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National Council (Staff Side)

Joint Consultative Machinery
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No.NC-JCM-2026/8th CPC

April 29 2026

First Meeting of the Standing Committee of NC JCM with 8th Central Pay Commission successfully held on 28/04/2026

Staff Side representatives presented the salient features of the Staff Side memorandum before the 8th CPC

More meetings with the 8th CPC demanded

Meetings with all the Constituent Organizations of NC JCM also demanded

Dear Comrades,

The first meeting of the Standing Committee of National Council – JCM with the 8th CPC was held today on 28/04/2026. The meeting was chaired by Smt. Justice Ranjana Prakash Desai Chairperson and attended by Prof. Pulak Ghosh Member (Part-Time) and Shri Pankaj Jain, Member-Secretary apart from Senior Officers attached with 8th CPC. The Staff Side was represented by the following comrades:-

Shiva Gopal Mishra,	Secretary (Staff Side)
M. Raghavaiah,	Leader, (Staff Side)
J.R.Bhosle,	Member (Staff Side)
Guman Singh,	Member (Staff Side)
C. Srikumar,	Member (Staff Side)
Rupak Sarkar,	Member (Staff Side)
Tapas Bose,	Member (Staff Side)
P.U. Khadse,	Member (Staff Side)
B.C. Sharma,	Member (Staff Side)

Before the presentation by the Staff Side, Leader, Secretary and other Staff Side Members placed the following points for the consideration of 8th CPC as decided in the Staff Side meeting held on 27/04/2026:-

1. We are thankful to the 8th CPC for increasing the number of characters for each question to 20,000- Characters. Similarly we request your good self to extend the time limit given for submission of memorandum up to 31st of May 2026 since many employees Organizations and Pensioners Associations were not able to submit there memorandum through online. We also request that the 8th CPC may accept memorandum from the organization through e mail also both in PDF and Word format.
2. The year 2026 is the Diamond Jubilee year of the JCM Scheme for Central Government Employees. Established as a bipartite forum for the Central Government employees by the Government of India after the 5 days long strike of Central Government Employees during the year 1960. Established in the year

1966 as Joint Consultative Machinery and Compulsory Arbitration scheme the JCM at the National Level is the apex body chaired by the Cabinet Secretary and takes care of the Common service related matters of Central Government Employees and the common demands of the Pensioners. During the past 60 years the JCM has played a constructive role in maintaining harmonious Industrial Relations and also in resolving service-related disputes through Joint Consultations and mutual trust. Being the representative body of the Central Government employees at the highest level all the previous Pay Commissions use to have regular and frequent interactions with us before the commission finalize its recommendations. We are confident that the 8th CPC will also formulate a time table according to which regular interaction will be there with the Staff Side.

3. While the memorandum submitted by the Staff Side of National Council – JCM cover the Common service matter of Central Government employees and the demands of pensioners, the constituent organizations of the National Council – JCM, the Federations and Associations of different ministries recognized by Government of India, they will be submitting Memorandum on the respective ministry / department related cadre issues and issues specific to that ministry / departments such as Railways, Defence, Income Tax, Postal, Accounts and Audit etc. All those employees Organizations may be given separate time slot for oral evidence and for presenting their case before the 8th CPC. We have submitted a request letter in this regard. (Copy enclosed)
4. The conditions under which majority of the Central Government employees are working mainly in the Railways, Defence Industries and field units in different remote locations etc are very risky and hazardous and hence it is requested that the 8th CPC may also take pain to visit all those Industries and locations to have a first hand information and knowledge so that the Pay Commission will be able to directly study the difficulties faced by them and recommend appropriate pay scales allowances and other benefits.
5. The phrase “Unfunded Pension” given in the 8th CPC ToR is not correct since the employees prior to introduction of Non-Contributory pension have surrendered the Contributory Provident Fund Scheme in which government was contributing and opted for the Pension Scheme. Therefore, there is all justification for continuing the Non-Contributory Pension Scheme to the Central Government Employees.
6. We are confident that today’s discussions will end with a positive note and a strong foundation for our further meetings and discussions in the near future, since the 45 lakhs Central Government Employees including Armed Forces Personnel, Para Military Forces and the 69 lakhs pensioners are anxiously expecting for a positive and encouraging recommendations from the 8th CPC as their Wages, Allowances, Pension and other benefits are revised only once in 10 years which is a long period.

After the above introductory remarks by the Staff Side presentation was made by the Staff Side from the Memorandum submitted by the Staff Side

Before making the presentation on each topics the attention of the 8th CPC was drawn on the following recommendations of the previous Pay Commission which the 8th CPC may take a note of the same.

The 3rd Central Pay Commission - para no 84: "The Government should be a model employer, so that its role as prime regulator of wage policy for the entire country and responsibility to secure for all workers a living wage assumes a moral content and effectiveness."

