



भारत सरकार / GOVERNMENT OF INDIA
रेल मंत्रालय / MINISTRY OF RAILWAYS
रेलवे बोर्ड / RAILWAY BOARD



No. E(G)2015/PN2/3

New Delhi, dated: 07.10.2025

**The General Managers (P)/DGs/CMDs,
All Indian Railways, PUs, CTIs & BCL, CONCOR, IRCTC, IRFC,
IRCON, RVNL, RCIL, RITES.**

Sub: National Anubhav Awards Scheme-2026.

A platform called "Anubhav" has been introduced by the Department of Pension and Pensioners' Welfare (DOP&PW) whereby retiring/retired Government servants can upload a write up showcasing outstanding work done by them during service period.

2. In this connection, please find enclosed herewith a copy of of DoP&PW's OM No. 4/01/2025-P&PW(CPEN) dated 29.09.2025 enclosing therewith National Anubhav Awards Scheme, 2026 launched by Ministry of Personnel, Public Grievances and Pensions, Department of Pension and Pensioner's Welfare. Under the said scheme, Central Government employees, Central Public Sector Enterprises (CPSEs) employees and Public Sector Bank employees can submit their experiences while working with the Government through Anubhav Writeups from 8 months prior to retirement and upto 3 years after retirement. All write-ups submitted from 01.04.2025 up to 31.03.2026 shall be eligible to be considered for National Anubhav Awards, 2026.

3. It is further requested that wide publicity be given to the said scheme as suggested by DoP&PW so that the guidelines issued by DOP&PW may be circulated amongst all employees/retirees as well as attached subordinate offices for encouraging more employees participation in submitting their Anubhav experiences.

4. It is further advised that equivalence of pay scales between central Government employees as well as employees of Railway PSUs for the purpose of eligibility of National Anubhav Awards Scheme, 2026 are applicable as contained in DoPPW's OM dated 06.02.2025 circulated by Board's letter of even no. dated 25.02.2025 (copy enclosed) till further orders.

DA: As above.

**(M. P. Meena)
Dy. Director/Estt.(Genl.)III
Railway Board**

Email: – mahadev.meena@gov.in

फ़ाइल संख्या 4/01/2025-P&PW (CPEN)
भारत सरकार
कार्मिक, लोक शिकायत और पेंशन मंत्रालय
पेंशन और पेंशनभोगी कल्याण विभाग

तीसरी मंजिल, लोक नायक भवन,
नई दिल्ली- 110003
दिनांक:- 29/09/2025

Office Memorandum

विषय: Measures for enhancing the publication of Anubhav write-ups under National Anubhav Outreach Program, 2025-26-reg.

The Anubhav Portal was launched in March, 2015 for sharing of their experiences (Anubhav) by retiring and retired government employees in pursuance of directions of Hon'ble Prime Minister.

2. The National Anubhav Awards Scheme, 2026 (copy attached) has been notified and it provides opportunity to the employees to submit their experiences within the time period starting from 8 months prior to their retirement and upto 3 years of their retirement. Top 05 write-ups will be conferred with National Anubhav Awards and other 10 write-ups will be conferred with Jury certificates.

3. In order to maximize the number of write-ups, following action may be undertaken: -

i. The concerned Authorities may issue written communications, preferably in regional languages, encouraging the employees retiring in next 2 months, to share their experiences as per the marking system, contained in para 6 of the scheme.

ii. In the farewell functions of the retiring employees, adequate publicity of the scheme and benefits of submitting the write-ups may be done.

iii. The retiring employees who have submitted the write-ups may be issued Certificates, appreciating their efforts.

iv. An awareness Campaign on the similar lines may be undertaken in the CPSEs, if any, under the administrative control of your Ministry/Department.

v. Proactive action may be taken on the write-ups under 'Write-ups-yet-to-be-published' category.

vi. The compliance report of the above mentioned initiatives may be filled in the Google sheet by the seventh of each month

(https://docs.google.com/spreadsheets/d/1rNzpZNjrq-aSCjMWmKU9X_TyYtTAilHqgfkSPcNvEbA/edit?usp=sharing).

