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All India Federation Of Diploma Engineers

(Affiliated Unit Of SAARC Diploma Engineers' Forum) and
Apex Body Of Diploma Engineer's Organisations, India

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Letter no-AIFODE/8CPC/2026/006

Dated: 20.04.2026

To,

Sri. Pankaj Jain Ji

Hon'ble Member Secretary

8th Central Pay Commission

3rd Floor, Chanderlok Building,

Janpath, New Delhi 110 001

Subject : Submission of Memorandum to the Hon'ble 8th Central Pay Commission.

Respected Sir,

On behalf of the All India Federation of Diploma Engineers, an Apex body of Diploma Engineers, India **comprising of more than four lacs working Diploma Engineers** from Central, State and it's undertaking Departments, we have been submitted the Memorandum prepared by this Federation on the 09 Themes / Questions in the designated portal of the 8th CPC. Our unique Id for Memorandum Submission is **Memo/2/AUE/200426/336133343 dated 20.04.2026**. We have also submitted the Memorandum to the Hon'ble 8th Central Pay Commission through e-mail.

Now we are also submitting the hard Copy of our Memorandum to the Hon'ble 8th Central pay Commission for your ready reference.

The Federation will be grateful if an opportunity is granted to us for an audiences by the Hon'ble Pay Commission to further highlight and elaborate our proposals and suggestions contained in this memorandum please.

Thanks and Regards.

Enclosed: Memorandum with enclosure.

Yours faithfully,

(Er. N. D. Dwivedi)

President

All India Federation of Diploma Engineers

Mob: 9871044648



All India Federation of Diploma Engineers

MEMORANDUM

to

8th Central Pay Commission

20th April 2026

-: Central Office :-

Dutt Bhawan, New Ashok Nagar, Near Metro Station
Delhi-110096

PAY MATTERS

Q1. What concerns or views do you have related to pay matters?

Basic Pay

Minimum Pay

Increment or Annual Increment

Level in Pay Matrix

Maximum of Pay Level

Any Other

Answer:

(Word count: 2328, Characters: 14459)

The two cardinal principles which should guide the 8th Central Pay Commission in determining the structure of emoluments and Conditions of service of the Central and State Government employees are:

- a) The principle of equity and
- b) The principle of equal pay for equal work.

The grievances of All India Federation of Diploma Engineers (AIFODE) cannot be addressed without referring to these principles.

In a welfare state, the primary responsibility lies in ensuring the well-being, growth, and development of its people. Central Government employees play a vital role in implementing policies and programs and in ensuring that their benefits reach citizens across the country. It is therefore essential to support and sustain their efficiency and well-being through appropriate measures. Pay is the basis of motivation and efficiency in public service. 8th CPC must ensure that real wages are protected and reasonably enhanced. The capacity of the Government to pay should not be the upper most consideration in view of the fact that :

- (a) The expenditure on pay and allowances of the civilian employees as a % of revenue receipts, revenue expenditure and GDP, was steadily declining since 1960-61. (para 35.9 of 5th CPC Report)
- (b) While macroeconomic stability is important, the share of pay and pensions in the Central Govt. revenue expenditure has been steadily declined. Expenditure on pay and allowance reduced from 10.45% in 2015-16 to 7.05% in 2022-23. The Central Govt. services involve complex responsibilities and required highly competent personnel recruited through strict standards.
- (c) The % increase in salaries at various level in Govt. between 01.01.1986 to 01.01.1996 was even lower than the % increase of per capita income during the same period (5th CPC para 35.11)

(d) The nation's capacity to mobilise internal resources depends on several key factors, including a higher growth rate of Gross Domestic Product (GDP), broadening of the tax base, strengthening of tax collection mechanisms, revitalisation of Central - level public enterprises, reduction of wasteful public expenditure, and the phased introduction of Zero-Based or Outcome Budgeting in key departments. The effectiveness of these measures ultimately rests on the quality of governance. In this context, salary enhancement for employees should not be viewed as a financial burden, but as a necessary investment. Government employees play a central role in implementing and sustaining nearly all these measures, except for broader GDP growth, which is influenced by multiple external factors. A significant portion of national administration and service delivery depends on their efficiency and commitment. In India only about 1.6 % of the population is employed in Govt. Service.

