

Ph.: 23382286

National Council (Staff Side)

*Joint Consultative Machinery  
for Central Government Employees*

13-C, Ferozshah Road, New Delhi - 110001

E-Mail : nc.jcm.np@gmail.com

Shiva Gopal Mishra  
Secretary

No.NC-JCM-2026/8<sup>th</sup> CPC

April 14, 2026

To

All Member of the National Council JCM (Staff Side),  
Constituent organizations of NC JCM

&

Drafting Committee Members

to prepare 8<sup>th</sup> CPC memorandum on behalf of Staff Side of NC JCM

Sub:- Forwarding of the memorandum on 8 Questions / Themes submitted by Staff  
Side of NC – JCM to the 8<sup>th</sup> CPC

Dear Comrades,

The final meeting of the Drafting Committee on 8<sup>th</sup> CPC was held on 13/04/2026 at **J.P. Choubey Memorial Library (AIRF Office Premises), 4 Sate Entry Road, New Delhi.** the Drafting Committee finalize the memorandum to be submitted to the 8<sup>th</sup> CPC and accordingly the same has been uploaded in the portal of 8<sup>th</sup> CPC. We are forwarding a copy of the same along with word format for onward submission by the Constituent Organization and its affiliates.

As you are aware we have covered all the common service matters of Central Government employees and pension related matters of the pensioners. As regards Departmental issues, upgradation of Pay Scales of different categories, Department specific allowances / benefits / facilities etc have to be submitted by the respective Organizations in their memorandum.

We have requested 8<sup>th</sup> CPC the following for their favourable consideration:-

1. In Q.7 and Q.8 the number of characters may be increase from 10000 to 20000.
2. The constituent Organizations of the National Council – JCM will submit their memorandum on the basis of the memorandum formulated by the Staff Side of the National Council – JCM on common service matters. Apart from this they have to submit their departmental issues and also the cadre structure / Career Progression / Promotion of different categories and hence the time limit given for submission of the memorandum may be extended up to 31/05/2026 as already requested by us.

A copy of NC-JCM letter dated /04/2026 is enclosed herewith for your information.

With greetings,

Yours comradely,

  
(Shiva Gopal Mishra)  
Secretary

**Standardized Pay Scales / Number of Pay Scales after Merger of Pay Scales**

<b><u>S.NO</u></b>	<b><u>Proposed Level</u></b>	<b><u>Existing Pay Matrix</u></b>	<b><u>Proposed Minimum of the proposed 8<sup>th</sup> CPC Pay Scale by applying 3.833 fitment factor</u></b>
1	Pay Scale -1 (existing Level - 1)	Existing 18,000 - 56,900	Rs. 69,000
2	Pay Scale-2 (after Merger of existing Level 2 & 3)	Existing 21,700 - 69,100	Rs.83,200
3	Pay Scale-3 (after merger of existing Level 4 & 5)	Existing 29,200 - 92,300	Rs. 1,12,000
4	Pay Scale- 4 (existing Level 6)	Existing 35,400 - 1,12,400	Rs. 1,35,700
5	Pay Scale- 5 (after merger of existing Level 7 & 8)	Existing 47,600 - 1,51,100	Rs. 1,82,500
6	Pay Scale - 6 (after merger of existing Level 9 & 10)	Existing 56,100 - 1,77,500	Rs. 2,15,100
7	Existing Level 11 to Level 17 may be renumbered as Pay Scale - 7, Pay Scale - 8, Pay Scale - 9, Pay Scale - 10, Pay Scale - 11 Pay Scale -12, Pay Scale -13	Can be retained by using Fitment Factor 3.833	

Annual Increment as already mentioned will be 6% of the Basic Pay in the proposed Pay Scale.

The gap between Minimum and Maximum Pay should be balanced to avoid excess disparity. The ratio should not be more than 1:12. This will help in reducing income inequality, improving morale and reinforcing the Government's role as a model employer committed to fairness and Social Justice. Moreover the Pay Scales also should not have a

up to 25%. We proposed that 8<sup>th</sup> CPC may recommend to merge if the DA / DR crosses 25% with Basic Pay and Basic Pension.

