	3611 S.Shashiprabha 500
3071 S. Anthony Dass	3429 C.M.Chillal	676 H.C.Keshavamurthy	3347 Shivappa.L.Kowlgi 540
3078 P.Mohan	3531 R.T.Manjula	2155 T.R.Shankaramurthy	<b>Rs. 900/- Smt/Sri</b>
3146 M.Chandrasekar	3574 Revanna		2970 Anantha Sathyanarayana

## Fresh Empanelment of Private Hospitals under CGHS

In reference to the subject cited above and the notified applicable package rates vide Office Memorandum (OM) F.No. 5-16/CGHS(HQ)/HEC/2024 (Part– I) dated 03.10.2025, applications are hereby invited from Health Care Organisations (HCOs) from both existing empanelled HCOs and new applicants for empanelment under CGHS for treatment of CGHS Beneficiaries as per the terms and conditions stipulated below:

**1. Invitation for Applications:** HCOs that satisfy the prescribed eligibility criteria, expressly agree to the terms and conditions stipulated in the Memorandum of Agreement (MoA) (Annexure–A), and unconditionally accept the notified CGHS package rates shall be considered for empanelment. The offer for empanelment is open to HCOs located in cities already covered under CGHS, as well as those situated within the municipal limits of district headquarters across India.

**2. Mandatory Compliance for Existing HCOs (Partial Modification to OM dated 03.10.2025):**

- a. In partial modification of para 4(c) of the Office Memorandum F.No. 5-16/CGHS(HQ)/HEC/2024 (Part–I) dated 03.10.2025, the deadline for execution of the MoA for existing hospitals shall be **on or before 31st March 2026**.
- b. All currently empanelled Health Care Organisations (HCOs) are hereby informed that they are required to submit fresh applications, along with the prescribed application fee. Upon being found eligible and approved by the HEC Committee, they shall execute the Memorandum of Agreement (MoA) in accordance with the revised terms and conditions
- c. Failure to comply with this requirement of fresh application will result in the de-empanelment of the concerned HCOs, effective from 1st April 2026.

**3. CGHS Rates and Application Submission:**

- a. The CGHS rates applicable to various procedures and treatments are available for download on the CGHS website: <https://cghs.mohfw.gov.in/>.
- b. Applications from eligible hospitals (Annexure – B) must be submitted through the dedicated portal: <https://hem.nha.gov.in/>. Applicants should follow the steps detailed in Annexure C for submission.

**4. Structure of Differential Rates:** Differential CGHS Rates are based on accreditation status, hospital type, city classification, and Ward entitlement of CGHS Beneficiary:

- a. **Accreditation Status:** For Non-NABH / Non-NABL HCOs, package rates shall be **15% lower** than those applicable to NABH/ NABL accredited HCOs. (NABL stands for National Accreditation Board for Testing and Calibration of Laboratories).
- b. **Super Speciality Hospitals:** Rates for Super Speciality Hospitals shall be **15% higher** than those applicable to NABH-accredited hospitals for the corresponding super specialities within the same city category.
- c. **City Classification:** Differential rates apply based on city tiers: i. HCOs in **Y (Tier-II)** cities shall receive rates that are **10% lower** than X (Tier-I) city rates. ii. HCOs in **Z (Tier-III)** cities shall receive rates that are **20% lower** than X (Tier-I) city rates. iii. Y-Tier rates shall also be applicable to HCOs located in the **North-East Region**, the **Union Territory of Jammu & Kashmir**, and **Ladakh**.
- d. **Ward Entitlement Adjustment:** subject to the provisions contained in point (4.e.) below, revised package rates are notified for the **semiprivate ward**. i. For the **General ward**, a **5% decrease** in the applicable rates will apply. ii. For the **Private ward**, a **5% increase** on the admissible claim amount will apply.
- e. **Uniform Rates:** Rates for **consultations, radiotherapy, investigations, day-care**

procedures, and minor non-admission **procedures** shall remain uniform across all wards, regardless of entitlement.

