



ESTD. 1953

ALL INDIA DEFENCE EMPLOYEES' FEDERATION

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MOST URGENT

Ref. No. 04/1004/Min./AIDEF/25

Date : 04th of November, 2025

To,

Smt. Nirmala Sitharaman ji.

Hon'ble Defence Minister

Government of India,

North Block, New Delhi,

Pin Code - 110 001.

Subject : Request for making Amendments in the Terms of Reference (ToR) given to the 8th CPC by the Government of India and also for incorporating the Terms of Reference for inclusion of the Pension Revision of the existing Pensioners and Family Pensioners - Reg.

Respected Madam,

Government of Indian, Ministry of Finance Vide its notification dated 03.11.2025, have published the formation of 8th Central Pay Commission along with its Terms of Reference (ToR). The Terms of Reference especially with regard to the revision of emoluments of Central Government Employees is totally different from the Terms of Reference given to the 7th Central Pay Commission.

Terms of Reference (ToR) of 8th CPC on Emoluments

"2 b. To work out an emolument structure conducive to attracting talent to Government service, promoting efficiency, accountability and responsibility in the work culture".

Corresponding Terms of Reference (ToR) of 7th CPC on Emoluments

"2 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



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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”.

The Stake Holders expectation (Employees expectation) is missing in the Terms of Reference (ToR) of 8th CPC. It is requested that the above Terms of Reference (ToR) of 8th CPC may please be redrafted at par with 7th CPC.

Restoration of Old Pension Scheme / Non-Contributory Pension under CCS Pension Rules 1972 (now 2021) to the Central Government Employees recruited on or after 01.01.2004.

More than 26 Lakhs NPS Central Government Employees are demanding for restoration of the Non-Contributory Pension under CCS Pension Rules 1972 (now 2021) by replacing the NPS. However, in the 8th CPC Terms of Reference (ToR) the same is not included. We appeal to the Hon'ble Finance Minister to include this demand in the Terms of Reference (ToR) of 8th CPC.

Non-Inclusion of more than 69 Lakhs Pensioners and Family Pensioners in the purview of 8th CPC.

It is most unfortunate that 69 Lakhs Central Government Pensioners and Family Pensioners who have given their Sweat and Blood to the Country for more than 03 decades while in service are kept out of the purview of 8th CPC. You will appreciate that revision of Pension is a right of the Pensioners and they cannot be discriminated. Majority of them are in the fag end of their life and outright ignoring them is totally unjustified. In this regard, we invite your kind attention to the Terms of Reference (ToR) given to 7th CPC which is given below for your kind ready reference:-



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"2 (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)".

It is requested that the Government may kindly include the Terms of Reference (ToR) to the 8th CPC and an Amendment may please be issued for including in the Terms of Reference (ToR) for revision of pension in the case of the employees who have retired prior to the date of effect of 8th CPC i.e., 01.01.2026 and also to consider the restoration of commuted value of pension after 11 years, enhanced pension by 5% once in 5 years from the date of retirement as recommended by the Parliamentary Standing Committee.

Date of effect of the recommendation of the 8th CPC.

In the Terms of Reference (ToR) given to the 7th CPC there is a specific Terms of Reference (ToR) to recommend the Date of effect of its recommendation, whereas in the Terms of Reference (ToR) given to the 8th CPC no such reference is made. This gives an impression that the Government will unilaterally take a decision with regard to the Date of implementation of the recommendation of 8th CPC. You will appreciate that it is now an established fact that Wage Revision and Pension Revision of the Central Government Employees and Pensioners 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.

4 th CPC	-	01.01.1986
5 th CPC	-	01.01.1996
6 th CPC	-	01.01.2006
7 th CPC	-	01.01.2016.



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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.

Respected Madam, we are confident that the above proposals of ours will be considered in its true perspective and issue appropriate amendments in the Terms of Reference (ToR) given to the 8th CPC, vide Gazette Notification dated 03.11.2025.

Thanking you,

Yours Sincerely,

(C.SRIKUMAR)

General Secretary

Leader / Staff Side

Departmental Council (JCM)

Ministry of Defence

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Copy to :

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|--|---|---|
| <p>1) Shri. Rajnath Singhji
Hon'ble Defence Minister
Government of India,
South Block, New Delhi – 110 001.</p> | } | For kind information and favourable action please. |
| <p>2) The Defence Secretary,
Ministry of Defence,
South Block, New Delhi – 110 001.</p> | | |
| <p>3) The Secretary / Staff Side
National Council (JCM)
13-C, Feroz Shah Road
New Delhi – 110 001.</p> | } | Kindly take up this matter with Government of India |