As per union budget 2025 – 26, total of Rs. 5.5 Lakh crore of expenditure has allotted for salaries and pensions including pension, pay and allowances for the armed forces. Moreover, only around 13% of tax revenue is allocated towards employees' compensation including pension, pay and allowances for the armed forces. Excluding defence expenditure, it is 7.1% on salary and 4% on pension. It is a relatively modest share considering their critical role in nation-building. Any decline in their motivation or willingness to perform these functions would directly impact the effectiveness of governance and the country's overall development trajectory.

India is currently ranked **4th in global GDP (2025)**, with an economy valued at approximately **\$4.3 trillion** and growing at around **6.5%**.

According to IMF projections:

- India is expected to become the **3rd largest economy by 2027**
- GDP likely to cross **\$5 trillion**
- Growth projected at **6.2% in 2025** and **6.3% in 2026**

Comparatively:

- China: 4.0% * USA: 1.8% * Global average: 2.8%

This demonstrates that India's economic position is **strong and expanding**, providing adequate fiscal space to ensure fair compensation for government employees.

At this juncture, it is considered appropriate to briefly advert to the growth trends of two additional macroeconomic parameters over the same period. The first pertains to India's GDP at current prices. As reported in the Economic Survey 2025 - 26, GDP at current prices has increased from Rs. 1,24,67,959 crore in FY 2014 - 15 to Rs. 3,30,68,145 crore, reflecting a growth of 165.23 %.

The second parameter relates to the revenue collection of the Government. As per figures reported in the respective Union Finance Bills of India, the combined direct and indirect tax revenue has risen from Rs. 12,41,681 Crore in FY 2014 -15 to Rs. 37,92,250 crore, registering a growth of 205.41%.

Both these parameters assume considerable significance, as they represent the aggregate outcome of policy implementation in which Government employees play a pivotal role. More importantly, the substantial and sustained growth, particularly in revenue collection, clearly evidences the enhanced fiscal capacity of the Government. This, in turn, establishes that the Government is well - positioned to comfortably absorb the financial implications arising from a meaningful revision of minimum wages and the broader expenditure associated with the implementation of revised pay structures pursuant to the recommendations of the 8th Central Pay Commission.

As on date, the Govt. is capable of giving the free ration to 80 crores people besides many other welfare schemes such as out of 32.99 crores LPG connections, 10.33 crores LPG connections subsidised under the PMYU scheme costing to Rs. 12,000 crores during 2025 - 26 and Rs. 30,000 crores compensation to IOCL, BPCL and HPCL for their losses caused due to domestic gas sale during the same year, loudly speaks about sound state of national economy in which the employees too, do have their due share in order to impart justice and fair play to them.

Minimum Basic Pay

Minimum pay should be determined by the 8th CPC, on the basis of a scientific living wage formula that adequately accounts for essential needs such as housing, transport, healthcare, education, food, and technological or digital requirements.

The existing system of treating a family as three units requires revision to better reflect present-day social and familial realities. A more inclusive approach would be to consider the family as five units, comprising: the employee (1 unit), the spouse (1 unit, without any gender discrimination), two children (0.8 unit each), and dependent parents (0.8 units each). This results in a total of 5.2 units, which may be reasonably rounded off to 5 units for administrative purposes. The current minimum pay falls short and needs to be revised to support a dignified standard of living, rather than just basic survival.

Food and nutrition norms

According to ICMR, 2020, an average moderate Indian worker's adequate calorie intake should be 2730 Kcals and 3470 Kcals for heavy physically demanding work. Adequate consumption of a balanced diet will ensure good health, lifestyle and increased productivity.