The Seventh Central Pay Commission observations:

To keep the salary structure of the employees viable, it has become necessary to improve the pay structure of their employees so that better, more competent and talented people could be attracted to governance.

The framework should be linked with the need to attract the most suitable talented candidate to the government service and promote efficiency, accountability and responsibility in the work culture.

In view of the above the 8th CPC may keep in mind the key expectation of employees at all levels which are justified and may recommend for reasonable increasing their pay, Allowances and other Benefits and Facilities

1. Minimum Wage:-

The Staff Side has taken five unit family including parents, with the ICMR recommended 3490 k/calorie per day at an average and also included many items which are not included while calculating the Minimum Pay and the requirement for essential technological expenditure etc have derived Rs. 69000/- as Minimum Pay. The detailed calculation sheet is enclosed with our memorandum which is self explanatory which may be noted by the commission.

2. Fitment Factor:-

Minimum Pay from Rs.18000/- has been increased to Rs.69000/- which is 3.833 times. Therefore 3.833 is taken as the fitment factor for fixing the pay of existing employees and for increasing the pension of existing pensioners.

3. Merger of Pay Scales

Merger of Pay Scales were proposed to reduce the number of pay scales and keeping in mind the educational qualifications, skill requirement, experience, exposure etc required for each category. 8th CPC may consider the same favourably.

4. Rate of Increment

Employees should get 6% of their basic pay as annual increment which is fully justified

5. Five Promotions / ACP

Considering the abnormal delay in Cadre review, and the negative side of MACP and also considering the stagnation profile the Staff Side had proposed five promotions in a time scale manner within 30 years of service as available to the Group A Officers. In case due to any reason if the promotion within the proposed time limit is not given then ACP in the promotional hierarchy may be ensured as proposed by us.

6. Fixation Benefit on promotion

Two additional Increments may be provided as fixation benefit while on promotion and MACP

7. Allowances:

All the allowances may be increased by three times, however with regard to HRA, CEA and Risk Allowance justifications given in our memorandum may be considered favourably by the Commission. All Allowances would be linked with DA increase.

8. Advances

All Advances should be interest free and no recovery should be made if the employee die while in service from the terminal benefits. Festival Advance and Natural calamity Advance should be restored. Four-Wheeler Advance may be introduced.

9. Leave

No limit on EL accumulation and encashment up to 600 days while on retirement. Encashment may also be provided while in service. Proposals given on HPL, CL etc by the Staff Side may be considered favorably. CCL should be 100% wages during the 2nd spell of 365 days, proposal on paternity Leave, Menstrual Leave and Special Leave Hysterectomy surgery, Special Leave for the Parents of Children having mental & physical Disability, Parents Care Leave, Cumulative Late Marking up to 120 Minutes (2 Hours) in a month half day CL should not be recovered etc may be recommended.

10. CGEGIS

The Proposal given by the Staff Side on increasing the rate of subscription and insurance coverage may be favourably considered by the 8th CPC

11. Accidental Death

The ex-gratia payment for Accidental death while on duty may be increased to ₹ 2 crores

12. Compassionate Appointment

It should be 100 % and the 5% ceiling should be removed

13. Bonus

Bonus ceiling should be removed and it should be on the actual Basic Pay + DA

14. Withdrawal of NPS & UPS

The Staff Side has given enough justification in its memorandum for withdrawal of NPS and UPS and for restoration of Non-Contributory Pension Scheme. 8th CPC may separately discuss this major demand with the Staff Side.

15. Pensioners Demands

8th CPC cannot ignore the existing pensioners since they have served for the nation 30 to 40 years. Their pension needs to be revised and the concept of one Rank One Pension to the Civilian Employees may be recommended by the 8th CPC. Restoration of Commuted Pension after 11 years, enhancement of pension after every 5 years, proposal on gratuity, rate of Pension/Family Pension etc given by the Staff Side may be favorably considered.

The Staff Side due to shortage of time allotted, restricted our presentation on the above major issues. We have demanded that in coming days there should be more interaction with the Staff Side and the Staff Side will also be submitting a supplementary memorandum on the points issues which are not covered in the original memorandum submitted by the Staff Side.


Responding to all the view points and presentation the Chairperson assured the following:-

1. There will be much more meetings with the Staff Side and time slot will be given to the Federations / Associations.
2. The Commission will visit some of the units for on the spot study.
3. The points raised by the Staff Side during their presentation are taken note of and the 8th CPC will dispassionately consider all those demands.
4. With regard to extension of time limit for submission of Memorandum a decision will be taken soon. Technical Problems in submitting the memorandum also will be resolved.

Dear Comrades, we will be keeping you updated on the further developments.

With greetings,

Yours fraternally,



(Shiva Gopal Mishra)
Secretary