

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

For Drafting Committee Members only

No.NC-JCM-2026/8<sup>th</sup> CPC

February 28 2026

To  
All the Drafting Committee Members  
to prepare 8<sup>th</sup> CPC Memorandum on behalf of Staff Side of NC JCM

Dear Comrades,

In the first meeting of the 8<sup>th</sup> CPC Drafting Committee members held on 25/02/2026, after discussion on the various proposals received from different organizations the following decisions were taken unanimously:-

1. The Staff Side to prepare Draft reply for the 18 questionnaires published by the 8<sup>th</sup> CPC and to forwarded the same to all the Drafting Committee Members for their vetting / approval by 27/02/2026.
2. A letter from Secretary National Council JCM should be addressed to the Member Secretary 8<sup>th</sup> CPC asking for an immediate meeting with 8<sup>th</sup> CPC as in the Past to discuss about the modalities of the functioning of the 8<sup>th</sup> CPC.
3. The Staff Side Office with the help of few members of the Drafting Committee will study all the proposals received and prepare the draft 8<sup>th</sup> CPC Memorandum on all the common service matter which will be circulated to all the Drafting Committee members by 15/03/2026 and the Drafting Committee members may give their views to the Staff Side office before 25/03/2026. After considering all the views / amendments / comments received, the same will be incorporated in the respective Chapters and the final Draft to be held tentatively thus prepared will be further discussed in a meeting of the Drafting Committee tentatively during the first week of April 2026.

Accordingly draft answer prepared for all the 18 questions based on the inputs received is enclosed with this circular as Annexure – I . You may go through the same for your vetting and approval. Yours views may please be forwarded to this office email id [nc.jcm.np@gmail.com](mailto:nc.jcm.np@gmail.com) on or before 02/03/2026. The final answers will be circulated to all of you by 04/03/2026 after submitting the same to the 8<sup>th</sup> CPC. You may advise all your affiliates and members to log into the 8<sup>th</sup> CPC website and give the same reply to all the 18 questions without any change. **Till then this could not be circulated in social media / public domine etc.**

We are also enclosing a copy of this office letter dated 25/02/2026 addressed to the Member Secretary of 8<sup>th</sup> CPC as Annexure – II of this Circular for your information.

With greetings,

Yours Comradely,



(Shiva Gopal Mishra)  
Secretary

Q1. Implementation of the recommendations of a Pay Commission has macro economics impacts. Some of these are positive in terms of boost to consumption and savings whilst others are negative in terms of the higher fiscal deficit, inflationary potential & crowding out of other expenditure such as for overall development & public welfare. Decisions in this regard involve choices. Based on current state of the economy & the country's aspirations, what should be the guiding philosophy which must underpin the overall approach of the 8 CPC?

### WORDS 200

Answer :- The guiding Philosophy of the 8<sup>th</sup> CPC should be equity, transparency and fairness. Government Employees are the backbone of the Public Service delivery. The objective should be to provide a level of Financial Comfort to employees and their families commensurate with the needs and requirement of modern life. When the Pay and the Welfare of the employees are prioritized, the entire Nation benefits through better governance, motivated service and social stability. Employees should not been seen as a burden, but as partners in Nation Building and to achieve "People first, Nation always". Pay hikes of the employees are not mere expenses for the Government. They are investment in human capital which drive consumption, savings and economic growth.

India today is the 4<sup>th</sup> Largest Economy and the world's fastest growing economy and sufficient resources are available for our developmental and strategical needs. India is projected to become the World's 3<sup>RD</sup> Largest Economy by 2027 with GDP expected to surpass US \$ 5 Trillion. Therefore, we urge upon the 8<sup>th</sup> CPC to ensure that any recommendations should not result in eroding of the real income of employees. Inflation, rising living costs and pressure on Government Staff to adjust with Digitalization, to be considered.

Q2. Pay determination in organizations including Government involves "horizontal relativity" i.e. for analogous posts across domains/cadres being placed in the same level/scale & "vertical relativity" i.e. on promotion, transition to a higher scale/band of pay. Relativity within different posts of Government has been broadly established over time. However, relativity/positioning between pay and perquisites in Government and the private sector are less established. How should the 8th CPC assess/evaluate relativity between pay & perquisites in Government and the public/private sector?

