



Central Secretariat Service Forum

(Forum consisting members of CSS Group 'B' officers & CSS Organised Group 'A' officers)
Headquarters: Room No. 20 (Basement), Sanchar Bhawan, 20 Ashoka Road, New Delhi- 110001

02nd July, 2026

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“Contribute for Family” Initiative - CSS Shield

(Mutual Support Initiative for the Bereaved Families of CSS Officers)

1. Objective

Our officers devote their working lives to the service of the nation. When one of them is lost to us untimely, the grief of the family is beyond measure — and it is our collective moral responsibility to ensure that the family left behind never feels alone.

With this conviction, the CSS Forum establishes the “Contribute for Family” Initiative (“CSS Shield”). Through small, voluntary contributions from fellow officers, the initiative provides immediate and meaningful financial support to the bereaved family of any eligible serving Central Secretariat Service (CSS) Officer in the event of their untimely demise. It is a quiet but firm assurance that, for every officer of the CSS fraternity, a CSS Shield stands ready to protect their family.

2. Eligibility for Coverage (“CSS Shield” Status)

Every serving CSS Officer is automatically a member of the CSS Forum; no separate registration is required for membership (see FAQ below). The Forum shall collect contributions for the family of a deceased officer only where the deceased was a serving Central Secretariat Service (CSS) Officer at the time of their untimely demise and satisfies any one of the following contribution criteria, which together determine an officer’s “CSS Shield” (coverage) status:

A. Pathway A (Continuing / Active Officers): The officer must have contributed to at least 80% of all contribution drives conducted after the date this Initiative comes into force. (This ensures active CSS Shield status from the very first contribution drive.)

B. Pathway B (New Joiners / Direct Recruits): For new Assistant Section Officers (ASOs) (DR/Promotee) joining the CSS after this Initiative is activated, the officer must have contributed to at least 80% of all contribution drives conducted after their date of joining the CSS.

C. Pathway C (Late Entrants): For officers who choose to register or begin participating later, the officer must have contributed to at least 4 out of the last 5 consecutive contribution drives conducted immediately prior to the case.

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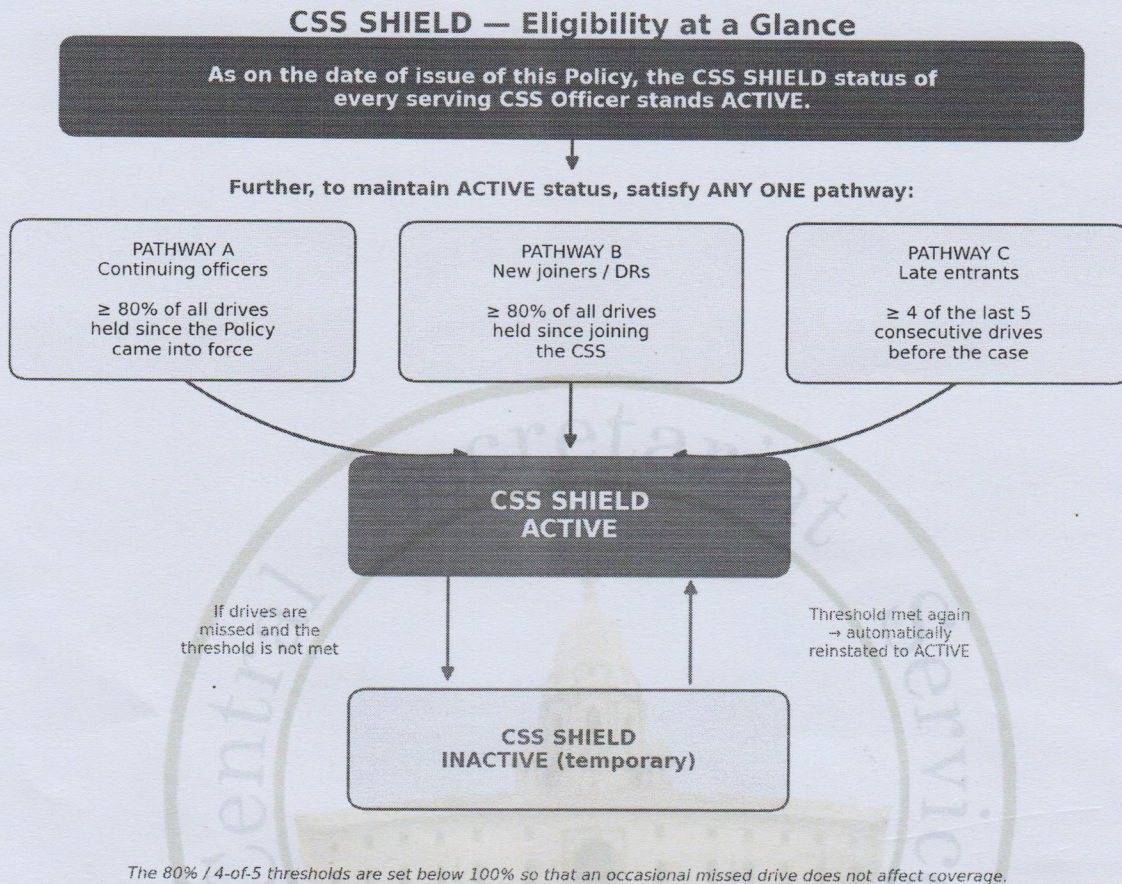


