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Secretary

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No. NC/JCM/2025

Dated: 18.06.2025

The Cabinet Secretary,
Government of India,
Rashtrapati Bhawan,
New Delhi - 110004.

Sub: Request for Circulation of Terms of Reference (ToR) of the 8th Central Pay Commission (CPC)

Ref: Ministry of Personnel PG & Pensions (DoPT)'s letter no. 6/1/2025-JCA dated 23.01.2025

Respected Sir,

I am directed to respectfully draw your kind attention to the subject cited above and to submit the following for your kind and expeditious consideration:

The Ministry of Personnel, Public Grievances & Pensions (DoPT), vide letter under reference, has conveyed that the Government of India has decided to constitute the 8th Central Pay Commission (CPC) and that the Terms of Reference (ToRs) for the said Commission are under finalization. Accordingly, the views and suggestions of the Staff Side of the National Council (JCM) were invited and have been duly submitted to the DoPT for consideration.

However, despite the submission of suggestions and the conduct of a preliminary meeting to discuss the matter, no further communication has been received from the Government in this regard. The continued delay in the formal issuance of the ToRs has led to widespread speculation and uncertainty among Central Government employees and pensioners alike.

In the absence of clear and timely communication, apprehensions are growing among employees about the credibility of the announcement regarding the setting up of the 8th CPC. Many fear whether this move is a genuine administrative initiative or otherwise.

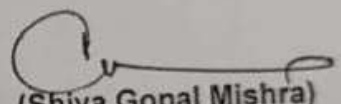
Moreover, serious concern has also arisen among Central Government pensioners, particularly in view of the notification of finance bill, wherein it has been stated that the Government retains discretion over whether or not to extend the benefit of pay fixation under the 8th CPC to pensioners. This has led to a growing sense of insecurity and resentment among retired personnel, who have every expectation of being treated equitably alongside serving employees.

In light of the above developments, we request your esteemed office to kindly consider the following submissions in the interest of transparency, equity, and the overall morale of Central Government employees and pensioners:

1. Issue clear and widely circulated guidelines on the finalized Terms of Reference (ToRs) of the 8th Central Pay Commission at the earliest, to dispel any ambiguity and restore confidence among the workforce.
2. Clarify, through a formal directive that the benefits of pay fixation and revision under the 8th CPC shall also be extended to all Central Government pensioners, thereby removing doubts and ensuring parity and fairness in treatment.
3. Constitution of 8th Central Pay Commission (CPC) committee at the earliest.

We trust that your good office will recognize the urgency and sensitivity of the matter, and will take a sympathetic and judicious view of the concerns raised. A prompt and favorable decision in this regard will go a long way in boosting the morale of employees and pensioners alike, and in reaffirming the Government's commitment to a fair and inclusive pay policy.

Yours sincerely,


(Shiva Gopal Mishra)
Secretary (Staff Side)
National Council (JCM)

Copy to: Secretary, Ministry of Finance, North Block, New Delhi – For necessary action.
Copy to: Secretary, Ministry of Personnel, Public Grievances & Pensions (DoPT), North Block, New Delhi- For necessary action.
Copy to: General Secretaries, All Affiliated Unions – For information.