## WORDS 199

Answer :- Comparison between Government and Private Sector compensation is difficult and not viable as the objectives of the two services are inherently different. Public service is not to earn profit whereas the Private sector aim is to maximize profit. The CCS Conduct Rules prohibits the Government Employees from various activities including to work after the office hours in any Industry / Office. Moreover, Central Government Employees are primarily engaged in Public Service delivery, Policy Implementation and Regulatory Functions, apart from the role of Industrial Employees of Railways and Defence who are involved in Production and Operational Activities which involves lot of risk and hazard. Their roles demand broader Administrative competence, policy understanding, coordinated planning and execution. The nature of their responsibilities is often more compact and nationally significant which cannot be compared with others. The 8<sup>th</sup> CPC may also take a note that in certain PSU's like Coal India, ONGC etc., employees are getting much higher Pay Structures and other benefits when compared to Central Government Employees. Therefore, considering the sovereign responsibilities, Nationwide accountability, transferable service conditions, Conduct Rules etc. the Central Government employees deserve much superior Pay Scales and Allowances. Government should ensure decent work environment in the Country.

Q3. Should 8th CPC consider uniform horizontal relativity across all government departments, or should it consider sector-specific benchmarking where government functions are compared with their respective industry peers? For instance, should compensation for government engineers be benchmarked against private sector engineering firms, financial officers against the BFSI sector, and healthcare professionals against private healthcare? What would be the advantages and implementation considerations of such an approach?

## WORDS 183

Answer :- 8<sup>th</sup> CPC should not adopt sector specific benchmarking of Central Government functions with Private sector . The duties, Accountability frame work and service conditions of Central Government employees are fundamentally distinct. Central Government Employees function under strict constitutional, Administrative and Financial Rules. All their functions and decisions are subject to Audit, Parliamentary Scrutiny, Vigilance Oversight,

RTI Provisions apart from Conduct Rules. PSU's and Private Sector operates within different performance metrics, commercial objectives including earning profit. In contrast Central Government Employees implement National Policies, Manage Public Funds and ensure governance across the Country. A Large section of the Central Government Employees as already mentioned are Industrial Employees / Workers who are involved in the Operation of Rail Transportation, related activities and in the Production of Arms, Ammunition, Weapon etc., and different equipments. Therefore, pay determination should not be linked to sector specific benchmarking, instead uniform horizontal relativity across all Central Government Departments must be preserved.

A Compensation for Central Government Employees should be accordingly fixed. We urged that the 8<sup>th</sup> CPC should ensure fair and equitable Pay and Allowances consistent with the above principles.

Q4. Security of tenure, a training regime, housing, leave encashment, predictable increments, medical coverage, time bound progression, inflation indexed salary, retiral benefits are certain features associated with most jobs in Government. How should these be factored in while crafting a compensation matrix and relative positioning viz-a-vis the private sector?

### WORDS 190

**Answer :-** Government perks are not mere add - ons. They are the pillars of employees security and dignity. Security of Tenure, Medical Coverage, Housing and Predictable Increments are what make Government Service attractive, especially for those who dedicate to Public Service. These perks compensate for the lack of rapid promotions, periodical cadre restructuring for ensured promotions etc., and for the flexibility found in the Private sector. Therefore, these facilities should not be used for cross sector comparisons. As a model employer, the Government must ensure that its employees and pensioners receive facilities and benefits that reflect the dignity, stability and public accountability associated with Government service. What is observed today is that the present allowance structure has resulted in inverted equity. Employees in lower pay scales, who often incur proportionately higher commuting costs and pay a large share of their income towards House Rent, thus receiving the lowest quantum of allowances. This imbalance weakens the principles of fairness and equity in public compensation. Therefore, the annual increments, job security, medical care and retirement benefits must remain strong by linking all the allowances index to the cost of living and consumer price index.

Q5. Government employment is part of the organized sector. A far larger proportion of the job force is in the informal sector and the gig economy. What influence do you think entry level pay scales implemented by Government have on compensation practices in the informal or gig sector?