- f. **Cancer Treatment:** Existing CGHS rules and rates for **cancer surgeries** shall continue to apply. Revised rates will, however, apply to **chemotherapy, investigations, and radiotherapy.**

5. A fresh Performance Security, in the form of a Bank Guarantee issued by any Scheduled Commercial Bank (as per the format at Annexure–D), shall be submitted prior to empanelment. The Bank Guarantee shall have a validity of 42 months and shall be furnished for the amount applicable to the respective HCO and city category. In case the Empanelled HCO is re-applying for empanelment, the Existing Performance Security shall be released

only upon submission of the fresh Bank Guarantee. It is further clarified that top-up or enhancement of an existing Performance Bank Guarantee will not be permitted.

6. The duly signed Memorandum of Agreement (MoA) and the Hospital Policy for CGHS beneficiaries shall be submitted to the concerned Additional Director of the City along with the Performance Security to complete the empanelment process. (As defined in Table 4 of Clause 13.2 of Annexure A)

7. This issues with the approval of the competent authority.

(Dr. Satheesh Y.H.)  
Director CGHS

*Annexures – Not printed : Editor*

### WE WELCOME THE FOLLOWING NEWLY ENROLLED MEMBERS

Sl.No.	Name (Smt./Sri)	Designation & Office in which last worked	Type & No.
1	Honnaveera Gowda	Driver Grade I, Mail Motor Service, Bengaluru	LM 3773
2	N.Poonkodi	LSG Supervisor, Bengaluru General Post Office, Bengaluru	LM 3774
3	Shubha Jaiprakash	Postal Assistant, West of Chord Road Post Office, Bengaluru	LM 3775
4	M.Ramachandra	Postmaster, HSG II K.G.Road Post Office, Bengaluru	LM 3776
5	R.Parvathi	Sub Postmaster, Yeshwanthapur Bazaar Post Office, Bengaluru	LM 3777
6	Tripuramba	Postal Assistant, Peenya Small Industries Post Office, Bengaluru	LM 3778
7	K.VVijayalakshmi	Office Assistant, O/o SSPOs, Bengaluru East Division, Bengaluru	LM 3779
8	M.Azhagisan	Sub Postmaster, Chickpet Post Office, Bengaluru	LM 3780
9	R.Nagaiah	Assistant Chief Postmaster, HSG I, NSG, Bengaluru GPO, Bengaluru	LM 3781
10	C.R Sudarshana	Postmaster HSG II, J.C.Nagar Post Office, Bengaluru	LM 3782
11	H.L.Nataraja	Assistant Director, O/o CPMG, RO Bengaluru	LM 3783
12	K.Veena Suneetha Pai	Sub Postmaster, Industrial Estate Post Office, Rajajinagar, Bengaluru	LM 3784
13	Manjunatha	Sub Postmaster, Rajajinagar 6th Block Post Office, Bengaluru	LM 3785
14	Krishna S Bhat	LSG PA, HSR Layout PO, Bengaluru	LM 3786
15	N. Subbarayudu	LSG PA, Rajajinagara HO, Bengaluru	LM 3787

### Donation to Association January-February 2026

Sl. No.	Name Smt./Sri	Membership No.	Amount Rs.	Receipt No.
1	R T Manjula	3531	5000	7403
2	A Babaiah	3652	5000	7390
3	Revathimohan	897	1000	7404
4	V Shashidhar	3213	1000	7402

## Writ petition before the Hon'ble Supreme Court: Status

The Writ Petition challenging the constitutional validity of "validation of Pension Rules" was filed in the Hon'ble Supreme Court on 16-10-2025 by the National Coordination Committee Pensioners Associations (NCCPA) and 18 Pensioners Associations in the country, including Karnataka Posts and Telecommunications Pensioners Association, Bengaluru who are the petitioners.

