

Shiva Gopal Mishra
Secretary

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No. NC-JCM-2026/8th CPC

April 1, 2026

To

Shri. Pankaj Jain,
Member Secretary
8th Central Pay Commission
7th Floor, Chanderlok Building,
Janpath, New Delhi.

Sub : Forwarding of important points for the consideration of 8th CPC so as to enable the Staff Side of NC JCM / Unions / Federations / Associations / employees to submit the memorandum to the 8th CPC in a constructive manner.

Ref: This Office letter of even number dated 11/03/2026

In continuation of our above referred letter and also our informal meeting with your goodself I wish to draw your kind attention on certain important issues concerning the submission process and the 9 themes given by the 8th CPC for submission of memorandum to the 8th CPC. These concerns are being widely expressed by the stakeholders and require necessary modifications to ensure a more inclusive, comprehensive and effective submission system.

1. Word limit

The current limit of 3500 characters which is equivalent to 500 words is insufficient to adequately present our detailed views, logic, data and justifications on complex matters. It is therefore requested that the word limit may be extended at least up to 1000 words for each theme to enable meaningful and complete submissions.

2. Provisions to sub questions / sub titles under the 9 themes.

At present the structured format does not clearly facilitate responses to all sub questions / sub titles under each main question / theme. A structured provision should be made to ensure that the respondents can address each sub question systematically without any restrictions.

3. Provisions for submitting views for review of NPS / UPS and for restoration of Old Pension Scheme.

The employees who are governed under NPS and who have opted for UPS are having innumerable problems / grievance and issues and the Government employees should not be subjected to a contributory Pension Scheme. The popular demand of the Central Government Employees is for restoration of the non-contributory Pension Scheme under CCS (Pension) Rules 1972 (now 2021). Therefore a provision may be made to submit the stakeholders views in this regard.

4. Inclusion of pensioners issues.

Considering the significant role and concerns of pensioners, a dedicated provision should be made to specifically address pension related issues, including retirement benefits, revisions, parity in pension, Restoration of the commuted value of pension, enhancement of pension and other welfare measures.

5. Welfare provisions on women employees.

A separate section should be incorporated to address issues related to women employees, including safety, maternity benefits, menstrual leave, CCL issues, workplace equity and welfare schemes.

6. Department specific issues.

Different departments under the Government of India face unique problems / challenges / operations issues and cadre specific issues. Therefore a provision should be made to allow submissions on department specific concerns for better policy formulation.

7. Extension of date.

The date for submission of the separate memorandum on department-specific issues may be extended up to 31-05-2026 since the Staff Side of NC (JCM), Federations, Unions and Associations requires some time for consultation with their constituent organizations/affiliates who are spread over the length and breadth of the country.

8. Enhancement of attachment size limit.

The current attachment size limit of 2 MB is restrictive, especially when submitting detailed documents, reports and data annexures. It is requested that the limit may please be increased to at least 10 MB to facilitate comprehensive submissions.

9. Provisions for submitting the memorandum through E-mail and hard copy by the Stakeholders.

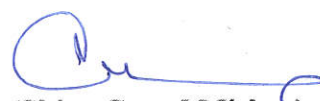
In addition to online submission of the memorandum, Stakeholders especially the Staff Side of NC (JCM), Federations, Unions, Associations should be allowed to submit their representation via E-mail and through hard copy. This will ensure accessibility, reduce technical barriers and provide an alternative mode of communication.

The above issues may please be considered positively in its true spirit and a positive decision may be taken in this regard.

We also would like to meet the 8th Central Pay Commission on any convenient date after 13-04-2026.

Thanking you,

Yours sincerely,


(Shiva Gopal Mishra)
Secretary