

Shiva Gopal Mishra
Secretary

Ph.: 23382286
National Council (Staff Side)

*Joint Consultative Machinery
for Central Government Employees
13-C, Ferozshah Road, New Delhi - 110001
E-Mail : nc.jcm,np@gmail.com*

No.NC-JCM-2025/8th CPC

November 17 , 2025

To
All Members of National Council - JCM
&
Constituent Organizations of National Council – JCM

Dear Comrades,

An extended meeting of the Staff Side Members of the Standing Committee of National Council- JCM was held at New Delhi on 15/11/2025 to discuss about the Gazette Notification dated 03/11/2025 issued by the Government of India on appointment of the 8th Central Pay Commission and its Terms of Reference and also to discuss and decide about the future course of action by the Staff Side of National council – JCM.

The following representatives of various constituent Organizations were present in the meeting.

S/Shri M. Raghaviah, Shiva Gopal Mishra, S.N. Pathak, J.R. Bhosle, Guman Singh, C. Srikumar, B.C. Sharma, Rupak Sarkar, Tapas Bose, Amal Kumar Das, Ashok Kumar Singh, Mukesh Kumar Singh, P.U. Khadse, Shivaji Vasareddy and L. N. Pathak.

Secretary Staff Side and Leader Staff Side welcomed the participants and explained in brief about the Terms of Reference given to the 8th CPC and also informed about the suggestions received from various organizations on the Terms of Reference. All the participants were requested to place their views on the Terms of Reference and proposals to be forwarded to the Government. All the representatives placed their views and proposals and after discussion the following decisions were taken unanimously: -

1. A letter from the Secretary Staff Side will be addressed to the Hon'ble Prime Minister with copy endorsed to the Hon'ble Finance Minister, Cabinet Secretary, Secretary Department of Expenditure and Secretary DOPT in incorporating the amendments required to be made in the ToR and for incorporation of additional Terms of Reference especially with regard to the restoration of Old Pension Scheme and also to include in the Terms of Reference about the revision of Pensionary benefits to existing pensioners and family pensioners under the Central Government, Autonomous Bodies and other entities covered under the Commission

also deletion of the ToR (f) (iii) the "unfunded cost of non contributory Pension Scheme".

2. All the constituent Organizations will be requested to forward their views and inputs with regard to the following topics for preparation of the memorandum to be submitted to the 8th CPC by the Staff Side of National Council (JCM).

- i. Fixation of Minimum wage with full justification like calories required for a Adult, number of family units, additional food, non food and clothing items to be included, prices of the ingredients of all food items, by collecting the retail price from government grocery stores, State Government Cooperative Consumer Stores etc, additional percentage to be added for festivals, social obligations etc and to meet the expenditure on essential technological day to day requirements etc.
- ii. The fitment factor for the existing employees
- iii. Fixation of the highest salary
- iv. Proposed pay structure and annual increment
- v. Fixation of pay on promotion and MACP
- vi. Date of effect of the recommendations of the pay commission
- vii. Revision of Special Pay granted to different categories
- viii. Issues pertaining to common categories in Central Government like Artisan, Clerical/ Ministerial Staff, Storekeeping staff, Accounts and Audit Staff, Drivers, Fire fighting Staff, MTS, Para Medical Staff, Nursing Staff, Teachers, Canteen Staff, Receptionist, Library Staff, Laboratory Staff, Veterinarians, Scientific Staff, Engineering Staff, Supervisory Staff, Drawing Office Staff, Photographers etc.
- ix. Classification of Posts
- x. Gramin Dak Sevaks
- xi. Allowances and Advances
- xii. Transport Allowance
- xiii. Deputation Duty Allowance
- xiv. Travelling Allowance and TA on Transfer
- xv. Children Education Allowance
- xvi. Daily Allowance
- xvii. Overtime Allowance
- xviii. Risk Allowance / Risk and Hardship Matrix