### WORDS 195

Answer :- Generally Government entry level pay sets a moral benchmark for the Country. While it may not directly impact the informal or gig sector, it signals what society considers a fair and living wage for honest work. When the pay of Government employees rises, it encourages the other sectors to improve their standards even if in a phased manner. Government as a model and ideal employer must offer a respectable and competitive pay structure to attract and retain talent recruited through rigorous, merit based processes. Any direct comparison with private sector salaries will be misleading as the compensation of Private sectors varies widely across industries and is linked to their commercial profitability. Government pay is based on principles of public accountability, uniformity, equity and fiscal responsibility. Therefore, the 8<sup>th</sup> CPC should determine the wage hike and other compensation which reflects the sovereign responsibilities and the unique nature of public service. We believe that the pay of Government employees should be high enough to ensure dignity for all the employees. We support reasonable increases tied to skill development, productivity and of course the decent and dignified living of the employees so that Government remains a role model.

Q6. Salaries in Government have a distinct element of compensation for length of service (increment, usually annual), an element of neutralization for changes in cost of living/inflation (dearness allowance) & an element for higher responsibilities based on seniority/merit (pay scale on promotion). In that context, what do you think the "fitment factor" adopted by Pay Commissions should represent? What should such a fitment factor principally aim for?

### WORDS 199

Answer :- Various allowances are paid to Government employees and Dearness relief to pensioners to offset the impact of inflation and rising living costs. These elements are not privileges, but compensatory in nature intended to preserve real income and ensure financial stability in changing economic conditions. It is to be mentioned here that in many

Government department regular promotions for Group C and B employees are delayed or not granted in a timely manner. This deprives employees of legitimate career progression and proper wage revision despite their having acquired the required skills, experiences and after completion of prescribed residency period. To ensure this the Staffside of NCJCM is demanding assured 5 minimum guaranteed Promotion in a service span of 30 years in the Promotional Hierarchy in a time bound manner. We support a Fitment factor that delivers a meaningful improvement in take home pay especially for lower and middle ranks by keeping family units as 5 instead of 3. The factor should be uniform to preserve relativity be flexible enough to reward merit and experience. Employees expect to see their hard work reflects in their pay not just in Annual Increments. The Fitment factor will be given in detail in our memorandum.

Q7. Salary of a Secretary in the Central Government typically represents the apex or the pinnacle i.e. the highest end of the scale. What should be the principle for determining this? Should there be a variable pay component for such position?

### WORDS 67

**Answer :-** The incumbent of the Apex Level post discharges function of immense responsibilities, involving inputs for the evaluation and enunciation of National Policies and its successful execution. The incumbent is subject to a high degree of accountability while exercising fiduciary responsibility and maintaining political neutrality. Therefore, we propose that the salary of a secretary should not be more than 10 times of the Entry pay / Minimum pay.

Q8. How can pay scales for all Group A Services be fixed so as to attract candidates of the requisite caliber? Should pay scales be more attractive at entry point or later, after a few years in service? What principles should guide such differentiation to ensure competitive positioning for talent-critical roles while maintaining fiscal prudence?

### WORDS 119

**Answer :-** Considering the facts that today's young professionals compare Government Jobs with lucrative private offers, and if Entry pay is too low, the Government loses out on talent. We strongly support front-loading pay - making entry salaries attractive so that bright graduates and professionals feel valued and motivated from day one. At the same time there must be clear, fair progression for those who stayed and perform in the

Government. Mid career and senior pay should reward loyalty, experience and merit but not at the cost of neglecting new entrants. There should be a balanced approach by the 8<sup>th</sup> CPC, by recommending high entry pay, regular increments and time scale promotions. This ensures both attraction and retention while maintaining fiscal prudence.

Q9. How should rates and frequency of increments in respect of different scales of pay be determined? Should these be uniform or vary across scales/ time periods during service?

### **WORDS 90**

**Answer :-** The frequency of increments should be Annual. The present Annual Increment rate of 3% requires revision to 6% considering the fact that today the Government employees are required to continuously upgrade their skills adopt latest technology and best practices Benchmark gain experience and enhance their efficiency over a period. A higher increment rate would better reflect improved competence, productivity and contribution to public Administration. We propose for 6% Annual Increment since a system where increments are higher at entry and junior levels, helping young employees build their life and families.

