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HRMS NOTICE

NATIONAL ANUBHAV AWARD SCHEME, 2026

The Department of Pension & Pensioners' Welfare (DoPPW) has launched the National Anubhav Award Scheme 2026 to encourage retiring and retired employees to share their valuable experiences during their service period. This scheme extends eligibility to employees of Central Public Sector Undertakings (CPSUs), including Public Sector Banks (PSBs) from the year 2025. This Scheme is to inspire and incentivize retiring/retired employees to submit their experiences through write-ups. This initiative aims to create a repository of insights and best practices to benefit current and future governance.

Further, the details guidelines issued by Department of Pension & Pensioners' Welfare (DoPPW), Govt of India on National Anubhav Awards Scheme, 2026 is also enclosed for reference.

As such, field functionaries are advised to encourage all eligible employees for participation in the National Anubhav Award Scheme 2026 to share their valuable experiences. This initiative is for recognition of rich and varied contributions and suggestions for further referral by the Government machinery to further the cause of good governance, administrative reforms and effective public services delivery mechanism in future.

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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

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 DOPPW	Member Secretary
Director/ Deputy Secretary 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.

6 DETAILS OF AWARD AND OTHER ENTITLEMENTS

6.1 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.

6.2 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.

6.3 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.