Fair compensation plays a vital role in improving productivity, strengthening morale, and retaining skilled personnel. Pay revision should be viewed as a strategic investment in human capital and long-term economic progress, rather than as a mere financial burden. Taking into account prevailing retail prices of essential commodities such as food and clothing, along with expenditures on housing, fuel, electricity, water, and skill development, an additional allocation towards social and cultural needs such as marriage, recreation, and festivals, as recognised by the Supreme Court judgment of 1991, must also be considered. Further, a provision towards technological and digital requirements is essential in the current context. Based on these comprehensive considerations, the minimum pay for a 5 unit family, as estimated by the All India Federation of Diploma Engineers (AIFODE) is Rs. 70,700/-. Accordingly, a fitment factor of 3.93 is proposed for serving employees as well as pensioners. Minimum pay scale of Junior Engineer is estimated Rs. 1,39,000/-. Calculation chart and supporting documents for minimum pay of an employee having 5 unit family, fitment factor, minimum pay for Junior Engineer and proposed pay scales for Engineering cadres of CPWD (Nodal department) as on 01.01.2026 is **enclosed as Annexure – I and II** of this memorandum.

Annual Increment

It is proposed that the rate of annual increment be enhanced from the existing 3% to 6 % of the Basic pay for 8th CPC, to better reflect rising costs and reward employee progression.

To ensure that compensation is aligned with productivity, a well - defined job chart for each employee, coupled with regular (preferably weekly) performance assessments, should be instituted.

Level in Pay Matrix - (Merger of Pay Scales)

Existing employees in a lower level should be upgraded and merged with the consecutive higher level. For e.g. Level 2 and Level 3 should be merged in to one pay scale at level 3 and so on. Detail chart of proposed pay scale is **enclosed as Annexure – III** of this memorandum.

Maximum of Pay Level

The ratio between minimum basic pay and maximum basic pay of a central government employee should not exceed 1:10 to maintain a balanced framework with better living standards. This will help in reducing income inequality, improving morale and reinforcing the Government's role as model employer committed to fairness and social justice.

The recommended revision of Pay structure shall come into effect from 01.01.2026.

- Extension of revised pay structures to Central Government Pensioners who have retired before 01.01.2026.

- Extension of revised pay structures to **autonomous bodies** approved by Parliament and other Autonomous Institutions of Government of India and Union Territories (effective **01.01.2026**).
- BSNL and DoT Pensioners

Any other:

Removal of anomaly created by the 7th CPC in the pay scale of Junior Engineer / Diploma Engineer

Without prejudice to the suggestions and demands of the Federation as contained in our memorandum submitted to the 7th C.P.C for the (a) Minimum wage of Rs. 26,000, (b) Minimum and maximum ratio of wages as 1:10, (c) Pay structure of J.E, A.E, E.E, S.E, CE, ADG, and DG. (d) Increments, (e) D.A and other Allowances, (f) A.C.P (g) Holidays and (h) Pension etc. The 7th CPC could not be removed the anomalies of this cadre and ignored our genuine justification submitted to the Commission like previous Pay Commissions and further created wider anomaly in the pay scale of Junior Engineer. Taking an isometric view of these heavily disturbed horizontal and vertical relativities within and outside the department and to make this entry level cadre of JEs more attractive to the young talented Engineers, it is just and fair that considering a pre revised minimum scale of Rs.7500 - 12000 for the Junior Engineers their revised scale ought to have been in PB2 (Rs. 9,300 - 34,800) with grade pay of Rs. 4,800 and accordingly it strongly urges upon the 8th CPC to consider this base for new scale of J.Es to meet the ends of justice.

Anomaly in the Existing Pay Scales of Junior Engineers from 3rd CPC Onwards

In view of the principles for determination of Pay scales of a cadre, as stated in foregone chapter we wish to bring to the notice of the Hon'ble Pay Commission that since very beginning Diploma Engineers or Junior Engineers were placed above all the Supervisory cadres in Group 'C' posts in the Central and State Governments Departments.

But gradually and systematically, the pay scales of Junior Engineers have been eroded. They ought to have been placed in higher pay scales in view of their key role in national development. However, on the contrary, even the principles laid down for the determination of pay scale have been grossly overlooked.