### **ALLOWANCES**

Q10. Over course of time, many allowances have been introduced or rationalized based on specific nature of work, expenses such as on travel, compensation for hardship/risk/peculiarities associated with place of posting etc. Most of these are partially inflation indexed. An alternative approach has been the Cafeteria Approach followed by Central Public Sector Enterprises (CPSEs), wherein except for a handful of allowances, executives choose from a set of perquisites & allowances, subject to an overall ceiling of basic pay. Which approach do you think is more appropriate for Central Government employees?

### **WORDS 76**

**Answer :-** Cafeteria approach is followed in Central Public Sector Enterprises. The same is not a viable option for Central Government service since traditional allowances ensure equity and protect employees posted in Risk and Hazardous nature of job, hard stations, High altitudes or facing unique hardships. In the present system all allowances like Housing, Travelling, Risk and Hardship allowances, Night Duty Allowance, Nursing Allowance, Patient Care Allowance, Leave Travelling and Medical Facilities are guaranteed and that should continue.

## PENSIONS

Q11. The Seventh Pay Commission had assessed that in January, 2014, there were about 47 lakh serving Central Government personnel. This included CAPF, Railways & Defence forces. The number of pensioners was just short of 52 lakh. In 2025-26, the number of Central Government personnel stands at about 50 lakh, which the number of pensioners is almost 70 lakh. The increase in the number of pensions has created additional demands on Government's Budget. What approaches could help to satisfy reasonable expectations of pensioners whilst keeping the fiscal impact within manageable limits?

### WORDS 194

Answer :- Pensions are lifeline for retired employees and their families. The Hon'ble Supreme Court has consistently held that "Pension is not a bounty payable at the whim's of the employer, but a deferred portion of compensation for long and devoted service". It has further emphasizes that retiral benefits form part of the right to livelihood under Article 21 of the constitution of India. Nonpayment or inadequate protection of pensionary benefits therefore raises serious constitutional concerns. Pension is a social welfare measure intended to ensure dignity and financial security in old age. Pensioners after decades of Public service must be able to lead a decent, and secured life post retirement. The defined pension under CCS Pension Rules 1972 (now 2021) was discontinued for Civilian Employees since 01.01.2004. Employees recruited on or after 01.01.2004, have started retiring with a very nominal pension which no where meets the today's cost of living. Social structure, the senior citizens are forced to stay away sometimes from their children forces them to meet their needs at their own. Pension should be periodically revised to reflect rising living costs. Therefore, restoration of the Old Pension Scheme to be considered by the 8<sup>th</sup> CPC.

## DEARNNESS ALLOWANCE

Q12. The Seventh Pay Commission was constituted in 2014 and implemented from 1.1.2016. The period since then has been marked by a lower trajectory of inflation, as compared to earlier decades. This is also reflected in the All India Consumer Price Index (Industrial Workers) which is used for DA calculation. Should the 8th CPC explore a hybrid indexation approach that factors in both inflation protection and formal sector wage growth trends? What proportion might be reasonable for each component, and what implementation

considerations would arise? What are your expectations on inflation/CPI increase over the next 10 years?

### WORDS 170

**Answer :-** Dearness Allowance is a life line for employees, protecting their real income to some extent from inflation. The AICPI (Industrial Workers) currently used for DA Calculation does not accurately reflect the real inflation faced by Central Government Employees and Pensioners. Many items in the CPI basket are valued at subsidized or ration (Public Distribution System) rates, whereas employees and pensioners purchase goods in the open retail market at significantly higher prices. Therefore, a more realistic index should be based on prevailing retail market prices or rates in Government Cooperative Consumer Stores. After Covid-19 pandemic inflation has risen sharply particularly in housing, transportation and medical expenses. The fourth and sixth Central Pay Commission had recommended for creating a separate consumer price index reflecting the consumption pattern of Government employees. We oppose any hybrid indexation approach since the same may dilute inflation protection. We propose that the 8<sup>th</sup> CPC should recommend for a distinct Consumer Price Index for Central Government Employees and Pensioner for protection of real wages and prevent income erosion.

### RAILWAYS, CAPF & DEFENCE

Q13. Railways, CAPF and Defence forces typically account for about 70% of Central Government personnel. What particular considerations, monetary or non monetary should be factored in while determining their pay & allowances?