- xix. Night Duty Allowance
- xx. Patient Care Allowance / Nursing Allowance
- xi. Special Allowances in NE Region, High Altitude Allowance
- xxii. All types of Advances and any other additional advance to be added
- xxiii. Housing facilities including HBA
- xxiv. House Rent Allowance
- xxv. Promotion Policy and MACP Scheme
- xxvi. Central Government Employees Group Insurance Scheme
- xxvii. All Leave related issues
- xxviii. Leave Travel concession
- xxix. Medical Facilities (CS MA Rules and CGHS)
- xxx. Women Employees
- xxxi. Compassionate Ground Appointment
- xxxii. Regularization of Contract / Casual / Fixed Term employment employees
- xxxiii. Bonus
- xxxiv. Parity between Central Secretariate and Field offices
- xxxv. Transfer Policy
- xxxvi. Litigation on Service Matter
- xxxvii. Restoration of Old Pension Scheme
- xxxviii. Revision of Pension for all pre 01/01/2026 pensioners and related matters including Death cum Retirement Gratuity, commutation of Pension, enhancement of Pension / Family Pension etc
- xxxix. Effective functioning of JCM Scheme at all levels and Grievance redressal Machinery etc
- xl. Miscellaneous items

All the constituent Organizations are requested to submit their views with supporting documents / judgments if any referred on or before 15/12/2025 to the Office of the Staff Side of NC JCM through email (email Id nc.jcm.np@gmail.com) and by speed post. No extension of date can be given since after receipt of the views from all Organizations the Drafting Committee has to study each report and then formulate its views for finalizing the Staff Side memorandum.

3. After the Staff Side of the National Council – JCM finalize its reports / memorandum on the above mentioned common service matters of Central Government Employees, the Constituent Organizations may

submit their respective memorandums endorsing the same in their memorandum and also incorporating their cadre related issues and issues and problems specific to their Department / Organization separately. We have not yet received the nomination Constituent Organizations.

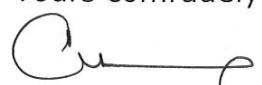
All of you are aware that this office vide letter dated 23/04/2025 have requested to nominate the representatives to be the members of the Drafting Committee as per the following quota distributed to each Organization

1. AIRF –	3 Representatives
1. NFIR –	3 Representatives
2. AIDEF –	2 Representatives
3. INDWF –	1 Representative
4. BPMS –	1 Representative
5. CDRA –	1 Representative
6. ITEF –	1 Representative
7. Audit & Accounts –	1 Representative
8. NFPE	1 Representative
9. FNPO	1 Representative
10. NAAF	1 Representative

The respective Organizations may nominate their Staff Side Members on or before 25/11/2025

A copy of this office letter dated 17/11/2025 addressed to the Hon'ble Prime Minister on the subject of Request for Amendments in the Terms of Reference (TOR) of the 8th Central Pay Commission (CPC) and for Inclusion of Pension Revision for Existing Pensioners and Family Pensioners is enclosed for your information.

With greetings

Yours comradely,

(Shiva Gopal Mishra)
Secretary

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National Council (Staff Side)

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No NC/JCM/8th CPC/2025

November 17, 2025

Shri Narendra Modi Ji,
Hon'ble Prime Minister of India
Prime Minister's Office, South Block, Raisina Hill,
New Delhi - 110011.

Subject: Request for Amendments in the Terms of Reference (ToR) of
the 8th Central Pay Commission (CPC) and for Inclusion of
Pension Revision for Existing Pensioners and Family
Pensioners - Reg.

Respected Prime Minister Sir,

With profound respect and warm greetings, we extend our heartfelt gratitude for the constitution of the 8th Central Pay Commission (CPC) under the esteemed Chairpersonship of Smt. Justice Ranjana Desai, Former Judge, Supreme Court of India, vide Ministry of Finance Notification dated 3rd November 2025.

While we sincerely commend your visionary leadership and steadfast commitment to good governance, national resurgence, economic development and public welfare, we wish to bring to your kind notice certain vital aspects concerning the Terms of Reference (ToR) of the 8th CPC which merit reconsideration and amendment in the larger interest of serving and retired Central Government employees including the Armed Forces Personnel.

1. Omission of Employees' Expectations in the ToR

The ToR of the 8th CPC, as notified, particularly Clause 2.5 concerning emoluments, states:

"To work out an emolument structure conducive to attracting talent to Government service, promoting efficiency, accountability and responsibility in the work culture."