As a result of which, the equivalent categories (equal to Diploma Engineers or Junior Engineers) were placed by the 4th CPC in the pay scales of Rs. 2000 - 3200, 2000 - 3500 and 1640 - 2900 in the Central or State Governments whereas the Junior Engineers were placed in the lower most pay scales of Rs. 1400 - 2300 and similarly the 5th, 6th and 7th CPC also placed a poor pay scale to the Junior Engineers in the extremely poor and discriminatory pay scales as mentioned in **Annexure - IV**

Not only this, rather, numbers of Group - 'D' categories in much lower pay scale upto Third Pay Commission, were placed either in the equal pay scale of Rs. 1400 - 2300 or even above, as shown in **Annexure - IV**. Under such circumstances, the Junior Engineers in Group 'C' posts were compared with group 'D' posts.

It is also noteworthy that pay scale of some of the cadre such as primary teacher was lower than that of Junior Engineer w.e.f. 1st CPC to 5th CPC, which became equal in 6th CPC and 7th CPC. Similarly pay scale of some of the cadre such as Nurse was lower than that of Junior Engineer w.e.f. 1st CPC to 2nd CPC, which became equal during 3rd CPC and 4th CPC, and later it became higher than that of Junior Engineer w.e.f. 4th CPC to 7th CPC. A comparison chart of pay scale of Nurse, Primary teacher and Junior Engineers w.e.f. 1st CPC to 7th CPC is also **enclosed collectively as Annexure – IV** of this memorandum.

Conclusion:

The determination of salaries and allowances for Central Government employees should not be based solely on considerations of revenue expenditure. Instead, it must adopt a broader and more balanced approach that duly recognises:

- Diversity and complexity of functions performed
- High level of responsibility and decision making authority
- Frontline service delivery under challenging conditions
- Round the clock and emergency duties
- Handling public grievances and accountability pressures
- Implementation of critical national programs
- Exposure to occupational risks and stress
- Requirement of continuous up-skilling

Basically, the following four factors will justify the salary differential:

- (i) Educational Qualification.
- (ii) The nature of the job.
- (iii) The area of operation of the employee and
- (iv) The work load.

The weightage will be on

1. Nature of duties performed 85 %
2. Qualifications and special training 10 %
3. Method of recruitment 05 %.

It is proposed that Central Government employees be exempted from the levy of Professional Tax imposed by State Governments, as they are already subject to multiple

forms of taxation, including Income Tax and GST. The additional burden of Professional Tax places an undue financial strain on employees.

ALLOWANCES

Q2. What concerns or views do you face related to Allowances?

Dearness Allowance

Allowance Related to Qualifications

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

Allowance Related to Capacity Building or Knowledge Up gradation or Trainings.

Allowance Related to Deputation or Posting

Allowance Related to Housing including HRA

Allowance Related to Performance, Merit, And Good Service etc.

Allowance Related to Risk and Hardship.

Allowance Related to Travel including Travelling Allowance.

Allowance Related to Sports.

Allowance Related to Uniform.

Allowance Related to Running Staff.

Answer:

(Word count: 1547, Characters: 9818)

Dearness Allowance

Allowances are essential components of compensation and must be protected and periodically revised. DA must remain fully indexed to inflation. The actual price is not taken in to account while calculating the CPI (AICPI) as there are about 463 items which are used for arriving the CPI, if the few items price rise take place and other items shows negative Price Rise as a whole its effects get neutralized. The present calculation of Average 12 months should be replaced by 6 months average as the DA is paid once in 6 months. The consumption pattern of Central Government employees differs from that of industrial workers. Therefore, a separate consumption basket representing government employees should be constructed, with appropriate weights for essential expenditure heads such as food, housing, education, healthcare, and transportation.

Price data should be collected from open retail markets and cooperative outlets to ensure that the index reflects the actual prices paid by consumers rather than administratively determined prices.

Point to Point DA should be provided, now DA is rounded off to lowest value. If the employees are eligible for 55.95% DA, the DA sanctioned is only 55% DA. The prices should be calculated based on Market Rates and not on Government Rates which varies up to 25%. We proposed that 8th CPC may recommend to merge if the DA and DR crosses 25% with Basic Pay and Basic Pension.

Allowance related to qualification

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 on 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 capacity building or knowledge upgradation or trainings

Allowance related to capacity building or knowledge upgradation or trainings should be provided. Hence, any Central Government employee who acquires qualifications beyond those prescribed for their post under the applicable recruitment rules may be granted an Additional Qualification Allowance equivalent to 12% of their Basic Pay.