4. This issues with the approval of the Competent Authority.

Enclosed: As above.



(दीपक गुप्ता)
भारत सरकार के अवर सचिव

To
Joint Secretary (Adm.), DOT
Joint Secretary (Adm.), DOP
Executive Director, PG, MOR



भारत सरकार/Government of India

कार्मिक लोक शिकायत और पेंशन मंत्रालय/ Ministry of Personnel, Public Grievances and Pensions

पेंशन और पेंशनभोगी कल्याण विभाग/ Department of Pension and Pensioners' Welfare

NATIONAL ANUBHAV AWARDS SCHEME, 2026

On the directions of the Hon'ble Prime Minister of India, Department of Pension & Pensioners' Welfare had launched an online platform 'Anubhav' in March 2015 for sharing the experiences of retiring/retired government employees while working with the Government. It is a scheme for retiring/retired employees to showcase their significant achievements during service period. The platform serves as a repository of practical insights and replicable best practices that can guide and inform future governance. This will prove an invaluable tool for documenting the administrative history of India through personal memoirs.

2. Thereafter, an Annual Awards Scheme to incentivize and encourage retiring/retired employees to submit their experience through write-ups was introduced in 2015. 59 Anubhav Awards and 19 Jury Certificates have been conferred till 2024 and 5 Anubhav Awards and 10 Jury Certificates for 2025 will be conferred. Further, enriching the 'Anubhav' initiative, the Department of Pension & Pensioners' Welfare (DOPPW) organizes a monthly webinar series titled 'Anubhav Awardees' Speak'. This platform features selected awardees who have contributed exceptional write-ups to the Anubhav portal. Through these sessions, awardees share their insightful experiences, innovative practices, and noteworthy contributions made during their tenure in government service. Hitherto, 21 webinars have been held in which 30 Awardees have presented their experiences.

3. NATIONAL ANUBHAV AWARDS SCHEME, 2026

3.1 For the year 2026, the scheme aims to recognize the contribution of eligible Government employees in the following categories:

- i. Accounts
- ii. Administration
- iii. Good Governance
- iv. Government process re-engineering
- v. Information Technology
- vi. Research
- vii. Simplification of procedures
- viii. Learning from Failures
- ix. Public Dealing
- x. Contribution to his/her field work
- xi. Instances of great strength/valor/bravery
- xii. Constructive feedback or suggestion to improve the line of work, he/she was part of; and
- xiii. Any other category decided by the Committee

3.2 For the year 2026, it has been decided to confer Anubhav Awards to 5 (five) best write-ups and 10 (ten) Jury Certificates will be presented to other outstanding write-ups to promote wider publicity and participation in National Anubhav Awards scheme, 2026. Assessment of the write-ups would be structured on premises as stated in para 6 of the Scheme.

3.3 The Awards shall be conferred by Hon'ble MOS (PP) at a National Level event.

4. ELIGIBILITY

The employees of Central Government, Central Public Sector Enterprises (CPSEs) and Public Sector Banks who are going to retire in next 8 months or who have retired within 3 years are the 'eligible employees' for the submission of Anubhav write ups. All the Anubhav write-ups published on the Anubhav Portal between the period 1st April, 2025 and 31st March, 2026 will be considered for the Anubhav Awards/Jury Certificates, 2026 under National Anubhav Awards Scheme, 2026.

5. ROLE AND RESPONSIBILITIES OF THE MINISTRY/DEPARTMENT/ ORGANISATION

5.1 Initiatives should be taken to sensitize the retiring or retired employee for submitting their write-ups through SMSs and emails. FAQs, steps to fill Anubhav write-up, selected write-ups for guidance, short film on Anubhav Awardees and citation booklets have been put up on the Anubhav Portal. Their adequate publicity may be done amongst the eligible employees.

5.2 The HOOs and HODs should act upon the write-ups reflected under the head- 'Write-ups Yet to be Published' on the Anubhav Portal on regular basis.