**Allowance Related to Qualifications: -**

Any Central Government Employee acquiring Additional Qualification over and above the prescribed Qualification for the concerned post as per RR may be given 10% of Basic Pay as Additional Qualification Allowance.

**Allowance Related to Additional Duty or Extra Duty or Working on Holidays, etc.**

Due to shortage of Manpower and to meet the Targets in all Offices, employees are asked to Overstay and work additional hours without any compensation. Employees who are governed under the Factories Act 1948 are entitled for OT Wages at Double the rate for extra hour. Employees who are not governed under the Factories Act 1948 may all be provided Overtime at Single Rate on their Basic Pay and DA for every hour of extra work done over and above the actual working hours.

**Allowance Related to Housing including HRA:-**

In view of the sharp rise in Housing costs and the mismatch between HRA and the actual prevailing Market Rent the following revision are proposed.

<b><u>Population of Cities</u></b>	<b><u>Class of City</u></b>	<b><u>Proposed of HRA (% of Basic Pay)</u></b>
50 Lakhs and above	X	40%
5-50 Lakhs	Y	35%
Below 5 Lakhs	Z	30%

Further, HRA should be indexed to Dearness Allowance so that it automatically adjusts with inflation. The Classification of cities should also be reviewed every Five Years to reflect changing population and housing conditions.

We further request that the 8<sup>th</sup> CPC may consider for recommending Payment of HRA to the Pensioners since they are facing hardship to lead a decent life after the retirement since a major portion of the pension is utilized for paying House Rent.

**Allowance Related to Risk and Hardship :-**

The employees working in Railways, Defence Industries Manufacturing / repairing / Servicing / Handling of Arms, Ammunition, Chemicals, Weapons etc., are subjected to High Risk and Hazard due to their nature of work. Similarly, all the employees working in continuous Risk nature of Job including in Laboratories, Health Care Workers, Sanitary

The **ICMR recommendation of ~3490 Kcal** should be adopted, especially for physically demanding work.

The food basket must include:

- Adequate protein sources (milk, eggs, meat, fish)
- Dairy consumption (~30–35 litres/month for 5 units)
- Fruits, vegetables, and balanced nutrition
- Spices, beverages, and processed food

Nutrition must ensure **health, productivity, and dignity**, not mere survival.

Government employees are Drivers of Governance and Development. Fair Pay enhances Productivity, Morale and Talent Retention. Pay Revision is an investment in human capital and economic growth, not merely expenditure. Therefore, considering the average retail prices of the Food items, Clothing expenditure, 7.5% for Housing, 20% for Fuel, Electricity, Water Charges, 25% for Skill Development, 25% for Additional Expenditure towards marriage, recreation, festival etc., as per Supreme Court Judgment of 1991 and Technology Charges at the rate of 5%, the minimum pay computed by the Staff Side National Council (JCM) is Rs. 69,000/- for 5 Unit Family. Accordingly, the Fitment Formula for the existing employees and pensioners will be 3.833. The Minimum Wage and the Fitment Fator calculated by us is enclosed as Annexure—I of this Memorandum.

We propose the rate of annual increment should be increased from the existing 3% to 6%. We propose the following Merger of Pay Scales and the Revised Pay Scales of 8<sup>th</sup> CPC.

#### **MERGER OF PAY SCALE**

- 1) Level 2 & Level 3 should be merged in to one pay scale at level 3.
- 2) Level 4 & Level 5 should be merged in to one pay scale at level 5.
- 3) Level 7 & Level 8 should be merged in to one pay scale at level 8.
- 4) Level 9 & Level 10 should be merged in to one pay scale at level 10.
- 5) Existing employees in Level 5 should be upgraded and merged with Level 6 as a one time measure.