Allowance on deputation or posting:

Deputation Allowance is granted for appointments made in the public interest outside an employee's normal field of deployment. Whether the deputation occurs within the same station or any other, the rate of the sum of basic pay and dearness pay must be satisfactory.

Allowance related to Housing including HRA

The house rent allowances to the Central Govt. employees, whether residing in their own house or in rented houses, other than those provided with Government accommodation with or without rent within the various cities is proposed as below

Population of Cities	Class of City	Proposed of HRA (% of Basic Pay)
50 Lakhs and above	X	45%
5 - 50 Lakhs	Y	40%
Below 5 Lakhs	Z	35 %

This is in light of the significant increase in housing costs, leading to a clear mismatch between the House Rent Allowance (HRA) and prevailing market rents.

Allowance Related to Performance, Merit, Good Service, etc

A structured performance based reward system should be introduced to recognise and incentivise merit, efficiency, and quality of service. While all employees receive a standard salary, those who demonstrate higher levels of dedication, productivity, and effectiveness should be duly acknowledged through performance linked incentives.

Allowance Related to Risk and Hardship

Employees who serve in challenging and hazardous conditions often do so at significant personal cost, leaving behind their families and working in environments that demand resilience, courage, and dedication. Their roles frequently expose them to physical risks, harsh climates, difficult terrains, and, at times, isolation due to limited communication and basic infrastructure. Across a vast and diverse country like India, from the remote regions of Arunachal Pradesh to the deserts of Gujarat, and from the heights of Kashmir to the southern tip of Kanyakumari, such employees continue to contribute tirelessly under demanding circumstances to support national development.

In recognition of these conditions, an appropriate Risk and Hardship Allowance of at least 10% of Basic Pay, with provisions for periodic adjustment in line with inflation, should be granted.

Allowance Related to Travel including Travelling Allowance

In Majority occasion employees are deputed on Duty in short notice and they struggle for getting confirmed reservation in their entitled class in the Train. Therefore, we proposed all the Central Government Employees irrespective of the post or grade should be made eligible for Air Travel while deputed on Temporary Duty. Similarly all employees should be entitled for AC Taxi for Road Travel as Non AC vehicles are not available.

Transport Allowance

The 8th CPC may consider increasing the Transport Allowance by three times of the existing rates.

Daily Allowance

Considering the steep escalation in Hotel Tariffs, Food Cost etc., the existing rate of Daily Allowance may be increased by Three Times and the same should be linked with DA rise, so that it automatically adjusts with inflation.

Allowance Related to Sports:

Regular participation in sports improves physical fitness, reduces lifestyle diseases, enhances mental resilience, and lowers stress levels. A healthier workforce leads to:

- Reduced absenteeism
- Improved efficiency and concentration
- Lower long term healthcare expenditure

A structured sports allowance encourages employees to maintain a healthy balance between professional duties and personal well - being, leading to higher job satisfaction.

The existing limit of not more than 5 additional increments during entire service for Sports Persons achieving laurels at National and International Level may be withdrawn and every time sports person achieve such laurels additional increments may be given without any restrictions.

Any other:

1. Hill Compensatory Allowance

A significant number of employees are posted in hilly and difficult terrains, where working and living conditions can be particularly demanding. In recognition of these challenges, such employees should be granted a suitable allowance of at least 15% of Basic Pay.

2. City Compensatory Allowance

The cost of living in developed urban centres is significantly higher than in rural areas, placing additional financial pressure on employees posted in such locations. To address this disparity, a City Compensatory Allowance at the rate of 7 % of Basic Pay should be granted, enabling employees to manage the increased cost of living more effectively.

3. Remote locality Allowance

Employees posted in rural areas often face limited access to essential facilities and infrastructure, which can affect both their professional and personal well-being. In recognition of these challenges, a Rural Area Allowance of 7% of Basic Pay should be provided to support and incentivise service in such locations.

4. Conveyance Allowance

Should be provided to categories of Government employees who are required to travel regularly within or near their headquarters, as well as over short distances, to effectively supervise and carry out official duties. A rate of 10% of Basic Pay may be granted to adequately support such requirements.