**The petition is filed under Article 32 of the Constitution by the Advocate Sri Mudit Gupta for the Petitioners was admitted on 17-11-2025. Writ Petition number is "WP (Civil) 1057/2025"**

As per the email received by the association from the Hon'ble Supreme Court on 13-02-2026, the case was listed for hearing on 17-02-2026 and the status now is that the case has been tentatively listed on 10-03-2026

### PETITIONERS

- 1 National Coordination Committee of Pensioners Associations
- 2 All India BSNL Dot Pensioners Association (AIBDPA)
- 3 All India BSNL Pensioners Welfare Association (AIBSNLPWA)
- 4 All India Postal and RMS Pensioners Association (AIPRPA)
- 5 All India Federation Of Pensioners Associations, Saidepet, West Chennai 600015 (AIFPA)

- 6 Central Government Pensioners Association, Rajasthan (CGPA)
- 7 Postal Accounts and Audit Pensioners Association, Nagpur (PAAAPA)
- 8 Co-ordination Committee Of Central Government Pensioners Association, West Bengal (CCCGPA WB)
- 9 Central Government Pensioners Association (CGPA), Kerala
- 10 **Karnataka Posts & Telecommunications Pensioners Association**
- 11 All Central Govt. Employees Pensioners & RSQUO; Association Visakhapatnam
- 12 MTNL Retired Executives Welfare Association
- 13 Coffee Board Pensioners Association
- 14 All India Retired BSNL Executives Welfare Association
- 15 Pensioners Association of Autonomous / Statutory Bodies of Central Govt. (R) Karnataka
- 16 Sanchar Nigam Pensioners & RSQUO; Welfare Association
- 17 Nagpur Central and State Govt. Pensioners Association
- 18 Defense Civilian Officers Pensioners Welfare Association
- 19 Telangana All Pensioners and Retired Persons Association

### 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. 8 % (3.6 % increases over Oct. 2025 rate of 233.2%)

### BSNL Pension Revision Case - Status

The matter was listed on 22-01-2026 in the Supplementary Cause List as Item No.64. Mr. Ghose, Learned Counsel, appeared and made a brief submission of the matter. Upon hearing, the Hon'ble Court directed that the matter be listed for final hearing on 30<sup>th</sup> March, 2026

## CENTRAL BUDGET 2026-2027 - INCOME TAX

The Union Budget presented by the Hon'ble Finance Minister in the Parliament on 01-02-2026 for the financial year 2026-2027 has NOT proposed any changes in the Income Tax Slabs. Therefore, the existing rates **UNDER THE NEW TAX REGIME** continue to be applicable for the financial year 2025-2026 [Assesment year 2026-2027]

For Assessment Year (AY) 2026-27 (corresponding to Financial Year 2025-26), the New Tax Regime is the default Regime, offering reduced rates and a Rs.75,000 standard deduction for salaried individuals. Under this, income up to Rs.12 lakh is effectively tax-free due to rebate under section 87A: which is Rs.60,000.

Income tax returns for the FY 2025-2026 AY 2026-2027 must be filed before 31-07-2026

### Income Tax Slabs

Up to Rs.4,00,000	Nil
Rs. 4,00,001 – Rs. 8,00,000	5%
Rs. 8,00,001 – Rs.12,00,000	10%
Rs. 12,00,001 – Rs.16,00,000	15%
Rs. 16,00,001 – Rs. 20,00,000	20%
Rs. 20,00,001 – Rs. 24,00,00	25%
Above Rs. 24,00,000	30%

### Counting of RTP service of Postal Assistants and Sorting Assistants for financial upgradation under TBOP, BCR & MACP Schemes

On the initiative taken by Sri H.R. Shama Sundara, EC Member and on the suggestion of Smt.N.Nagalakshmi, Vice President, K P&T PA, an informal meeting of Pensioners who had worked as RTP candidates before their regular appointment as PA/SA, was held on Saturday the 21st February 26 at 10.30 a.m. at the Party Hall, Hotel Shanthisagar, Basaveshwaranagar Bengaluru. 21 pensioners attended .

