

## EIGHTH CENTRAL PAY COMMISSION (8th CPC) – SUMMARY

### Issuing Authority

Ministry of Finance (Department of Expenditure)

Resolution No. F. 01-01/2025-E.III(A)

Date: 3rd November 2025

Published in: *The Gazette of India (Extraordinary, Part I – Section 1)*

### Composition of the 8th CPC

Designation	Name
Chairperson	Smt. Justice Ranjana Prakash Desai
Member (Part-Time)	Prof. Pulak Ghosh
Member-Secretary	Shri Pankaj Jain

### Objectives / Terms of Reference (ToR)

The Commission is tasked with reviewing and recommending revisions in pay, allowances, and related benefits for various categories of Central Government employees and related institutions, considering modern functional needs and fiscal discipline.

## 1. Scope of Review

### Applies to:

- Central Government employees (industrial & non-industrial)
- All India Services personnel
- Defence Forces
- Union Territories staff
- Indian Audit & Accounts Department
- Members of regulatory bodies (except RBI)
- Officers/employees of the Supreme Court & High Courts (UTs)
- Judicial officers of subordinate courts in UTs

 **Note:** For judicial officers, the Commission shall follow the Supreme Court's 1993 ruling (*All India Judges Association vs. Union of India*)—no link between judges' service conditions and administrative executives.

## 2. Major Mandates

### (a) Pay and Allowances Rationalization

- Examine pay structures, allowances, and facilities in cash/kind.

- Recommend feasible and desirable changes ensuring parity and modernization.

**(b) Talent Attraction & Efficiency**

- Design remuneration structure that attracts talent, promotes efficiency, accountability, and responsibility.

**(c) Bonus & Incentive Schemes**

- Review existing bonus systems.
- Propose performance-linked, productivity-based incentive models.

**(d) Allowances Review**

- Evaluate existing allowances and their admissibility.
- Recommend rationalization to avoid duplication and multiplicity.

**(e) Pension & Retirement Benefits**

1. For NPS (National Pension System) employees:  
Review *Death-cum-Retirement Gratuity (DCRG)* and recommend improvements.
2. For non-NPS employees:  
Review *DCRG and pension structure*, considering overall financial implications.

**(f) Economic and Fiscal Considerations**

Recommendations should consider:

- National economic conditions and fiscal prudence.

- Availability of resources for developmental/welfare expenditure.
  - Unfunded cost of non-contributory pensions.
  - Financial impact on State Governments (who often follow CPC recommendations).
  - Comparison with emoluments in Central PSUs and private sector.
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### ⌚ Working Procedure

- The Commission will devise its own procedure.
  - It may appoint Advisors, Consultants, and Experts.
  - Ministries/Departments must provide all necessary data and assistance.
  - State Governments, Service Associations, and others are expected to cooperate fully.
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### ⌚ Headquarters & Timeframe

- Headquarters: New Delhi
  - Timeline: 18 months from constitution date  
(Interim reports may be submitted on finalized matters, if necessary.)
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 Administrative Orders

- The resolution is to be published in the Gazette of India.
- Copies will be circulated to all Central Ministries/Departments, State Governments, Union Territories, and other concerned bodies.

 Signatory

(V. Vualnam)

Secretary, Ministry of Finance (Department of Expenditure)

**EIGHTH CENTRAL PAY COMMISSION (8th CPC) – BILINGUAL SUMMARY****आठवां केंद्रीय वेतन आयोग – द्विभाषी सारांश****1 BASIC INFORMATION / मूल जानकारी**

Ministry of Finance (Department of Expenditure)

वित्त मंत्रालय (व्यय विभाग)

Resolution No.: F. 01-01/2025-E.III(A)

संकल्प संख्या: F. 01-01/2025-E.III(A)

Date: 3rd November 2025 / दिनांक: 3 नवम्बर 2025

Published in: The Gazette of India (Extraordinary, Part I–Section 1)

प्रकाशित: भारत का राजपत्र (असाधारण, भाग 1 – खंड 1)

## 2 COMPOSITION OF THE COMMISSION / आयोग की संरचना

Designation / पदनाम	Name / नाम
Chairperson / अध्यक्ष	Smt. Justice Ranjana Prakash Desai
Member (Part-Time) / सदस्य (आंशकिकालकि)	Prof. Pulak Ghosh
Member-Secretary / सदस्य-सचिव	Shri Pankaj Jain

## 3 OBJECTIVES AND SCOPE / उद्देश्य और क्षेत्राधिकार

The 8th CPC has been constituted to review and recommend changes in pay, allowances, and benefits for Central Government employees, considering modernization, efficiency, and fiscal prudence.