### WORDS 147

**Answer :-** The Uniformed Personnel and Civilian Employees of Defence, the Railway employees and the Central Armed Police Forces face unique risks, hardships and responsibilities. Their Pay and Allowances should reflect these realities. The Indian Armed Forces (Army, Navy & Airforce) and also the CAPF place a very important role in the Security of our Country. The Civilian Employees in Defence work side by side with the Soldiers for the defence of our Country. Railway employees are working 24 / 7, to maintain uninterrupted supply chain of the essential commodities throughout the Country, beside transporting 20 million passengers per day. Railways in particular and the Central

Government Employees in general played a very crucial role during the Covid-19 pandemic when the entire nation was on lockdown for running the Government Machinery without any standstill. Therefore they deserve better treatment in Pay and Allowances and Pension from the 8<sup>th</sup> CPC.

### SCIENTISTS

Q14. Scientists work in certain specialized streams/departments such as Department of Space, Department of Atomic Energy etc. What should be appropriate benchmarks to be kept in mind for fixing their emoluments?

### WORDS 101

Answer :- Scientists are the Nations innovators. Their pay must match in commensurate with their unique contributions to the Country. They are required to conduct research and also to develop technologies that have application in Industry and the economy at large for over all developments of the country to complete with the developed nations across the globe . They are required to keep themselves updated for which they receive an allowance. We insist that the Scientist pay should be competitive, transparent and supportive of lifelong learning. This ensures India retains and attracts world class talent for its Space, Atomic, and Defence R&D Machines.

### ARMED FORCES

Q15. Military Service Pay is currently admissible to personnel of Armed Forces. This was in recognition of the special nature of their duties. In that context and given the changing nature of their jobs, how should the pay of soldiers, sailors and Air force personnel be determined? How should it relate to the starting salary in Government or the pay of a constable in CAPF/ Police?

### WORDS 121

Answer :- Armed Forces Personnel deserve pay that reflects their risk, readiness, alertness and sacrifices, we support replacing the static Military service pay with a dynamic Risk and Readiness premium which should be at least 25% above CAPF / Police and Civilian Entry Levels. The Fixed Term Employment in the Armed Forces in the name of Agniveer should be dispensed with and all those who are selected and appointed as Agniveer should all be

regularized. Their entry pay must be attractive with clear progression and strong non-monetary benefits such as Housing, Rations etc.,. The Staff Side of NC (JCM) urges the Government to ensure that Soldiers, Sailors and Airforce personnel are never left behind and their compensation should always honour their service.

Q16. The nation has many more military pensioners than serving military personnel. In 2025-26, outgo on Defence Pensions is likely to be higher than the outgo on Defence salary and allowances. As overall defence pension bill increases, in line with projections, impact will be visible on equipment and arms purchase, their maintenance and on modernization of defence forces. What changes would you recommend to contain increases in defence manpower costs and its pension bill?

### **WORDS 81**

**Answer :-** Defence Personnel have given their youth and health for the Nation. Any reform should be to honour their sacrifice and ensure their post retirement dignity. The NC (JCM) Staff Side support gradual humane changes such as phased increase in retirement age, voluntarily retirement with fair compensation and improved reemployment opportunities for the veterans. The defined Non Contributory Old Pension Scheme should continue for the Armed forces. The Nation's Security depends on motivated, respected personnel. Cost savings should never undermine this trust.

### **BONUS**

Q17. Productivity Linked Bonus (PLB) is paid to some employees of Government such as Railways, Postal staff whilst Non-Productivity Linked Bonus is given to specified Central Government employees including some in Armed Forces. How can the Bonus structure be reimagined for rewarding excellence in productivity & performance? Should PLB/ Ad-hoc Bonus continue to be given on uniform basis (e.g. 60 days of salary for all) or be differentiated, based on individual performance?