Sri D. Basavaraja, Departmental Standing Counsel, the rescoring person, was the Chief Guest

Sri K.B. Krishna Rao, Secretary, explaining the purpose of holding the meeting said that Sri Basavaraja was invited to the meeting to advise the pensioners concerned about further course of action to be taken by them in the matter, which is hanging without resolution for decades. He requested each pensioner to present his/her case before Sri Basavaraja.

A few pensioners spoke about their case and also produced the documents available with them in support of their claim for counting RTP service for TBOP.

Sri Basavaraja gave a patient hearing, reviewed the documents including the CAT Orders and suggested future course of action in respect of each one of them.

Sri S.S. Manjunatha, former Circle Secretary, AIPEU –C, Karnataka Circle addressed the gathering.

After detailed discussion in the matter in which S/s. Basavaraja, Krishna Rao, Shama Sundara, Manjunatha and Smt. Nagalakshmi participated, it was decided to take up the matter with the Postal Directorate as it was opined that legal course of action is not advisable at this stage. The Association will collect all the required particulars from the affected pensioners and submit a memorandum to the Director General, Department of Posts seeking his personal intervention in the matter to ensure resolution of the long pending request of the pensioners for counting their RTP service for TBOP/ financial upgradation under BCR/MACP scheme.

Sri K Nagesh, Jt.Secretary, proposed a vote of thanks.

**8th Central Pay Commission has solicited views, opinions, and inputs from all stake holders in a structured manner through a questionnaire. Views to be submitted by logging into MyGov platform. Last date: 16-03-2026**

**Questionnaire**

Note: (1) There is a limit of 200 words for responding to each question

(2) Paper based physical response, emails or pdf response are not being considered by the Commission

**Pay Matters**

Q1. Implementation of the recommendations of a Pay Commission has macro economics impacts. Some of these are positive in terms of boost to consumption and savings whilst others are negative in terms of the higher fiscal deficit, inflationary potential & crowding out of other expenditure such as for overall development & public welfare. Decisions in this regard involve choices. Based on current state of the economy & the country's aspirations, what should be the guiding philosophy which must underpin the overall approach of the 8 CPC?

Q2. Pay determination in organisations including Government involves "horizontal relativity" i.e. for analogous posts across domains/cadres being placed in the same level/scale & "vertical relativity" i.e. on promotion, transition to a higher scale/band of pay. Relativity within different posts of Government has been broadly established over time. However, relativity/positioning between pay and perquisites in Government and the private sector is less established. How should the 8th CPC assess/evaluate relativity between pay & perquisites in Government and the public/private sector?

Q 3. Should 8th CPC consider uniform horizontal relativity across all government departments, or should it consider sector-specific benchmarking where government functions are

compared with their respective industry peers? For instance, should compensation for government engineers be benchmarked against private sector engineering firms, financial officers against the BFSI sector, and healthcare professionals against private healthcare? What would be the advantages and implementation considerations of such an approach?

Q4. Security of tenure, a training regimen, housing, leave encashment, predictable increments, medical coverage, time bound progression, inflation indexed salary, retiral benefits are certain features associated with most jobs in Government. How should these be factored in while crafting a compensation matrix and relative positioning viz-a-vis the private sector?

Q5. Government employment is part of the organized sector. A far larger proportion of the job force is in the informal sector and the gig economy. What influence do you think entry level pay scales implemented by Government have on compensation practices in the informal or gig sector?

Q6. Salaries in Government have a distinct element of compensation for length of service (increment, usually annual), an element of neutralization for changes in cost of living/inflation (dearness allowance) & an element for higher responsibilities based on seniority/merit (pay scale on promotion). In that context, what do you think the "fitment factor" adopted by Pay Commissions should represent? What should such a fitment factor principally aim for?

Q7. Salary of a Secretary in the Central Government typically represents the apex or the pinnacle i.e. the highest end of the scale.

What should be the principle for determining this? Should there be a variable pay component for such position?