5.3 HOO and HOD may refer the FAQs put up under the Head- 'Organization' on the Portal.

6. PROCESS OF SHORTLISTING ANUBHAV AWARDS AND JURY CERTIFICATES

Step 1- The eligible retiring or retired government employee can visit the Anubhav Portal at the following URL: <https://pensionersportal.gov.in/Anubhav/>. Thereafter, basic details along with the write-ups, not in more than 5,000 words and appropriate attachments, wherever required, shall be submitted by the retiring/retired government employee on the Portal. At this stage, the write ups will be visible under the category of 'Write-ups yet to be published' on the Anubhav Portal.

Step 2- The write ups so submitted shall be assessed and approved by concerned Ministry/Department/Organization. After approval, the write-ups shall be visible under the category of 'Write-ups published' on the Anubhav Portal.

Step 3- Selection process: The published write-ups will be divided into three categories and the same would be examined for 05 Anubhav Awards and 10 Jury certificates. The category wise division of the Anubhav Awards and Jury Certificates is as under:

S.No.	Pay scale	Anubhav Awards	Jury Certificate
1	1-6	1	2
2	7-12	2	3
3	13-17	2	5

Thereafter, the write-ups will be subjected to 2- tier examination.

Tier-I: Screening of the published write ups shall be done by the Screening Committee(s) in the Department of Pension & Pensioners' Welfare. In this process, the write-ups will be examined on following criteria:

Pay scale 1-6:

S.No	Criteria	Maximum marks
1	Content	10
2	Exceptional work	10
3	Medal/Certificate etc.	10
4	Feedback/Suggestions	10
Total marks		40

Pay scale 7-12:

S.No	Criteria	Maximum marks
1	Content	10
2	Writing Skills	05
3	Innovation or Out of box thinking	05
4	Medal/Certificate etc.	10
5	Feedback/Suggestions	10
Total marks		40

Pay scale 13 and above:

S.No	Criteria	Maximum marks
1	Content	05
2	Writing Skills	05
3	Innovation or out of box thinking	10
4	Medal/Certificate etc.	05
5	Display of leadership quality	05
6	Feedback/Suggestions	10
Total marks		40

Tier-II: Next round of shortlisting for the 5 (five) Anubhav Awards and 10 Jury Certificates shall be done by an Evaluation Committee (EC), chaired by the Joint/Additional Secretary (Pension & PW). The Composition of Evaluation Committee (EC) is as below:

Joint/Additional Secretary(P&PW)), DOPPW	Chairperson
Director/ Deputy Secretary (PP) DOPPW	Member Secretary
Director/ Deputy Secretary (PW) DOPPW	Member
Director/ Deputy Secretary, DOPPW	Member
Director/ Deputy Secretary, DOPPW	Member
Director/ DS level officer nominated by DOPT	Member
Director/ DS level officer nominated by DARPG	Member

Step 4- Evaluation Committee will finalize name of awardees and later 'No Objection Certificates' (NOCs) of the selected awardees will be obtained from concerned Ministry/ Department/Organization and IB.

Step 5- Recommendations of the Evaluation Committee, after approval of Secretary (Pension & PW) and necessary clearances, shall be put up to the Hon'ble MOS (PP) for approval.

7. DETAILS OF AWARD AND OTHER ENTITLEMENTS

7.1 Each Anubhav Awardee will be felicitated with a Medal, a Certificate and a Cash Prize of Rs. 10,000/- (remitted through digital transfer to Awardees account) whereas a Jury Certificate Winner will be presented with a Medal and a Certificate.

7.2 Travelling Allowance: TA to the Anubhav Awardee/Jury Certificate Winner (as per last entitlement) and one accompanying person, travelling for Award ceremony to New Delhi and back, will be reimbursed by DOPPW to them as per existing TA/DA Rules.

7.3 Accommodation in New Delhi: Concerned Ministry/ Department/ Organization will arrange accommodation for Anubhav awardee/Jury Certificate Winner and accompanying persons (if any).

8. With respect to the National Anubhav Awards Scheme, 2026, the decision of the Department of Pension & Pensioners' Welfare, Ministry of Personnel, Public Grievances and Pensions, Government of India shall be final.



