OFFICE OF THE PRINCIPAL ACCOUNTANT GENERAL (A&E) HARYANA, CHANDIGARH

OFFICE ORDER

Subject:- Anubhav Awards Scheme, 2026.

The Headquarters, vide circular No. 36-staff Entt.-II/2025 issued under No. 103/Staff Entt.-II/70-2025 dated 13.10.2025, has conveyed that the Anubhav Portal was launched by the Government of India, Ministry of Personnel, Public Grievances & Pensions, Department of Pension & Pensioners' Welfare in March 2015. The portal enables retiring Government officials to record and share their experiences during their service tenure. To promote participation, an Anubhav Award Scheme was introduced in the same year.

As per the Anubhav Award Scheme 2026 guidelines issued by the Ministry, employees of the Central Government, Central Public Sector Enterprises (CPSEs) and Public Sector Banks who are due to retire within the next eight months or have retired within the preceding three years are eligible to submit their Anubhav write-ups. All write-ups published on the Anubhav Portal between 1st April 2025 and 31st March 2026 shall be considered for selection under the National Anubhav Awards Scheme 2026.

Eligible retiring or retired employees may visit the Anubhav Portal at https://pensionersportal.gov.in/Anubhav/ to submit their write-ups (not exceeding 5,000 words) along with relevant attachments. Instructions for submitting Anubhav write-ups are enclosed herewith, and a YouTube link (https://www.youtube.com/watch?v=NWa7u_b1i9A) demonstrating the submission procedure is also shared for guidance.

After submitting the write-up on the Anubhav Portal, the concerned employee is requested to inform the WM(A) Section, as Appreciation Certificates shall be issued to employees who successfully submit their write-ups.

Sd/-
Sr. Accounts Officer WM(A)

No. WM(A)/Imp. Cir./Anubhav Award/2025-26/770 **Dated :- 28.10.2025**

Copy of the above to the following through Official Website for information and necessary action: -

1. All the Sr. DAO/ DAOs concerned.
2. Officials / Officers retiring upto March 2026 are requested to go through the Anubhav Award Scheme 2026 guidelines and submit their write-ups on the Anubhav Protal.
3. Sr. Accounts Officer, IT Cell (Local) for uploading on office website.

Alka Chanana
Sr. Accounts Officer WM (A)

Circular No. 36 -Staff Entt.-II/2025
No. 103 /Staff Entt-II/70-2025

भारत के नियंत्रक एवं महालेखापरीक्षक का कार्यालय
9, दीन दयाल उपाध्याय मार्ग,
नई दिल्ली-110 124

सत्यमेव जयते

OFFICE OF THE COMPTROLLER &
AUDITOR GENERAL OF INDIA
9, DEENDAYAL UPADHYAYA MARG,
NEW DELHI - 110 124

दिनांक / DATE 13 OCT 2025

To,

All Head of Offices in IA&AD,
DG (Headquarter)

Sub: Anubhav Award Scheme 2026.

Sir/Madam,

The Anubhav Portal was launched by Government of India, Ministry of Personnel, Public Grievances & Pensions, Department of Pension & Pensioners' Welfare in March, 2015 for retiring Government officials to leave a record of their experiences while in Govt. Service. An annual award Scheme to incentivize and encourage retiring employees to submit their experience, write-ups was introduced in 2015.

2. As per Anubhav Award Scheme 2026 guidelines issued by the Ministry, 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.

3. It is requested to follow the guidelines of Ministry and submit the relevant data detailing number of employees retiring from October, 2025 to March, 2025 and the progress of data feeding in the referred google sheet by 5th of each Month (till March 2026).

Yours faithfully,

13/10

(Sumeet Kumar)
Asstt. Comptroller & Auditor General (N)

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ANUBHAV PORTAL

Frequently Asked Questions
(Pensioners)

INTRODUCTION

(1) What is Anubhav Portal?

A. Anubhav Portal is an initiative launched by the Government of India at the behest of the Hon'ble Prime Minister of India in the year 2015, to provide a platform for retiring/retired Government employees to share their valuable experiences and insights gained during their service tenure. The URL link is https://pensionersportal.gov.in/anubhav/

(2) How can one approach for any enquiry regarding Anubhav Portal?

A. You can approach via email communication, to be sent to helpdesk-anubhav@nic.in.

SUBMISSION OF ANUBHAV WRITE-UP

(3) Who can submit the write-up on the Anubhav Portal and within which time period?

A. The Anubhav write-up can be submitted by the Central Government employees within the time period starting **from 8 months prior to their retirement till 1 year of their retirement.**

(4) What is the procedure for submitting Anubhav write-up?

A. The step wise process is as under:

I.	Please visit portal- https://pensionersportal.gov.in/anubhav/
II.	Please click on 'Employee Anubhav' tab
III.	Please read carefully the instructions for submitting Write-ups on Anubhav Portal
IV.	Please fill the personal details and Anubhav write-up and upload document in PDF, if any
V.	The write-up will be shown under the category- 'Write-ups yet to be published'

(5) Is there any word limit prescribed for Anubhav Write-up?

A. Yes, the prescribed word limit is 5000 words.

(6) Can the write-up be edited or re-edited after submitting on Anubhav Portal?

