



PBC No. 56 / 2025



**दक्षिण रेलवे Southern Railway**  
**प्रधान मुख्य कार्मिक अधिकारी कार्यालय**  
**Office of the Principal Chief Personnel Officer**  
**प्रधान कार्यालय, कार्मिक विभाग, चेन्नै-600003**  
**Headquarters, Personnel Department, Chennai-600003**

सं/No: P(R) 436 / P / Misc. / Vol.V

दिनांक/Dated: 28.02.2025

All PHODs/ DRMs/ CWMs/ CEWE/ CAO/ CPM/ PDA/ Dy.CPOs/ Sr.DPOs/ Secy to GM,  
Chairman/RRB/MAS,TVC, Addl.Registrar/RCT/MAS, Secretary/RRT/MAS,  
Principal MDZTI/TPJ, SRCETC/TBM, ZETTC/AVD,  
DPOs/SPOs/WPOs/APOs of HQ/Divisions /Workshops/Units.

**विषय/Sub:National Anubhav Awards Scheme – 2025.**

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A copy Railway Board's letter No. E(G)2015/PN2/3 dated 25.02.2025 alongwith its enclosures on the above subject is enclosed for information, guidance and necessary action.

Copy Railway Board's letter dated 31.01.2025 referred therein is enclosed for reference.

संलग्नक/Encl. 09 pages

**CHILAKALAPUDI**  
**ANJANIKUMAR**

Digitally signed by  
CHILAKALAPUDI ANJANIKUMAR  
Date: 2025.02.28 16:50:21 +05'30'

**सहायक कर्मचारी संबंधी अधिकारी/Asst Personnel Officer / IR & Trg.**  
**कृते प्रमुकाधि/For Principal Chief Personnel Officer**

प्रतिलिपि/Copy to: The General Secretary/SRMU

The General Secretary / DREU

The General Secretary/AISCTREA

The General Secretary/AIOBCREA

The General Secretary/NFIR

IT Section/PB/HQ - to upload in the SR website.



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



New Delhi Dt. 25/02.2025

No. E(G) 2015/PN2/3

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

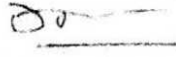
**Sub: National Anubhav Awards Scheme-2025.**

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.

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

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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 scheme, 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](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-c85c0b5c41b9>)- copy attached

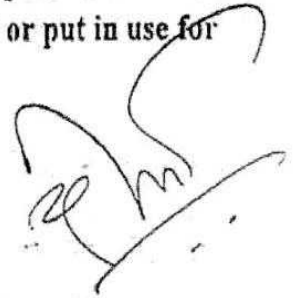
6. From the perusal of these 2 documents, equivalence is proposed strictly for the purpose of National Anubhav Awards Scheme, 2025 only, as shown in the table below:

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.)

GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
(RAILWAY BOARD)

E(G) 2015/PN2/3 .

New Delhi, dt.31.01.2025

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

Sub: 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 please find enclosed Secretary, Ministry of Personnel Public Grievances and Pensions, Department of Pension and Pensioners' Welfare's DO No.4/1/2016-P&PW(Coord)PT.I/E-4281 dated 16.01.2025 addressed to CRB &CEO, Railway Board enclosing a copy of National Anubhav Award Scheme, 2025. Under the said scheme, Central Government employees can submit their experiences while working with the Government through Anubhav Writeups from 8 months prior to retirement up to 3 year 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. Further, attention is drawn towards para 4 of the enclosed annexure wherein employees/retirees of Central Public Sector Undertakings have also been included in the said scheme.

3. It is requested that wide publicity be given to the said scheme 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. For any query on above mentioned issue, please send mail to [neelam.12@gov.in](mailto:neelam.12@gov.in).

DA:As above



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

Copy to: Joint Secretary, Room no. 229, Railway Board for information and necessary action.



बी. श्रीनिवास, आई.ए.एस.

V. Srinivas, IAS

सचिव

SECRETARY



सत्यमेव जयते

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आज़ादी का  
अमृत महोत्सव

भारत सरकार  
कार्मिक, लोक शिकायत तथा पेंशन मंत्रालय  
पेंशन एवं पेंशनभोगी कल्याण विभाग  
लोकनायक भवन, खान मार्केट  
नई दिल्ली-110003  
GOVERNMENT OF INDIA  
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES & PENSIONS  
DEPARTMENT OF PENSION AND PENSIONERS' WELFARE  
LOK NAYAK BHAWAN, KHAN MARKET  
NEW DELHI-110003

D.O.No.4/1/2016-P&PW(Coord)PT.I/E-4281

16th January, 2025

*Dear Shri Sanjay Agarwal ji,*

You would be aware that, based on the success of previous years and as per the vision of Hon'ble PM, Anubhav Awards Scheme, 2025 has been notified and the write-ups published from 01.04.2024 up to 31.03.2025 by the employees, from 8 months prior to retirement up to 3 year after retirement, would be considered for Anubhav Awards, 2025. It is pertinent to mention here that the rich experience and best practices inculcated in the areas of working under your Ministries need documentation. The National Anubhav award Scheme provides the effective platform for this.