### **WORDS 199**

**Answer :-** In Government Machinery any concept of Bonus on Individual performance is not possible. It is a collective work of all the employees whether it is Industrial Establishments like Railways or Defence Production and other Units. Employees Bonus are additional Payments beyond the regular salary intended to reward performance, enhance

morale and improve productivity. Even though the Payment of Bonus Act 1965 is not applicable to the Central Government Employees, the Bonus for Central Government Employees was derived from the principles laid down in the Bonus Act. At present Productivity Linked Bonus is granted to Railways Employees, Postal Employees and Defence Civilian Employees in Ordnance Factories, Navy, Airforce, Army and DGQA & DGAQA. Others are governed under the Adhoc Bonus Scheme. The Bonus is calculated on Monthly emoluments capped at Rs.7,000/- for 30 Days. Moreover in the PLB Schemes of Defence there is no provision of minimum 30 days Bonus if the Productivity index falls below certain level. This is not due to employees mistakes but due to lack of Workload. Therefore, in PLB Scheme there should be a minimum Guaranteed Bonus of 30 days wages. Bonus should be paid on the actual Basic Pay + DA of the employees.

### REFORMS IN STAFFING

Q18. Contractual appointments in the form of lateral entry have been tried during the last few years. Do you think this should be expanded and other practices such as part-time work, flexi time etc. be introduced in Government at middle/ higher levels to tap a bigger talent pool? What could be the pros and cons of doing so?

### WORDS 163

Answer :- The National Council (JCM) Staff Side is of the firm view that work of a permanent, perennial and core nature in Government Departments should not be outsourced, contractorised etc.,. Fixed Term Employment also is not good in Government Departments, since all these mode of appointments are exploitative in nature. Functions that are continuous, sovereign, which requires skill and experience etc., must remain within the direct Administrative control of the Government to ensure accountability, transparency, and institutional continuity. Contractual and Fixed Term Employment etc., adversely affect employee morale, job security, safety and quality of public service delivery. Governance functions, particularly in essential and regulatory sectors, require trained personnel who are fully accountable under constitutional, administrative and financial rules.

The policy of indiscriminate corporatization and privatization of core service sectors should therefore be revisited. A stable and permanent work force in Government is essential to establish a robust system of governance, maintain public trust and ensure consistent delivery of services in the larger national interest.

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- 2026 / 8<sup>th</sup> CPC

February 25, 2026

The Member Secretary,  
8<sup>th</sup> Central Pay Commission,  
7<sup>th</sup> Floor, Chanderlok Building,  
Janpath, New Delhi -110001

Sub:- Request for meeting of the Staff Side of National Council – JCM  
with 8<sup>th</sup> Central Pay Commission

Dear Sir,

You are aware that the Staff Side of the National Council – JCM under the Joint Consultative Machinery and Compulsorily Arbitration for the Central Government Employees represents the entire Central government workforce. The National Council (JCM) is Chaired by Cabinet Secretary. All the recognized All India Federations and Associations of the different Ministries / Departments are the constituent Organizations of National Council – JCM for which the DOPT is the nodal Department. The Government of India vide its Notification dated 3<sup>rd</sup> November 2025 have appointed the 8<sup>th</sup> Central Pay Commission with your good self as the Member Secretary. It is now almost four months after the notification is issued by the Government. However, till date we have not received any communication from the O/o 8<sup>th</sup> CPC. In the past when ever the Central pay Commission is constituted the Commission used to have introductory meeting with the Staff Side of National Council – JCM and to discuss about the modalities to be adopted by the respective CPCs in its functioning. The Staff Side use to get an opportunity for placing their considered views before the CPCs in this regard.

At present the 8<sup>th</sup> CPC in its Website has posted 18 Questionnaire and has asked the employees / Unions / Associations and General Public to give their answers through their portal with restrictions of 200 words answers for each question. However, the name of Staff Side of National Council – JCM is neither mentioned in the website nor this office has received the questionnaire officially. Moreover, in the website it is stated that **Paper based physical response, emails or pdf response will not be considered by the Commission.** In a meeting of the Staff Side of National Council – JCM held today (25/02/2026) it has been decided to propose the following to the 8<sup>th</sup> CPC:-

1. A meeting with the Staff Side of the National Council – JCM may please be convened at the earliest on a mutually convenient date.
2. The answer of the questionnaire from the Staff Side of NC- JCM / Federations / Unions / Associations may be accepted through email and through Hard Copy

o/c

3. From the 8<sup>th</sup> CPC website it is understood that the memorandums by the Staff Side of NC- JCM / Federations / Unions/ Associations also should be submitted only through the designated online portal. The Staff Side of the NC-JCM in its memorandum has to cover all the Common Service related issues starting from Minimum Pay / Fitment Factor / Pay Scales/ Rate of Increment/ Promotion Policies / Various Allowances / Medical Facilities / TA – DA / LTC / Various Advances / Leave Related Matters / Terminal Benefits including Pension etc with proper justification. Restricting number of words on these major issues of Central Government employees / pensioners are not justified. The 8<sup>th</sup> CPC is requested to accept the memorandums from the Staff Side of NC- JCM / Federations / Unions / Associations through email and through Hard Copy

