



CONFEDERATION OF CENTRAL GOVT. EMPLOYEES & WORKERS

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Ref: Confd. ToR-CPC-2025

Dated: 15th November-2025

To,

**Shri Narendra Modi Ji,
Hon'ble Prime Minister of India,
Prime Minister's Office, South Block,
Raisina Hill, New Delhi, Pin Code – 110 011.**

Sub: Request for amendment in the Terms of Reference (ToR) of 8th Central Pay Commission and inclusion of pension revision for Pensioners and Family Pensioners within its purview --reg.

Respected Sir,

With profound respect and warm greetings from the Confederation of Central Government Employees and Worker's, which represents about 8 lacs of Central Government employees across 130 Department's like Posts, Income tax, Audit, Survey, CGHS, CPWD, Census, BSI, GSI, ISRO etc., extend our heartfelt gratitude for the Constitution of 8th CPC committee and its Terms of Reference. Government of India, Ministry of Finance Vide it's notification dated 03.11.2025, have published the formation of 8th Central Pay Commission along with its Terms of Reference (ToR).

We wish to bring to your kind notice certain vital aspects of the said Terms of Reference (ToR) of 8th Central Pay Commission that merits for reconsideration and suitable Amendment in the larger interest of the serving employees and pensioners. We request for amendment to the Terms of Reference (ToR) of 8th Central Pay Commission and the following issues are needed to be addressed.

- 1) Date of effect of the recommendation of the 8th CPC. whereas in the Terms of Reference (ToR) given to the 8th CPC no such reference is made on the date of effect of the 8th CPC. You will appreciate that it is now an established fact that the Revision of the Central Government Employees wages, allowances and Pensionary benefits will take place once in 10 years. The Date of implementation of the previous CPC's recommendations are given below for your kind ready reference.**

4th CPC - 01.01.1986

5th CPC - 01.01.1996

6th CPC - 01.01.2006

7th CPC - 01.01.2016.

In view of the above it is automatic and justified that the 8th CPC recommendations also, should be implemented w.e.f. 01.01.2026. The same may please be included in the Terms of Reference (ToR) of 8th CPC.

- 2) Revision of Pension & Pensionary Benefits under the different Pension schemes & Deletion of the terminology of “Unfunded cost of non-contributory pension schemes” from the Terms of Reference (ToR).*

There is no clarity on the existing 69 lakhs pensioners including family pensioners who have been covered under the Old Pension Scheme, Unified Pension Scheme & National Pension Scheme in Terms of Reference (ToR) of 8th Central Pay Commission for their revision of pension, parity in pension or their other pensionary benefits including the period of restoration of commutation of pension etc.

It is requested that the Government may kindly include it in the Terms of Reference (ToR);

“To examine the principles which should govern the structure of pension and other retirement benefits, including revision of pension, Parity in Pension in the case of employees who have retired on any date i.e. those who retired before 1/1/2026 or after 1/1/2026.

Our concern arises from the use of the phrase “unfunded cost of non-contributory pension schemes” in Para (e)(ii) of the ToR, which neither mentions pensioners nor recognises their rights and interests within the Commission’s scope. We believe this terminology is inappropriate, as it equates constitutionally and judicially protected pension entitlements with fiscal liabilities and departs from the humane, welfare-oriented approach followed by the Government in all earlier Pay Commissions. Pensioners perceive the existing TOR as negative and apprehend that the Govt is obliquely mandating the 8th CPC to weed out “all unfunded expenditure”, assuming that contributions in the form of a portion of their salary alone could create such “funding” ignoring all the sweat and blood that the pensioners “contributed” to the Society and the Nation during their long service career.

It is pertinent to note that no such terminology (“unfunded scheme”) has ever been used in reference to pensions of MPs, MLAs, Judges of the Supreme Court or High Courts, or other constitutional functionaries - though their pensions too are non-contributory and drawn from the Consolidated Fund of India.

The Hon'ble Supreme Court of India had repeatedly affirmed it through various judgements.

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.

The Hon'ble Supreme Court stated that in DS Nakra Judgment, "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".