5. Non practising Allowance

Professionals such as engineers, doctors, teachers, and paramedical staff are often restricted from engaging in private practice or independent professional work, even during their available free time. This limitation prevents them from earning additional income through their expertise. In recognition of this constraint, a Non Practising Allowance at the rate of 25% of Basic Pay should be granted as fair compensation for the potential income foregone.

6. Night Duty Allowance

Night Duty Allowance should be paid in the actual Basic Pay and DA of the Central Government Employees without imposing any artificial Basic Pay Ceiling as decided by the Hon'ble Supreme Court.

7. Children Education Allowances

CEA may be given up to Post Graduation level in Arts, Science and Commerce and in Professional Courses up to Post Graduation Level and MBA. The existing CEA may be enhanced to Rs. 10,000 per child per month, considering the highly escalating cost of education hostel fees etc. Moreover most of the schools mandate that uniforms or note books or text books etc. should be purchased from them directly which is significantly higher than market price. Hostel subsidy may be increased to Rs. 35,000 per month per child. CEA and Hostel Subsidy should be linked with DA rise, so that it automatically adjusts with inflation. Hostel Subsidy may be extended if the Children study in a particular school but staying in a different Hostel. At present only two surviving children are eligible for CEA. There are cases that a child is physically or mentally incapacitated to attend school and due to various other reasons. In such cases if a third child is there then that child may also be granted CEA. In other words two children should be entitled for CEA Hostel subsidy without any other restrictions. As regards Divyang Children reimbursement will be double the above amount proposed for normal children.

The Hon'ble Pay Commission is requested to recommend above allowances or facilities should be exempted from Income Tax.

ADVANCES

Q3. What Concerns or Views do you face related to Advances?

Related to Personal Computer

Related to House Building Advance

Any other

Answer :

(Word count: 472, Characters: 2888)

Considering the High Interest Rate being charged by the Nationalized Bank and other Private Banks for various Loans, it is proposed that as a welfare measure Central Government Employees may be given various advances without any interest including those advance which are withdrawn. Government as a model employer should not recover any interest from its own employees for the various essential advances given to them as a loan.

Related to Personal Computer

All the Government Employees irrespective of Rank and Grade may be given Personal Computer Advance as per the actual cost subject to a maximum up to Rs. 2,00,000% This advance should be interest free.

Related to House Building Advance

Non Availability of Housing Accommodation in all Towns and Cities of India has become a major problem. The rent per month even for a Modest Accommodation is beyond the capacity of the Government Employees. House Building advance encourages the employees to construct an own house at a fairly early stage of their employment. Therefore, we proposed that considering the escalating cost of housing in the Country the HBA may be sanctioned as actual cost of the house or flat subject to the maximum of Rupees Two Crores. The entire loan may be interest free. In case of sudden death of the employee, as many state government are doing the recovery of the balance amount of HBA should be written off and no recovery should be made from the Terminal Benefits due to the family of deceased employees. Same benefit may be extended to those employees who are medically invalidated or boarded out from service due to his medical or health reasons.

Any other

Four Wheeler Advance

At present Four – Wheeler is not considered to be a luxury, rather it has become an essential vehicle for everybody to travel with family. Therefore, the 8th CPC may recommend Four Wheeler Advance with a maximum of Rs.15,00,000/-. The entire loan may be interest free.

Natural Calamity Advance

Different parts of the Country are facing Natural Calamity due to unprecedented rains, floods, cyclone and drought etc., previously, the Central Government Employees were eligible for Natural Calamity Advance. However, the same has been withdrawn in the past. We propose that the Natural Calamity Advance without interest may be restored back. One month Basic Pay to be recovered in 24 instalments may be recommended by the 8th CPC.

Festival Advance

It is noteworthy that Central Government already has decided to consider the restoration of the Festival Advance. However, the same has not been restored yet. In a country like ours where every religion or community have got their festival or celebrations etc., Considering the expenditure involved in all these festival or celebrations, it is proposed that 8th CPC may recommend for restoration of Festival Advance equivalent to one month Basic Pay to be recovered in 10 instalments.

FACILITIES

Q4. What concerns or views do you face related to Facilities?