Q8. How can pay scales for all Group A Services be fixed so as to attract candidates of the requisite caliber? Should pay scales be more attractive at entry point or later, after a few years in service? What principles should guide such differentiation to ensure competitive positioning for talent-critical roles while maintaining fiscal prudence?

Q9. How should rates and frequency of increments in respect of different scales of pay be determined? Should these be uniform or vary across scales/ time periods during service?

### **Allowances**

Q10. Over course of time, many allowances have been introduced or rationalized based on specific nature of work, expenses such as on travel, compensation for hardship/risk/peculiarities associated with place of posting etc. Most of these are partially inflation indexed. An alternative approach has been the Cafeteria Approach followed by Central Public Sector Enterprises (CPSEs), wherein except for a handful of allowances, executives choose from a set of perquisites & allowances, subject to an overall ceiling of basic pay. Which approach do you think is more appropriate for Central Government employees?

### **Pensions**

Q11. The Seventh Pay Commission had assessed that in January, 2014, there were about 47 lakh serving Central Government personnel. This included CAPF, Railways & Defence forces. The number of pensioners was just short of 52 lakh. In 2025-26, the number of Central Government personnel stands at about 50 lakh, which the number of pensioners is almost 70 lakh. The increase in the number of pensions has created additional demands on Government's Budget. What approaches could help to satisfy reasonable expectations

of pensioners whilst keeping the fiscal impact within manageable limits?

### **Dearness Allowance**

Q12. The Seventh Pay Commission was constituted in 2014 and implemented from 1.1.2016. The period since then has been marked by a lower trajectory of inflation, as compared to earlier decades. This is also reflected in the All India Consumer Price Index (Industrial Workers) which is used for DA calculation. Should the 8th CPC explore a hybrid indexation approach that factors in both inflation protection and formal sector wage growth trends? What proportion might be reasonable for each component, and what implementation considerations would arise? What are your expectations on inflation/CPI increase over the next 10 years?

### **Railways, CAPF & Defence**

Q13. Railways, CAPF and Defence forces typically account for about 70% of Central Government personnel. What particular considerations, monetary or non monetary should be factored in while determining their pay & allowances?

### **Scientists**

Q14. Scientists work in certain specialized streams/departments such as Department of Space, Department of Atomic Energy etc. What should be appropriate benchmarks to be kept in mind for fixing their emoluments?

### **Armed Forces**

Q15. Military Service Pay is currently admissible to personnel of Armed Forces. This was in recognition of the special nature of their duties. In that context and given the changing nature of their jobs, how should the pay of soldiers, sailors and airforce personnel be determined? How should it relate to the starting salary in Government or the pay of a constable in CAPF/ Police?

Q16. The nation has many more military pensioners than serving military personnel. In 2025-26, outgo on Defence Pensions is likely to be higher than the outgo on Defence salary and allowances. As overall defence pension bill increases, in line with projections, impact will be visible on equipment and arms purchase, their maintenance and on modernization of defence forces. What changes would you recommend to contain increases in defence manpower costs and its pension bill?

### **Bonus**

Q17. Productivity Linked Bonus (PLB) is paid to some employees of Government such as Railways, Postal staff whilst Non-Productivity Linked Bonus is given to specified Central

Government employees including some in Armed Forces. How can the Bonus structure be reimagined for rewarding excellence in productivity & performance? Should PLB/Ad-hoc Bonus continue to be given on uniform basis (e.g. 60 days of salary for all) or be differentiated, based on individual performance?

### **Reforms in staffing**

Q18. Contractual appointments in the form of lateral entry have been tried during the last few years. Do you think this should be expanded and other practices such as part-time work, flexi time etc. be introduced in Government at middle/ higher levels to tap a bigger talent pool? What could be the pros and cons of doing so?

## **APPEAL FOR DONATIONS**

We appeal to our **Members who have not yet paid** their contribution to the Association for construction of the meeting hall on the second floor of Pensioners Bhavan, Telecom Layout, Bengaluru to generously donate to the Association.