However, the corresponding clause of the 7th CPC was far more comprehensive and inclusive, emphasizing not only the efficiency and accountability aspects but also the expectations of stakeholders, i.e., the employees themselves.

"To work out the framework for an emolument structure linked with the need to attract the most suitable talent to Government service, promote efficiency, accountability and responsibility in the work culture, and foster excellence in public governance... with due regard to the expectations of stakeholders."

The exclusion of this crucial phrase "**expectations of stakeholders**" from the 8th CPC ToR sends a discouraging signal to lakhs of Central Government employees.

We therefore urge that Clause 2.5 of the ToR be recasted on the lines of the 7th CPC, reinstating the phrase "**with due regard to the expectations of stakeholders.**"

2. Inclusion of Pension Revision for Existing Pensioners and Family Pensioners

The Hon'ble Minister for Railways and Electronics and Information Technology Shri Ashwini Vaishnaw while briefing the Press after the Cabinet approved the constitution of 8th CPC on 16/01/2025 stated that ***the government approved the constitution of the eighth Central Pay Commission (CPC) for revision of the salaries and allowances of over one crore employees and pensioners.***

However it is deeply concerning that the 69 lakh Central Government Pensioners and Family Pensioners, who have devoted decades of dedicated service to the Nation, have been left outside the purview of the 8th CPC. These senior citizens, many of whom are in the twilight of their lives and battling age-related ailments, rightly deserve the same consideration as serving employees in terms of periodic revision of their pension.

For your kind reference, the 7th CPC's ToR specifically included the following:

"To examine the principles which should govern the structure of pension and other retirement benefits, including revision of pension in the case of employees who have retired prior to the date of effect of these recommendations..."

We therefore appeal that a similar clause be incorporated in the ToR of the 8th CPC, ensuring that pension revision for pre-2026 retirees is duly considered.

This would uphold the constitutional and judicial principle that pension is an earned right and a deferred wage, not a discretionary grant, as repeatedly affirmed by the Hon'ble Supreme Court in landmark judgments such as Deokinandan Prasad vs. State of Bihar (1971) and D.S. Nakara vs. Union of India (1983).

Further, we request inclusion of the following pension-related measures within the ToR:

- Restoration of commuted value of pension after 11 years (instead of 15 years);
- Grant of enhanced pension by 5% every 5 years after retirement, as recommended by the Parliamentary Standing Committee;
- Extension of pension revision to all pensioners/family pensioners drawing benefits under the CCS (Pension) Rules, 1972 (now 2021).

3. Restoration of the Old Pension Scheme (OPS)

Over 26 lakh Central Government employees including Railway employees, Defence Civilian employees and Para Military Forces recruited on or after 01.01.2004 under the National Pension System (NPS) are fervently demanding the restoration of the Old Pension Scheme (OPS), a non-contributory, assured pension framework under the CCS (Pension) Rules, 1972 (now 2021).

This long-standing and justified demand reflects their anxiety for post-retirement security and social dignity. It is earnestly requested that this matter be brought within the ambit of the 8th CPC's ToR, enabling a fair and holistic review by the Commission with the aim of ensuring a decent and dignified retired life to the Government Employees who serve the nation and the people round the clock.

4. Inappropriate Reference to "Unfunded Cost of Non-Contributory Pension Schemes"

We also wish to invite attention to Para (e) (ii) of the ToR, which refers to the "unfunded cost of non-contributory pension schemes."

This terminology is inaccurate and unjust, as it treats constitutionally guaranteed pension rights as fiscal burdens, rather than as deferred compensation for lifetime service. Pension is a deferred wage and it is the recognition of the past service rendered to the Government. The Hon'ble Supreme Court has said that : "Pension is not a bounty to be paid at the employer's whims; employer cannot wriggle out of responsibility by pleading paucity of funds".

In the case of *Vijay Kumar v. Central Bank of India*, the Hon'ble Supreme Court ruled that pension is a constitutional right under Article 300A not a favour or charity. (Civil Appeal No. 9496 of 2025)

In the judgement in *Vasant Gangaramsachandan Vs State of Maharashtra & Others* [(1996) 10 SSC 148] Supreme Court reiterated that pension is not a bounty of the State. It is earned by the employee for service rendered to fall back upon after retirement. It is attached to the office and it cannot be arbitrarily denied.