Leave

Group Insurance including CGEGIS

Ex-gratia or Compensation

Medical Facility

Provident Fund Including GPF

Leave Travel Concession

Any other

Answer:

(Word count: 1641, Characters: 9841)

Leave

Ensuring employees have access to a fair and humane leave policy is crucial for their overall well-being. Government employees, whether in industrial or non-industrial roles, often work under demanding conditions while managing personal, family, and health responsibilities. Hence, the leave framework must support these needs without compromising productivity.

Casual Leave

Casual Leave should be reinstated to 12 days annually for all Central Government employees. However, those working in industrial establishments, who are entitled to only 16 holidays per year (including 3 compulsory holidays), should be granted 15 days of Casual Leave annually to ensure equitable benefits.

Earned Leave

The present ceiling of Earned Leave (EL) accumulation may be removed and encashment may be enhanced from the existing 300 days to 600 days. The Government employee may be permitted to encash part of such accumulated leave say 50 % to meet certain Financial Exigencies if he or she has put in 20 years of service or more. 20 days EL encashment may be allowed every time the employees avail LTC.

Half Pay Leave

We suggest that the Half Pay at the credit of an employee may be allowed to be encashed at the time of superannuation or retirement in full. Apart from this if any employee is having less than 600 days EL while on superannuation or retirement etc. then the half pay leave in his account may be converted to full pay leave to compensate the gap between 600 days EL and available EL in the leave account of the employee. Commuted Leave of the Half Pay Leave may be permitted without conditions of producing Medical Certificate.

Maternity and Paternity Leave

In accordance with the Maternity Benefit (Amendment) Act, 2017, the entitlement of maternity leave may be enhanced to 240 days, and limited to women with two surviving children. In cases of surrogacy, a leave period of 240 days may be granted to the surrogate mother and also the commissioning mother (post birth), provided they have fewer than two surviving children and are Government servants.

Male Government employees, without any restriction on the number of children, may be granted 45 days of paternity leave either before or within six months of childbirth, and similarly

within six months from the date of accepting a child in pre adoption foster care or upon valid adoption.

Child Care Leave

The condition of 2 surviving children for availing CCL may be removed. CCL may be granted for at least 6 spells in a calendar year and in case of single female Government employees, the grant of leave shall be extended to 12 spells in calendar year. The age limit of the children for grant of CCL may be enhanced from 18 years to 25 years age since up to 25 years children are the dependents of the employees. The condition imposed that CCL salary shall be paid on hundred % for the first 365 days and at 80% for the next 365 days should be removed. No restriction being imposed on age of the child for grant of the leave especially in the case of children with mental or physical disabilities, or of prolonged illness.

Miscarriage or abortion leave should be enhanced to 120 days in the entire service

Special Maternity Leave may be increased to 120 days from the date of expiry of the child soon after birth or still birth. In case maternity leave has already been availed and her leave continues till the date of expiry of child soon after birth or still birth the Maternity Leave already availed till the death of the child may be allowed and thereafter the Special Maternity Leave of 120 days may be granted from the date of expiry of child soon after birth or still birth.

Adoption Leave for Female Government Employees

For female Government employees adopting a child, the existing leave entitlement of 180 days may be enhanced to 240 days. Additionally, the current age limit of one year for the adopted child may be extended to at least 5 years.

Workplace Illness and Injury Leave

The condition that in the case of persons to whom the WC Act- 1923 applies the amount of leave salary payable under WRILL shall be reduced by the amount of compensation payable under the Act and no earned leave or Half Pay leave will be credited during the period that the employees is on WRILL may be withdrawn.

Special Leave for Union or Association activities and other purposes

- a) It is proposed that the existing ceiling limit for grant of Special Casual Leave to office bearers of Union or Association may be removed.
- b) Special Casual Leave for differently abled Central Government Employees may be increased from the present 10 days in a Calendar Year to 20 days in a calendar year.
- c) Special Casual Leave may also be sanctioned for Central Government Employees who are Cancer Patients and subjected to Chemotherapy or Radiotherapy and who are subjected to Dialysis may be granted 45 days Special Casual Leave in a year.