Figure 1: CSS Shield — Eligibility at a Glance

Continuity and Automatic Reinstatement of CSS Shield Status

CSS Shield status is assessed on a continuing basis against the criteria set out in Pathways A, B and C above. The thresholds of 80% (or 4 out of the last 5 drives) have been deliberately set below 100% for this very purpose — so that an officer who occasionally misses a drive, whether on account of leave, transit, posting, or personal circumstances, continues to remain protected. So long as an officer meets the applicable threshold, the CSS Shield remains ACTIVE.

If contributions fall below the threshold, the CSS Shield status temporarily becomes INACTIVE. This is neither punitive nor permanent. Reinstatement is automatic: the moment an officer's contribution record once again satisfies the applicable threshold under Pathway A, B or C, the CSS Shield status is restored to ACTIVE, without any separate application, approval, or intervention being required.

Record-Keeping and Verification of Contributions

Every contribution made by a CSS Officer, together with the corresponding receipt, is recorded against that officer's individual profile on the CSS Forum website. Each profile displays:

- the complete history of contributions made by that officer across all drives;
- the officer's current CSS Shield status (ACTIVE or INACTIVE); and
- where the status is INACTIVE, the reason for the same.

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Because all contributions are visible only on the officer's individual profile on the CSS Forum website, registration on the website is necessary for an officer to contribute and to view or verify their own contribution record and CSS Shield status. All CSS Officers are therefore encouraged to complete the free registration on the CSS Forum website at <https://cssofficers.in/register>, both for this purpose and to receive timely updates and communication.

This ensures that the computation under Pathways A, B and C is transparent and independently verifiable by each officer at all times.

Status on Commencement of Policy

This Initiative takes immediate effect from 02nd July 2026 (the "Effective Date"). No contribution drives conducted prior to the Effective Date shall be counted towards the eligibility criteria above. Accordingly, as on the date of issue of this Policy, the CSS Shield status of every serving CSS Officer stands ACTIVE. The Pathway criteria above shall apply prospectively, commencing only from the 1st contribution drive conducted on or after the Effective Date.

3. Contribution Structure (Per Case)

In the event of the untimely demise of an eligible serving CSS Officer, a contribution drive will be launched. Based on extensive consultation with CSS Officers, and so that meaningful financial support can be provided to the bereaved family, the following minimum contribution amounts have been decided. CSS Officers may contribute any amount above the prescribed minimum.

Present Grade / Post	Minimum Contribution (₹)
Assistant Section Officer (ASO)	500
Section Officer (SO)	600
Under Secretary (US)	700
Deputy Secretary (DS)	800
Director	900
JS & above	1,000

4. Process & Timeline

- Upon receiving confirmed information of the untimely demise of an eligible serving CSS Officer, the Forum shall immediately circulate a contribution appeal through available communication channels such as WhatsApp and other feasible means.
- All contributions shall be collected online through the CSS Forum website via a secured payment gateway, within a period of 10 days from the date of the appeal.
- **Beneficiary of Transfer:** Contributions are received in the CSS Forum account through the secured payment gateway and transferred to the same nominee(s)/dependent(s) — spouse, children, or dependent parent(s), as applicable — as recorded in the deceased officer's official service/nomination records maintained by the Department for payment of death and other terminal benefits, within 5 days of the close of the drive. No separate nomination under this Initiative is required.

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5. Expected Impact

- **Low and Sustainable Cost:** With small contributions ranging from ₹500 to ₹1,000, even if 4–5 cases occur in a year, the financial impact on each officer remains minimal and easy to sustain.
- **Strong Financial Support:** Depending on the level of participation across all grades, every bereaved family can expect immediate support ranging from approximately ₹30 lakh to ₹76 lakh — a corpus that will naturally grow as more officers join the initiative.

Expected Support per Case, by Level of Participation (out of ~13,000 CSS Officers, all grades)

% of Officers Contributing	Expected Support in Each Case (₹)
40%	30 Lakh
50%	38 Lakh
60%	45 Lakh
80%	60 Lakh
100%	76 Lakh

Note: A designation-wise breakdown of the ~13,000 CSS Officers underlies these projections.

- **Encourages Regular Participation:** The contribution-history rule ensures steady, long-term involvement across all drives instead of occasional or ad-hoc participation.
- **Zero Administrative Hassle:** This model treats every case equally, eliminating disparities. Contributions are collected in the CSS Forum account through a secured payment gateway and transferred to the nominee within 5 days of the close of the drive.
- **Proven Track Record:** This system is already working successfully in organisations such as the UP Teachers' Association, making it a tried-and-tested model for our fraternity.