The Hon'ble Supreme Court in its historical Judgment in the case of *D.S. Nakara Vs Union of India* has categorically stated that pension is a social welfare measure rendering socio-economic justice to those who in the heyday of their life ceaselessly toiled for the employer on an assurance that in their old age they would not be left in the lurch.

It is also pertinent to mention here that Article 366 (17) of the Constitution defines pension as: "Pension means a pension, whether contributory or not, of any kind whatsoever payable to or in respect of any person, and includes retired pay so payable, a gratuity so payable and any sum or sums so payable by way of the return, with or without interest thereon or any other addition thereto, of subscriptions to a Provident Fund.

In view of the above established law on pension and also the fact that no such terminology has ever been used for pensions of Judges, Members of Parliament, Legislators, or other Constitutional functionaries, whose pensions too are non-contributory and charged to the Consolidated Fund of India, we therefore request that the said phrase may please be deleted and replaced by:

"(ii) the likely impact on the finances of the Government of India, the State Governments, and the pensionary liabilities / benefits and the revision of pension relating to existing pensioners and family pensioners under the Central Government, autonomous bodies, and other entities covered under the Commission."

Such an amendment would reaffirm the dignity, rights, and recognition of the pensioners' community for the past committed and devoted service rendered to the Government, and uphold the welfare-oriented spirit of our governance system.

5. Date of Effect of the 8th CPC Recommendations

In the Press release issued by the Government of India on 28/10/2025 after the Cabinet approved the Terms of Reference of 8th Central Pay Commission it was **stated that Usually, the recommendations of the pay commission are implemented after a gap of every 10 years. Going by this trend, the effect of the 8th Central Pay Commission recommendations would normally expected from 01.01.2026.**

However in the 8th CPC ToR the date of effect of the implementation of 8th CPC is missing resulting in various apprehensions in the minds of the employees about the date of implementation.

In the ToR of the 7th CPC, there was a clear mandate for recommending the date of effect of its recommendations.

The omission of a similar clause in the 8th CPC ToR gives rise to apprehensions that the Government might unilaterally decide the date of implementation.

Since wage and pension revisions have consistently been effected once every ten years, as per the established pattern:

Pay Commission	Effective Date
4th CPC	01.01.1986
5th CPC	01.01.1996
6th CPC	01.01.2006
7th CPC	01.01.2016

It is only fair and logical that the 8th CPC recommendations on wage revision / Allowances revision / Pension Revision take effect from 01.01.2026, and this date should be explicitly incorporated in the ToR.

6. Interim Relief

In view of the prevailing skyrocketing cost of living and erosion of real wages and pensions, it is humbly requested that the Government may consider granting an Interim Relief of at least 20% of the existing Basic Pay and Basic Pension to all Central Government employees and pensioners, pending the final recommendations of the 8th CPC.

This measure would offer immediate relief and demonstrate the Government's continued empathy towards its serving and retired employees who form the backbone of national administration.

Respected Prime Minister Sir,

Under your dynamic leadership, India has emerged as a global model of governance, economic resilience, and national pride. The Government employees and pensioners of this country have always stood shoulder to shoulder with your vision of a "Viksit Bharat" and remain steadfast in their commitment to national service.

We therefore earnestly urge your kind self to consider our above submissions in the true spirit of justice and compassion, and to direct the issuance of suitable amendments to the Gazette Notification dated 03.11.2025, ensuring inclusion of all the above aspects in the Terms of Reference of the 8th CPC.

With profound regards and sincere gratitude,

Yours Sincerely,

(Shiva Gopal Mishra)
Secretary,

Copy to:-

1. Smt. Nirmala Sitharaman, Hon'ble Minister of Finance,
Kartavya Bhawan, New Delhi
2. The Cabinet Secretary, & Chairman National Council –
JCM, Rashtrapati Bhawan, N.D.
3. The Secretary Department of Expenditure, Kartavya
Bhawan- 1, New Delhi
4. The Secretary, Department of Personnel & Training,
Kartavya Bhawan-3, New Delhi

For kind information & favourable action please