Government of India (भारत सरकार)
Ministry of Railways (रेल मंत्रालय)
Railway Board (रेलवे बोर्ड)



No. E(G) 2015/ PN2/3

New Delhi Dt. 25.02.2025

**The General Manager (P)/DGs/CMDs,
All Indian Railway, PUs, CTIs & BCL, CONCOR, IRCTC, IRFC,
IRCON, RVNL, RCIL, RITES.**

Sub: National Anubhav Awards Scheme-2025.

A platform called "Anubhav" has been introduced by the Department of Pension and Pensioners' Welfare (DOP&PW) whereby retiring/retired Government servants can upload a write up showcasing outstanding work done by them during service period. .

2. In this connection, DOP&PW are conducting meetings wherein it has been advised that Railway being a large organization of Govt. of India, last year only two awardees were selected for National Anubhav Awards, 2024. From this year, apart from the employees of Central Govt., employees of CPSE's & Public sector banks who are going to retired in next 8 months or who retired with in 3 years are also eligible for submission of anubhav write-ups. Accordingly, under the said scheme retiring/ retired employees of Railway PSUs may submit their Write-ups from 8 months prior to retirement up to 3 years after retirement. All write-ups submitted from 01.04.2024 up to 31.03.2025 shall be eligible to be considered for National Anubhav Awards, 2025. Guidelines in this regard have already been forwarded vide letter dated 31.01.2025. DOP&PW is pressing hard that M/o Railways may motivate their retired/retiring employees personally by sending SMS/emails in connection with the theme of National Anubhav Award Scheme, 2025 for more employee's participation in submitting their Anubhav experiences on the portal so that wide publicity may be given to the scheme.

3. Therefore, it is requested that DRMs may be directed to contact personally with Railways employees/retirees as well as attached subordinates offices for the same. Further MDs /CMDs of Railway PSUs may also contact personally with their employees/retirees through conducting VC or making whats groups for motivation about the scheme. A copy of equivalence of pay scales between central govt. employees as well as employees of Railway PSUs for the purpose of eligibility of Anubhav award scheme 2025 is also enclosed.

DA: As above

(M.P.Meena)
Deputy Director Estt.(G)-III
Railway Board

Copy to: Joint Secretary/RB, Room No. 229 for information and necessary action.

फाइल सख्या 4/7/2023-P&PW(CPEN)/E-4281

भारत सरकार

कार्मिक, लोक शिकायत और पेंशन मंत्रालय

पेंशन और पेंशनभोगी कल्याण विभाग

तीसरी मंजिल, लोक नायक भवन,

खान मार्किट, नई दिल्ली-110003

दिनांक-04.02.2025

06

विषय: 'राष्ट्रीय अनुभव आउटरीच अभियान, 2025' के तत्वावधान में सीपीएसई के कर्मचारियों पर लागू वेतनमान, सार्वजनिक क्षेत्र के बैंकों यानी पीएसबी के कर्मचारियों पर लागू वेतनमान और केंद्र सरकार के कर्मचारियों पर लागू वेतनमान के बीच समकक्षता के सन्दर्भ में-

National Anubhav Award sheme, 2025 has been notified. For the first time, apart from the employees of Central Government, employees of Central Public Sector Enterprises (CPSEs) and Public Sector Banks who are going to retire in next 8 months or who have retired within 3 years are also eligible for the submission of Anubhav write ups.

2. As per the Scheme, the published write ups will be divided into three categories and the same would be examined for 05 Anubhav Awards and 10 Jury Certificates. The category wise division of the Anubhav Awards and Jury Certificates is as under:

S.no.	Pay scale	Anubhav Awards	Jury Certificates
1	1-6	1	4
2	7-12	2	4
3	13-17	2	2

3. Further, the Anubhav write-ups pertaining to these three categories are to be evaluated with different marking system.

4. Certain Ministries/Departments administering Public Sector Banks/ Public Sector Enterprises have enquired about the equivalence between the pay scales applicable to the employees of CPSEs i.e. Industrial Dearness Allowance (IDA) and to the employees of Public Sector Banks i.e. PSB Pay scales vis-à-vis the pay scale equivalent to Central Dearness Allowance (CDA) applicable to Central Government Employees.