Amount may please be remitted by *crossed cheque* payable to "**Karnataka P&T Pensioners' Association**". Cheques may please be sent to: K.R. Anantha Ramu, No 1158, 7th Main, 7th Block, HMT Layout, Vidyaranyapura, Bangalolre-560097. (Mob: 9448477129)

or

**Preferably, be credited to the Association's Bank account:**

**Name: Karnataka P&T Pensioners' Association;**

**Bank: State Bank of India, Branch: NTI Layout branch,  
Vidyaranyapura, Bangalore 560097**

**Current Account No. 36418697411, IFSC: SBIN 009045**

New members are also requested to donate generously.

**INCOME TAX EXEMPTION:** 50% of the amount of donation made to K P&T PA, is eligible for deduction in the gross total Income of the assessee under Section 80-G of IT Act **under the old Tax Regime**

# Protests against “Validation of Pension Rules” and Non inclusion of revision of pension of existing pensioners in the terms of reference of the 8<sup>th</sup> CPC

## An update

### STATE LEVEL DHARNA : 13.02.2026

In response to the call given by the Forum of Civil Pensioners' Associations / NCCPA, State level Dharna to protest against passing of the “Validation of Pension Rules” as part 4 of Finance Act 2025 and non inclusion of the item regarding “Revision of pension of Pre- 2026 Pensioners “in the terms of reference of 8<sup>th</sup> Central pay Commission was held on the 13th February, 2026 at the premises of Telephone House, Lok Bhavan Road, Bengaluru 560001.

A good number of Pensioners attended.

The meeting was addressed by the following S/s K.B.Krishna Rao, Girish Kanagotagi, S.Radhakrishna, G.Babu, R.Muddaih, & H.S.Manjunatha

Note: The last programme of agitation of the 2<sup>nd</sup> phase of the struggle viz., “State level Convention” is being organised on Sunday the 8<sup>th</sup> March, 2026 between 2p.m.& 5p.m. at the Auditorium , 6<sup>th</sup> Floor, Telephone House, CTO Comound, Near Cubbon Park Metro Station, Bengaluru. Comrade K N Umesh, Secretary, Centre of Indian Trade Unions (CITU), and Comrade D.A.Vijayabhaskar, General Secretary, All India Trade Union Congress (AITUC), Karnataka State and other representatives of Sister Pensioners' Associations and leaders of CCCGPA- K will be addressing the Pensioners.

*Some photos posted in page 15*

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#### News from Affiliates

### Shivamogga Postal Pensioners Association

A Meeting of Shivamogga Postal Pensioners Welfare Association was held at Sri Choudeshwari Auditorium, Siganduru on 19th February, under the Chairmanship of Sri. H K. Chandrashekhar. Sri. Shashidhara V, the Convenor of the Association briefed the status of the Writ Petition before the Hon'ble Supreme Court filed by the K P&T Pensioners Association Bengaluru against the Validation of Pension Rules passed as part of the Financial Bill 2025 by the Parliament during 2025. He highlighted the demand regarding the modifications to be made in the Terms of Reference of the 8<sup>th</sup> CPC particularly revision of Pension of the existing pensioners at a

par with the employees retiring on or after 1-1-2026. Sri Shahshidhara informed the latest status of opening of 3 new CGHS WCs in Karnataka along with that of 19 in other States. Separate Bus was arranged to carry the participants from Shivamogga to Sigandooru and back. Another historical place visited was "Champaka Sarassu" where an ancient Pushkarani was built by the Keladi Rulers beautifully. Vice President Sri Raghavendra M and Sri N G Basanakatti also participated. 47 pensioners participated in the Meeting. Smt. Radha sang the Prayer

*[Report : V. Shashidhara]*

**Photos- Page 16**

# STATE LEVEL DEMONSTRATION AGAINST "VALIDATION OF PENSION RULES": 13.02.2026



## Glimpses of Postal Pensioners Welfare Association's Shivamogga meeting at Siganduru and one day excursion to Champaka Sarassu, Mallanduru



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