आठवां केंद्रीय वेतन आयोग का गठन केंद्र सरकार के कर्मचारियों के वेतन, भत्तों और लाभों में परविरत्न की समीक्षा और अनुशंसा करने के लाए किया गया है, जिसमें आधुनिकीकरण, कार्यकुशलता और वित्तीय संयम पर ध्यान दिया गया है।

## 4 CATEGORIES COVERED / शामिल शरणियाँ

- Central Government employees (industrial & non-industrial)
- Personnel of All India Services, Defence Forces & Union Territories
- Indian Audit & Accounts Department
- Members of regulatory bodies (except RBI)
- Officers & employees of Supreme Court and High Courts (UTs)
- Judicial officers of subordinate courts in Union Territories
- केंद्रीय सरकार के औद्योगिक एवं गैर-औद्योगिक कर्मचारी
- अखलि भारतीय सेवाओं, रक्षा बलों और संघ राज्य क्षेत्रों के कार्मिक
- भारतीय लेखा एवं लेखा परीक्षा विभाग
- संसदीय अधिनियमों के तहत गठित नियमित संस्थाओं के सदस्य (आरबीआई को छोड़कर)
- उच्चतम न्यायालय एवं उच्च न्यायालयों (संघ राज्य क्षेत्र) के अधिकारी एवं कर्मचारी
- संघ राज्य क्षेत्रों के अधीनस्थ न्यायालयों के न्यायिक अधिकारी

## 5 MAJOR MANDATES / प्रमुख कार्यादेश

- Pay & Allowances Rationalization / वेतन एवं भत्तों का युक्तिक्रियण

To recommend rational, modern, and uniform structure for pay, allowances and benefits.

वेतन, भत्तों और लाभों के लाए युक्तिसंगत, आधुनिक और समान संरचना की अनुशंसा करना।

- Talent Attraction & Efficiency / प्रतभिका आकर्षण एवं कार्यकुशलता

To create a remuneration framework that attracts talent and promotes efficiency, accountability, and responsibility.

ऐसा वेतन ढांचा तैयार करना जो प्रतभिका लोगों को आकर्षित करे और कार्यकुशलता, जवाबदेही एवं जमिमेदारी को बढ़ावा दे।

- Bonus & Incentive Schemes / बोनस एवं प्रोत्साहन योजनाएँ

To review performance-linked bonus systems and recommend new productivity-based incentives.  
प्रदर्शन आधारित बोनस प्रणाली की समीक्षा करना और उत्पादकता आधारित प्रोत्साहन की अनुशंसा करना।

- Allowances Review / भत्तों की समीक्षा

To review the multiplicity of allowances and recommend rationalization.  
भत्तों की बहुलता की समीक्षा करना और उनके युक्तिकरण की अनुशंसा करना।

- Pension & Gratuity / पेंशन एवं ग्रेच्युटी

To review DCRG and pensions under both NPS and non-NPS categories.  
NPS और गैर-NPS दोनों श्रेणियों के अंतर्गत DCRG और पेंशन की समीक्षा करना।

## 6 FISCAL & ECONOMIC CONSIDERATIONS / वित्तीय एवं आर्थिक विचार

Recommendations will consider national economic conditions, fiscal prudence, developmental needs, and impact on State finances.

अनुशंसाएँ देश की आर्थिक स्थिति, वित्तीय संयम, विकासात्मक आवश्यकताओं और राज्य सरकारों की वित्तीय स्थितिपर प्रभाव को ध्यान में रखेंगी।

## 7 WORKING PROCEDURE / कार्यप्रणाली

The Commission will have autonomy to appoint experts, advisors, and consultants. Ministries and Departments shall provide all necessary data and cooperation.

आयोग को विशेषज्ञों, सलाहकारों और परामर्शदाताओं को नियुक्त करने का अधिकार होगा। मंत्रालयों और विभागों को सभी आवश्यक डेटा और सहयोग प्रदान करना होगा।

## 8 HEADQUARTERS & DURATION / मुख्यालय एवं अवधि

Headquarters: New Delhi

Timeline: 18 months from the date of constitution (with provision for interim reports)

मुख्यालय: नई दिल्ली

अवधि: गठन की तिथि से 18 माह (आवश्यकता पड़ने पर अंतरमि रपोर्ट प्रस्तुत की जा सकती है)

## 9 SIGNATORY / हस्ताक्षरकरता

V. Vualnam, Secretary, Ministry of Finance (Department of Expenditure)

वी. वुअलनाम, सचिव, वित्त मंत्रालय (व्यय विभाग)