A. Yes. It can be done by clicking on Menu option –'Employee Anubhav' on Home Page. Thereafter, please click on 'Click Here' under the heading 'Personal details'.

(7) What are the different categories under which a retiring/ retired employees can share their write-ups on Anubhav Portal?

A. On the Anubhav Portal, experiences under 15 different categories can be shared, which are as under:

I.	Accounts	IX.	Public Dealing
II.	Admin work	X.	Contribution to his/her field work
III.	Good Governance	XI.	Development of personal traits while in service
IV.	Government process re-engineering	XII.	Disclosure of experience for the knowledge of others

V.	Information Technology	XIII.	Instances of great strength/valor/bravery
VI.	Research	XIV.	Constructive feedback or suggestion to improve the line of work, he/she was part of
VII.	Simplification of procedures	XV.	Any other category decided by the committee
VIII.	Learning from Failures		

(8) Can the Anubhav write-up be submitted in regional languages also?

A. Yes.

(9) What are the declarations that have to be made while submitting an Anubhav Write-up?

A. Following are the declarations:

I.	The information is true & correct to the best of his/her knowledge.
II.	The information is not sensitive and is not such as to compromise national security or integrity.
III.	The comments are not against any gender, caste or religion.
IV.	The comments are not political in nature.
V.	Government will not be responsible for any misuse of this information.
VI.	There is no violation of Official Secret Act, 1923 while mentioning his/her experience of working with the Government in the Write-up.
VII.	There is no mention of my name, designation/rank, address, e-mail ID, Telephone Number, Aadhar/PAN Number, etc., or any other personal details in write-up which may lead to the disclosure of my identity. There is also no mention of such details in respect of any other member(s) of my team of officers/officials.

AWARD AND AWARDEES WEBINAR SPEAK SERIES

(10) Does DOPPW confer award or certificate upon the worthy write-ups published on Anubhav Portal?

A. In the ceremony presided over by the Hon'ble MoS (PP), retiring/retired employees having top 05 Anubhav write-ups are conferred upon with Anubhav Awards (Medal, Certificate and a cash prize of Rs.10,000/-). From 2023 onwards, it has been decided to confer upon Jury Certificates and Medals to other 10 deserving write-ups by the Hon'ble MoS (PP) in the same ceremony.

(11) Does DOPPW facilitate the travelling of the winners of Anubhav Awards and Jury Certificates?

A. Yes, the amount of travelling allowance for to and fro New Delhi, is reimbursed to the winners of the Anubhav Awards/Jury Certificates for travelling for the Award ceremony at New Delhi by the DOPPW as per the existing TA/DA Rules (as may be applied to the individual depending upon the last entitlement).

(12) What is 'Anubhav Awardees Webinar' Speak series?

A. DOPPW conducts monthly Webinar Speak wherein, Awardees are invited to share their experiences with the soon-to-be-retiring employees. This series is attended across hundreds of locations across the country.

फ़ाइल संख्या **4/01/2025**-P&PW (CPEN)
भारत सरकार
कार्मिक, लोक शिकायत और पेंशन मंत्रालय
पेंशन और पेंशनभोगी कल्याण विभाग
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तीसरी मंजिल, लोक नायक भवन,
नई दिल्ली- 110003
दिनांकः- 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 the 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_TyYtTAiIHqgfkSPcNvEbA/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

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भारत सरकार
कार्मिक, लोक शिकायत और पेंशन मंत्रालय
पेंशन और पेंशनभोगी कल्याण विभाग
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तीसरी मंजिल, लोक नायक भवन,
खान मार्किट, नई दिल्ली -110003
दिनांक-10.02.2025

कार्यालय ज्ञापन

विषयः '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

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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.

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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

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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.

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Instructions for submitting write-ups of Anubhav

1. Type URL: https://pensionersportal.gov.in/anubhav/
2. Click '**Employee Anubhav**' button
3. Enter your Full Name (Title, Name).
4. Select your Ministry/Dept/Organisation as '**Comptroller & Auditor Genera**l'
5. Select Service as '**GCS – General Central Service**'
6. Enter your Designation
7. Select Pay Level
8. Enter your Mobile Number
9. Enter your Permanent Account Number (PAN)
10. Enter your Email ID.
11. Enter Office Address/Office Name as '**O/o Pr. Accountant General (A&E) Haryana, Sector-33B, Chandigarh**'.
12. Enter your Residential Address.
13. Upload your photograph in ".jpg" format of max file size 50 KB, if any.
14. Enter Anubhav to be highlighted (in 20000 characters) * allowed character [A-Z,0-9,./&(')-+].
15. Upload your document in ".pdf" format of max file size 5 MB, if any.
16. Upload your Audio file of max file size 3 MB, if any.
17. Enter Suggestions (if any) (in 2000 words).
18. Select Category of work.
19. Choose Skills.
20. Select **Yes/No** whether willing to volunteer for social work.
21. Select **Yes/No** whether you want to receive feedback through e-Mail.
22. Kindly read the declarations and Click on **I Accept**.
23. Enter Security Code displayed in image in the form.
24. Review the details entered in form by you before press the **SUBMIT** button.