In this context, the Anubhav portal [URL: <https://pensionersportal.gov.in/Anubhav/>] was launched in March 2015 for retiring/retired government officials to upload a record of their rich and varied experiences while serving the nation in various capacities. Till date, 99 organizations have registered and more than 11,000 write ups have been published on Anubhav Portal. Out of these write-ups, 78 outstanding write ups have been conferred with the prestigious 59 National Anubhav Awards and 19 Jury Certificates. I must put on record that these national level awardees find themselves extremely motivated and reassured.

I would request you to kindly direct the concerned officers to undertake a concerted push to clear the pending write-ups as reflected under the head- 'Write-ups yet to be Published' on the portal. I would also urge your indulgence to encourage all other eligible employees, particularly those in the higher scales of pay, in your Ministry/Department to submit their Anubhav write-ups on the portal in a timely manner in order to be considered for National Anubhav Awards, 2025.

Encl: As above

*With best regards,*

Yours sincerely,

(V. Srinivas)

Shri Sanjay Kumar Agarwal  
Chairman, CBIC  
North Block, New Delhi



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, 2025**

On the directions of the Hon'ble Prime Minister of India, Department of Pension & Pensioners' Welfare had launched an online platform entitled '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 made during service period. It is envisaged that over a period of time, this will create a wealth of institutional memory with replicable ideas and suggestions. This will prove an invaluable tool for helping in future governance related issues, since a treasure trove of experiences shall be left behind by the retiring generations of government employees and officers.

2. Thereafter, an Annual Awards Scheme to incentivize and encourage retiring/retired employees to submit their experiences through write ups was introduced in 2015. Till date, 59 Anubhav Awards and 19 Jury Certificates have been conferred. Further, to encourage and inspire the retirees, DOPPW conducts Anubhav Awardees' Speak - a webinar series every month. Hitherto, 16 webinars have been held in which 19 Awardees have presented their experiences.

### **3. NATIONAL ANUBHAV AWARDS SCHEME, 2025**

3.1 For the year 2025, the scheme aims to recognize the contribution of eligible Government employees in the following categories:

- i. Accounts,
- ii. Admin work,
- 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. Development of personal traits while in service,
- xii. Disclosure of experience for the knowledge of others,
- xiii. Instances of great strength/valor/bravery,
- xiv. Constructive feedback or suggestion to improve the line of work, he/she was part of,
- xv. Any other category decided by the Committee.

3.2 It has been proposed to confer Anubhav Awards to 5 (five) best write ups in 2025. Also, 10 (ten) Jury certificates may be presented to other outstanding write ups to promote wider publicity and participation in National Anubhav Awards Scheme, 2025. Assessment of the write ups would be structured on premises as stated at para 6 of the Scheme.

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

#### 4. ELIGIBILITY:

The employees of Central Government and Central Public Sector Undertakings (CPSUs) including 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 1<sup>st</sup> April, 2024 and 31<sup>st</sup> March, 2025 will be considered for the Anubhav Awards/Jury Certificates, 2025.

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

5.1 Initiatives should be taken to sensitize the retiring or retired employees for submitting their write ups through SMSs and emails. FAQs, Steps to fill in the Anubhav write up, selected write ups for guidance, Short film on Anubhav Awardees and Citation booklets have been put up on the Anubhav Portal. Adequate publicity may be done among 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 The HOOs and HODs may refer the FAQs put up under the Head- 'Organisation' on the Portal.

#### 6. PROCESS OF SHORTLISTING THE ANUBHAV AWARDS AND JURY CERTIFICATES

Step 1- The eligible employees will visit the Anubhav Portal which is having 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 employees 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	4
2	7-12	2	4
3	13-17	2	2

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	20
3	Medal/Certificate etc.	10
	Total marks	40

**Pay scale 7-12:**

S.no	Criteria	Maximum marks
1	Content	05
2	Writing Skills	10
3	Innovation or Out of box thinking	15
4	Medal/Certificate etc.	10
	Total marks	40

**Pay scale 13 and above:**

S.no	Criteria	Maximum marks
1	Content	05
2	Writing Skills	10
3	Innovation or Out of box thinking	15
4	Medal/Certificate etc.	05
5	Display of leadership quality	05
	Total marks	40

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

Joint/Additional Secretary(P), DOPPW	Chairman
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 after obtaining 'No Objection Certificates' (NOCs) from concerned Ministry/ Department/ Organization and IB.

**Step 5-** Recommendations of the Evaluation Committee, after approval of Secretary (Pension) 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 Prize of Rs. 10,000/- (remitted through digital transfer to Awardee's 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 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, the decision of the Department of Pension & Pensioners' Welfare, Ministry of Personnel, Public Grievances and Pensions, Government of India would be final.

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