

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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No:IRTSA/Memo/7/8th CPC

Date:04.02.2025

**The Secretary
Ministry of Personnel, PG & Pensions
Department of Personnel & Training.**

Respected Sir,

Sub: Suggestions for terms of reference of 8th CPC.

Ref: Dy. Secy (JCA) letter No.6/1/2025-JCA, dated 23.01.2025.

Following suggestions are submitted for the composition of 8th CPC and for the terms of reference for 8th CPC.

Composition of 8th CPC

- 1) Commission may be headed by a retired or serving Judge of the Supreme Court.
- 2) One of the members of the Commission may be a Technocrat.
- 3) One of the members of commission may be a serving member of Railway Board to project the special conditions prevailing therein.

Following points may be included in terms of reference for 8th CPC in addition to terms of reference of 7th CPC

- 4) **Release of withheld arrears of 18 months of DA/DR:** To review the decision taken to withheld additional rates of Dearness Allowance payable to Central Government employees and Dearness Relief payable to Central Government Pensioners & Family Pensioners due from 1st January 2020, 1st July 2020 and 1st January 2021.
- 5) **Merger of 50% Dearness Allowance (DA) and Dearness Relief (DR):** To decide and recommend merger of 50% DA & DR to Central Government Employees & Pensioners/ Family Pensioners as on 01.01.2024 up to implementation of 8th CPC recommendations.
- 6) **Interim Relief:** To decide on interim relief of Pay /Pension/ family Pension from 1.1.2026 till the revised pay & pension are paid if 8th CPC recommendations are not implemented from 01.01.2026, due to heavy inflation & to compensate for the shortcomings in compilations of price index & other.
- 7) **Covering all Central Government employees in OPS:** To examine and recommend modalities to cover all Central Government employees in Old Pension Scheme with objective of ensuring assurance in the old age and the employees would not be left in the lurch after retirement.
- 8) **Anomalies:** To review and recommend solutions for anomalies regarding pay level, increment, pay fixation, promotions, MACPS, retirement benefits, etc, pending for many years without sufficient negotiation with staff side.
- 9) **Court cases:** To study and recommend about thousands of cases pending in Central Administrative Tribunals, High Courts and the Supreme Court related to pay, allowances, pay fixation, MACPS, promotions, increments, following reservation policy, pension, pension commutation, restoration of full pension after recovery of commuted value of pension,

transfers, etc. 8th CPC should quantify and classify pending court cases and to give its recommendations to clear court cases.

- 10) **Work measurement & Bench Marking:** To recommend on work measurement and bench marking of all jobs in Central Government.

Thank You

Yours' truly



K.V.RAMESH
General Secretary, IRTSA
9003149578

Copy for kind information

- 1) Secretary Railway Board, New Delhi.
- 2) Deputy Secretary (JCA), DoPT.

Terms of reference for 7th CPC

The terms of reference of the Commission will be as follows:-

(a) To examine, review, evolve and recommend changes that are desirable and feasible regarding the principles that should govern the emoluments structure including pay, allowances and other facilities/benefits, in cash or kind, having regard to rationalization and simplification therein as well as the specialized needs of various Departments, agencies and services, in respect of the following categories of employees:-

(i) Central Government employees—industrial and non-industrial;

(ii) Personnel belonging to the All India Services;

(iii) Personnel of the Union Territories;

(iv) Officers and employees of the Indian Audit and Accounts Department;

(v) Members of the regulatory bodies (excluding the RBI) set up under the Acts of Parliament; and

(vi) Officers and employees of the Supreme Court

(b) To examine, review, evolve and recommend changes that are desirable and feasible regarding the principles that should govern the emoluments structure, concessions and facilities/benefits, in cash or kind, as well as the retirement benefits of the personnel belonging to the Defence Forces, having regard to the historical and traditional parities, with due emphasis on the aspects unique to these personnel,

(c) To work out the framework for an emoluments 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 the public governance system to respond to the complex challenges of modern administration and the rapid political, social, economic and technological changes, with due regard to expectations of stakeholders, and to recommend appropriate training and capacity building through a competency based framework,

(d) To examine the existing schemes of payment of bonus, keeping in view, inter-alia, its bearing upon performance and productivity and make recommendations on the general principles, financial parameters and conditions for an appropriate Incentive Scheme to reward excellence in productivity, performance and integrity,

(e) To review the variety of existing allowances presently available to employees in addition to pay and suggest their rationalization and simplification with a view to ensuring that the pay structure is so designed as to take these into account,

(f) 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, keeping in view that retirement benefits of all Central Government employees appointed on and after 01.01.2004 are covered by the New Pension Scheme (NPS),

(h) To recommend the date of effect of its recommendations on all the above,

3. The Commission will devise its own procedure and may appoint such Advisors, Institutional Consultants and Experts, as it may consider necessary for any particular purpose. It may call for such information and take such evidence, as it may consider necessary. Ministries and Departments of Government of India shall furnish such information and documents and other assistance as may be required by the Commission. The Government of India trusts that State Governments, Service Associations and others concerned will extend to the Commission their fullest cooperation and assistance.

4. The Commission will have its Headquarters in Delhi.

5. The Commission will make its recommendations within 18 months of the date of its constitution. It may consider, if necessary, sending interim reports on any of the matters as and when the recommendations are finalized.