6. Frequently Asked Questions (FAQ)

Q: Do I have to contribute to 5 drives before I am considered eligible (i.e., before my CSS Shield becomes active)?

A: No. Your CSS Shield status becomes ACTIVE as soon as the 1st contribution drive (after this Initiative comes into force, or after your date of joining) is launched and you contribute to it. The 80% / "4-out-of-5" thresholds are simply the basis on which continued active status is tracked thereafter; they are not a qualifying period that you must first complete before coverage begins.

Q: Is the contribution monthly or yearly?

A: Neither. There is no periodic or fixed subscription under this Policy, and no amount is stored in any CSS Forum fund. A contribution is requested only on a case-to-case basis — that is, only in the event of the untimely demise of an eligible serving CSS Officer, when a drive is launched for that specific case.

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Q: If my CSS Shield becomes INACTIVE due to missed contributions, can it be reinstated?

A: Yes, automatically. CSS Shield status is reassessed on an ongoing basis. As soon as your contribution record again satisfies the applicable threshold under Pathway A, B or C (80% overall, or 4 out of the last 5 drives), your CSS Shield status is restored to ACTIVE — no separate application or approval is needed.

Q: I may miss an occasional drive due to leave or posting. Will my family still be protected?

A: Yes. The thresholds are deliberately set below 100% precisely so that an occasional missed drive does not affect your coverage. As long as you meet 80% of all drives (or 4 of the last 5), your CSS Shield remains ACTIVE; and even if it lapses, it is automatically reinstated as soon as you meet the threshold again.

Q: Is being a “contributing member” necessary to be considered a member of the CSS Forum?

A: No. Every serving CSS Officer is, by default, a member of the CSS Forum. Contribution history under Pathways A, B and C only determines an officer’s “CSS Shield” (coverage) status — it does not affect basic membership of the Forum. (This is separate from the optional, paid “Contributing Membership” of the CSS Forum — see the next FAQ.)

Q: What is the voluntary “Contributing Membership” of the CSS Forum, and is it required for coverage?

A: The automatic CSS Forum membership of all CSS Officers is distinct from the voluntary “Contributing Membership” of the CSS Forum, under which a CSS Officer may opt to pay a subscription of ₹50 per month (or ₹600 per annum) to support the Forum’s regular activities. Registration on the CSS Forum website is itself free and open to all CSS Officers; such registration, whether or not coupled with the voluntary membership contribution, is NOT a condition for coverage under this Policy. All CSS Officers are encouraged to avail of free registration on the CSS Forum website at <https://cssofficers.in/register> to receive regular updates and communication.

Q: Do I need to register on the CSS Forum website?

A: Registration on the CSS Forum website is free. It is needed for you to contribute and to view your own contribution history and CSS Shield status on your individual profile. All officers are encouraged to register at <https://cssofficers.in/register>, both for this purpose and to receive timely updates and communication.

Q: How will my family receive the support if something happens to me?

A: The amount collected is transferred within 5 days of the close of the drive to the same nominee/dependent recorded in your official service records for the Department’s death and terminal benefits. Keeping your departmental nomination up to date ensures a smooth and timely transfer; no separate nomination under this Initiative is needed.

Q: Does the CSS Shield continue after retirement?

A: The CSS Shield is a mutual-support arrangement among serving CSS Officers, and coverage applies in respect of officers who are serving at the time of their untimely demise.

Q: What happens to my contributions if I superannuate or take Voluntary Retirement (VRS)?

A: Because no amount is ever retained by the Forum — every contribution is collected for a specific case and transferred in full to that bereaved family — there is no accumulated balance to be refunded or carried forward. Contribution under this Initiative is a voluntary expression of our shared moral responsibility towards the family of a fallen colleague; those of us who superannuate or retire do so with the good fortune that our own families are spared such grief.

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Once an officer is no longer serving, the CSS Shield naturally becomes inactive, and there is no future payout or continuing coverage.

Q: Can I contribute more than the prescribed minimum amount?

A: Yes. The amounts in Section 3 are minimums only; any CSS Officer may contribute a higher amount in any drive.

7. Governance & Future Revisions

The present Elected Body of the CSS Forum in its meeting dated 2nd July, 2026 adopted the same unanimously and the initiative is active with immediate effect. This Initiative — including the contribution structure, eligibility criteria, and any other provision herein — may be reviewed, revised, or amended from time to time as found necessary. Any such revision shall require the approval of the Executive Body of the CSS Forum holding office at the relevant time and any change will be applicable prospectively only. It shall be communicated to all CSS Officers prior to becoming effective.

Dev Gupta
17/7/26

Dev Gupta
President of CSS Forum

Yatendra
02/07/2026

Yatendra Chandela
General Secretary of CSS Forum