The Hon'ble Supreme Court of India had repeatedly affirmed, more particularly in Deokinandan Prasad V/s State of Bihar 197 | - Pension is a property right and cannot be withdrawn except by Authority of Law.

Pension constitutes a social welfare measure rendering socio-economic justice to employees, serving as assurance that they will not be left in lurch during old age, making it a constitutional obligation.

The Government of India as a model employer has a moral and legal obligation to uphold the dignity and welfare of its retired employees. It needs to be appreciated that omission of the word "Pensioners" from the ToR is inconsistent when the pension is Lawful and affirmed by the Apex level of Court.

Hence the 'unfunded cost of non-contributory pension scheme' does not apply for central government pensioners as the central government is a model employer and honours various Hon'ble Supreme Court directions and articles such as Article 300A, Article 21& Article 25 (1) and it is the recognition of the past service rendered to the government by pensioners & social obligations of the government of India.

Therefore, the words 'unfunded cost of non-contributor schemes' shall be deleted in the terms of reference and include in the Terms of Reference (ToRS).

"To examine the principles which should govern the structure of pension and other retirement benefits, including revision of pension, irrespective of the date of retirement".

The 8th CPC should also review and recommend the other retirement benefits, pensionary benefits such as the restoration of commuted value of pension after 11 years, grant of additional quantum of pension /family pension once in 5 years from the date of retirement as recommended by the Parliamentary Standing Committee, health care for pensioners. etc. The commission shall review and recommend changes to scheme of CGEGIS for Central Government employees & pensioners.

We appeal to the Hon'ble Prime Minister cause to include this demand in the Terms of Reference (ToR) of 8th CPC.

3) Restoration of old pension scheme:

The restoration of the old pension scheme for those employees who were recruited after 1/4/2004 numbering 26 Lakhs covered under NPS or UPS. The Central Government Employees are fervently demanding for restoration of the Old Pension Scheme under CCS Pension Rules 1972 (now 2021) by replacing the NPS & UPS. Hardly about one lakh employees have switched over from NPS to UPS pension scheme hence these employees have expressed dissatisfaction of Unified Pension Scheme and all of them prefer the Old Pension Scheme only. However, in the 8th CPC Terms of Reference (ToR) the same is not included. We appeal to include this demand in the Terms of Reference (ToR) of 8th CPC to examine the existing pension schemes and to recommend the beneficial one.

4) Extension of 8th Central Pay Commission:

The 8th Central Pay commission benefits shall be extended to centrally funded Autonomous and Statutory Bodies by the Government of India and to Gramin Dak Sevak (GDS) who are the backbone of the Postal Department. We request to include this demand in the Terms of Reference (ToR) of 8th CPC.

5) Interim Relief:

It is requested to grant 20% as interim relief with immediate effect, as there is delay in constitution of the 8th CPC and its implementation, so as to set off the losses of delay in implementation and inflationary trends to some extent and also boost the morale of about 1.2 crores of Central Government employees who run the government machinery will participate in the developmental activity with more enthusiasm.

6) Health schemes:

The commission shall review and recommend changes to the health scheme for Central Government employees & pensioners make it to cover all employees working in Autonomous and Statutory Bodies of the Government of India. The opening of more CGHS wellness centres across the district's headquarters and to ensure cashless and hassle-free medical treatment to employees and Pensioners. The commission also examine the recommendations of the standing committee of Parliament recommendations on CGHS shall be examined and suggest changes in CGHS scheme for Employees and Pensioners.

Sir, we are confident that the above proposals of ours will be considered in its true perspective and we request to your kind self to kindly arrange to issue

appropriate amendments in the Terms of Reference (ToR) given to the 8th CPC, vide Gazette Notification dated 03.11.2025 ensuring inclusion of all the above aspects of the terms of reference.

With profound regards and gratitude,

Thanking you,

Yours Faithfully,



(S.B. Yadav)
Secretary General

Copy to: -

***The Cabinet Secretary,
Rashtrapati Bhawan,
New Delhi -110004***

***The Secretary,
DoP&T, Ministry of Personnel,
P.G and Pension, North Block,
New Delhi 110001***

***The Finance Secretary,
130, North Block,
New Delhi 110004***