

Date: 18.03.2025

Circular

Sub: Anubhav Awards Scheme – 2025

Ref: Railway Board letter No E(G) 2015/ PN2/3 dt 31.01.2025

1. A platform called "Anubhav" has been introduced by the Department of Pension and Pensioners Welfare (DOP&PW) whereby retired/ retiring Government servants can upload a write up showcasing outstanding work done by them during service period.
2. In Anubhav wards Scheme – 2025, retirees/ retiring employees of CPSEs have also been included in the said scheme. Thus retirees/ retiring employees of RITES are also eligible to take part in this scheme.
3. The detailed criteria of the Award Scheme is attached as Annexure-I.
The salient features of the Scheme are as under:
 - a. **Employees who have retired in the last 3 years and who will be retiring in the next 8 months are eligible for the scheme.**
 - b. Eligible employees may visit Anubhav Portal (<https://pensionersportal.gov.in/Anubhav/>) and submit their basic details along with the write ups (not more than 5000 words) and attachments (if any) latest by 31.03.2025.
 - c. Step wise instructions are available on the above website.
 - d. The Awards are bifurcated into 3 categories (as per level of employee) and are available to employees who have worked in various sectors.
 - e. The equivalence of CDA & IDA scale for the purpose of Awards is attached as Annexure-II.
4. Accordingly all RITES retirees and current employees fulfilling the criteria are encouraged to apply for the Award.


(Anju T Saxena) 18/3/25
General Manager /HR

Distribution:

As per standard mailing list

Transforming to GREEN

Annexure - I

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.

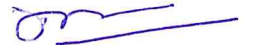
Sub: Anubhav Awards Scheme-2025

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 Pensioner's 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.

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.

वी. 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

Chairman, Railway Board

E-Office No. 1992784

Date: 20/01/25

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

16th January, 2025

Dear Shri Satish Kumar 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.

With best regards,

Yours sincerely,

(V. Srinivas)

Encl: As above

Shri Satish Kumar
Chairman Railway Board
Rail Bhawan, New Delhi-01



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 1st April, 2024 and 31st 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.

भारत सरकार
कार्मिक, लोक शिकायत और पेंशन मंत्रालय
पेंशन और पेंशनभोगी कल्याण विभाग

तीसरी मंजिल, लोक नायक भवन,
खान मार्किट, नई दिल्ली -110003
दिनांक-10.02.2025

कार्यालय ज्ञापन

विषय: '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 Awards Scheme, 2025 has been notified. For the first time, apart from the employees of Central Government, employees of Central Public Sector Enterprises (CPSES) including 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:

Sl. No.	Pay Scale	Anubhav Award(s)	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 inquired about the equivalence between the pay scales applicable to the employees of CPSEs i.e. Industrial Dearness Allowances (IDA) and to the employees of Public Sector Banks i.e. PSBs Pay scales vis-à-vis the pay

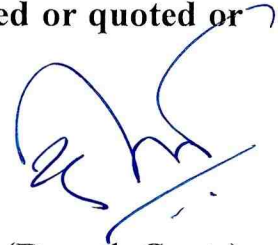
scale equivalent to Central Dearness Allowance (CDA) applicable to Central Government Employees.

5. In this regard, the issue was examined in consultation with the concerned Ministries/Departments and following equivalence is proposed, strictly for the purpose of National Anubhav Awards Scheme, 2025 only:

Sl 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/- Scale-I
2	7-12	E-1 Grade (Rs. 40,000-1,40,000) to E-6 Grade (Rs. 90,000-2,40,000) and	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

6. **This 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.**

7. This issues with the approval of Competent Authority.



(Deepak Gupta)

Under Secretary to the Govt of India
CPENGRAMS, DoPPW

To,
Anubhav Nodal Officers of the Ministries/ Departments
as per the list attached.