We draw your kind attention that the Government of India had notified the appointment of 7<sup>th</sup> CPC vide its notification dated 28<sup>th</sup> February 2014. After allotment of temporary office to the 7<sup>th</sup> CPC, the commission invited the Staff Side of the National Council – JCM on the 28<sup>th</sup> of May 2014. A copy of the 7<sup>th</sup> CPC letter dated 07/05/2014 addressed to the Secretary Staff Side is enclosed herewith for your ready reference. Similarly the questionnaire prepared by the 7<sup>th</sup> Pay Commission was also forwarded to this office vide 7<sup>th</sup> CPC letter dated 09/04/2014. A copy of the same is enclosed for your ready reference.

In view of the above it is important that the 8<sup>th</sup> CPC may immediately convene a meeting with the Staff Side in the true spirit of JCM Scheme to discuss and decide about the procedure / modalities to be adopted by the 8<sup>th</sup> CPC so that the commission will be able to submit its report to the Government within the stipulated period.

Thanking you,

Yours faithfully  
  
(Shiva Gopal Mishra)  
Secretary

Copy to :-

1. The Cabinet Secretary & Chairman, National Council – JCM
2. The Secretary Department of Personnel & Training,



भारत सरकार  
सातवां केन्द्रीय वेतन आयोग  
GOVERNMENT OF INDIA  
SEVENTH CENTRAL PAY COMMISSION  
नई दिल्ली, NEW DELHI-110001

Jayant Sinha  
Joint Secretary

D.O No. 7CPC/22/Meeting

Dated the 07th May, 2014

Dear *Shri Mishra,*

The Seventh Central Pay Commission has begun the exercise of seeking views of various stakeholders on its Terms of Reference. In this regard the Commission would like to meet you for understanding matters related to present and former personnel employed in the Government of India.

In this context a preliminary interaction with the Commission has been scheduled at 10.30 AM on 28<sup>th</sup> May, 2014 in Hotel Janpath (Camp Office), New Delhi. You are kindly requested to make it convenient to attend the same.

With regards,

Yours sincerely

*(Jayant Sinha)*

Shri Shiv Gopal Mishra,  
Secretary  
National Council (Staff Side), JCM  
13-C, Ferozshah Road, New Delhi - 110001

*Seen*  
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**Meena Agarwal**  
Secretary



भारत सरकार  
सातवां केन्द्रीय वेतन आयोग  
GOVERNMENT OF INDIA  
SEVENTH CENTRAL PAY COMMISSION  
नई दिल्ली, NEW DELHI-110001

D.O No. 7CPC/15/Questionnaire

9<sup>th</sup> April, 2014

Dear *Shri Mishra*,

As you would be aware the Seventh Central Pay Commission has been constituted by the Government on 28 February 2014 with a view to go into various issues of emoluments' structure, retirement benefits and other service conditions of Central Government employees and to make recommendations on the changes required. The terms of reference of the Seventh Central Pay Commission are available on the <http://7cpc.india.gov.in> .

2. A Questionnaire seeking the considered views of all stakeholders is enclosed. Your response to this Questionnaire is sought. I shall be grateful if the same is furnished to the Commission on or before 10th May, 2014, so as to enable the Commission to take them into account as part of its examination of the issues that it is mandated to address. The reply may be sent to Post Box No. 4599, Hauz Khas P.O, New Delhi 110 016, and in the case of email to [secy-7cpc@nic.in](mailto:secy-7cpc@nic.in).

Encl:- As above.

*With Regards,*

Yours sincerely,

  
(Meena Agarwal)

**Shri Shiv Gopal Mishra,**  
Secretary, National Council (Staff Side)- JCM,  
13-C, Ferozshah Road,  
New Delhi – 110001  
E Mail ID: nc.jcm.np@gmail.com