5. In this regard, it is informed that to draw the equivalence among three pay scales, an enquiry has been made on the web-sites of certain organizations which are as under:

i. National Highway Authority of India , MORTH

(https://nhai.gov.in/nhai/sites/default/files/vacancy_files/Equivalency%20of%20CDA%20vis-a-vis%20IDA%20Pay%20Scales.pdf)- copy attached

2. Central Warehousing Development Authority, Department of Food and Public Distribution, Government of India

(<https://wdra.gov.in/documents/20143/146647474/CDA+IDA+Bank+pay+scale+equivalency+WDR.pdf/c8345d0d-1c28-c482-755d-e85c0b5c41b9>)- copy attached

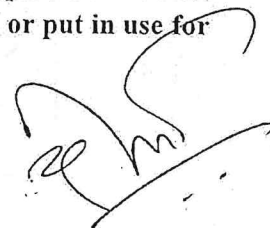
6. From the perusal of these 2 documents, equivalence is proposed strictly for the purpose of National Anubhav Awards Scheme, 2025 only, as shown in the table below:

S.no.	CDA Pay scale in Central Govt.	CDA Pay scale in CPSEs	Pay scale in Public Sector Banks
1	1-6	E-0 grade (Rs. 30,000-1,20,000) and below	Below Rs. 36,000- 36,840/- Scale-I
2	7-12	E-1 grade (Rs. 40,000-1,40,000) to E-6 grade (Rs. 90,000-2,40,000)	Rs. 36,000- 36,840/- Scale-I to Rs. 89,890- 1,00,350/- Scale-V
3	13-17	E-7 grade (Rs. 1,00,000-2,60,000) and above	Rs. 1,04,240- 1,16,120/- Scale- VI and above

7. In view of above, it is requested to furnish comments on this proposed equivalence regarding the PSUs or PSBs working under your Ministry/Department latest by 01:00 PM on 10.02.2025. The proposed equivalence is strictly applicable for the purpose of National Anubhav Awards Scheme, 2025 only and not to be implemented or quoted or put in use for any other purpose.

8. This issue with the approval of Competent Authority.

Enclosed: As above.



(दीपक गुप्ता)

भारत सरकार के अवर सचिव

To,

Anubhav Nodal Officers of the Ministries/ Departments
(as per the list attached.)

CDA/IDA/PSU Bank Pay scales Equivalency in WDRA

Rank in WDRA	Pay scale in CDA (Rs.)	Pay scale in IDA (Rs.)	Pay scale in Public Sector Banks (Rs.)
Joint Secretary (Level-14)	144200-218200/- (Level-14)	120000-280000/- (E-8)	Rs.116120-129000 Scale-VII
Director (Level-13)	123100-215900/- (Level-13)	100000-260000/- (E-7)	Rs.104240-116120/- Scale-VI
- (Level-12)	78800-209900/- (Level-12)	90000-240000/- (E-6) 80000-220000/- (E-5) with 2 yrs. experience	Rs.89890-100350/- Scale-V
Under Secretary / Deputy Director/ Principal Private Secretary (Level-11)	67700-208700 (Level-11)	70000-200000 (E-4)	Rs.76010-89890/- Scale-IV
- (Level-10)	56100-177500 (Level-10)	60000-180000 (E-3)	Rs.63840-78230/- Scale-III
- (Level-9)	53100-167800 (Level-9)	50000-160000 (E-2) with 2 yrs. experience	Rs.48170-69810/- Scale-II with 2 yrs. experience
Assistant Director (Level-8)	47600-151100 (Level-8)	50000-160000 (E-2)	Rs.48170-69810/- Scale-II
Section Officer/ Assistant (Level-7)	44900-142400 (Level-7)	40000-140000 (E-1)	Rs.36000-63840/- Scale-I
Assistant / Accountant/ Private Secretary (Level-6)	35400-112400 (Level-6)	30000-120000 (E-0)	