Menstrual Leave

To support the health and well - being of women employees, provision may be made for up to three days of special leave per month during the menstrual cycle. In line with progressive

measures adopted by some states such as Karnataka and Kerala, which have introduced paid menstrual leave policies, similar provisions may be considered for Central Government employees. The Central Government may take appropriate steps in this regard.

Parents Care Leave

We propose that considering the provisions of Maintenance and Welfare of Senior Citizens Act 2007 and also the fact that it is the duty of the children to take care of their parents especially when they are at their ripe age and facing health related and age related problems, it is proposed that the 8th CPC may recommend 60 days parent care leave during the entire service span of the employees.

Leave Travel Concession (LTC)

It is a facility which encourages employees to take such holidays and to visit various places which will rejuvenate them and the Government will be benefited through his increased productivity. We propose that certain further relaxations and improvements may be made in the existing LTC Scheme such as :

- a) LTC to Home Town should be admissible once in a year.
- b) LTC to visit any place in India should be in a Block of Two year instead of Four year.
- c) LTC by Air may be permitted from the nearest Airport of the Office or Duty Sport to travel anywhere in India to all Central Government Employees.
- d) Employees after 20 years of service may be granted LTC on two occasions before retirement to visit foreign countries.
- e) Parent in Laws also may be extended the benefit of LTC
- f) 20 days EL encashment may be allowed whenever the employees avail LTC.

Group Insurance including CGEGIS

Over the years, various recommendations by the 5th, 6th, and 7th CPC have called for revision of subscription rates and enhancement of insurance coverage; however, the scheme remains largely unchanged. It is therefore proposed that the premium deductions be suitably increased to ensure higher insurance benefits for employees. Accordingly, a revision of the insurance cover rates is suggested as follows:

Category	Rate of Subscription Per Month	Insurance Cover
Group A	Rs. 5000	Rs. 3 Crore
Group B	Rs. 1500	Rs. 1.50 Crore
Group C	Rs. 1000	Rs. 1 Crore

Ex gratia Payment for Employees killed in Accident while on Duty or Compensation:

At present Ex - Gratia amount for Employees who die in the performance of their Bonified Official duties due to accidents is Rs. 25 Lakhs. This is not a proper compensation for a employee who sacrifice his or her life during performance of duties.

Therefore, it is proposed that the Ex - Gratia payment for Death occurring due to accidents in course of performance of duties should be increased to Rupees Two Crores.

Medical Allowance

The right to health is integral to the right to life with dignity, and access to adequate medical care is essential for the physical and mental well - being of employees and pensioners. All Central Government employees and pensioners should be provided equitable and non - discriminatory healthcare, including assured cashless treatment facilities. In line with Parliamentary Standing Committee recommendations, CGHS Wellness Centres should be expanded to cover every district headquarters, with a significant increase from the existing cities, along with empanelment of more multispecialty hospitals. New medical procedures should be reimbursed based on actual costs as per expert recommendations. A comprehensive cashless healthcare system should be implemented, extending benefits to employees and their family members, ensuring timely, accessible, and quality medical services without financial burden.

Smart Card should be issued and made valid for whole life in All Govt. Hospitals and All NABH accredited multispecialty hospitals across the country.

Provident Fund including GPF

Employees under the UPS framework may be allowed the option to join the GPF scheme until any decision is taken regarding its continuation. The Deposit Linked Insurance component under GPF should be increased to Rs.12,00,000/- to strengthen financial protection. Further, the rate of interest on GPF may be brought in line with EPF rates to ensure fair and competitive returns.

Compassionate Appointment

The scheme is intended to provide immediate financial relief to the family of a Government employee who dies in service, ensuring they are not left in distress. The existing ceiling of 5% of vacancies under the direct recruitment quota in Group 'C' posts is inadequate, particularly in view of increased mortality in recent years, and may be reconsidered to allow timely appointments, ideally within three months of death. The scope of eligibility may also be expanded to include the daughter in law of the deceased employee. While implementing these measures, due consideration should be given to the educational qualifications and merit of the applicant.

PERFORMANCE INCENTIVE

Q 5 What concerns or views do you face related to Performance Incentive?

Variable Pay

Performance Pay

Bonus

Any other

Answer:

(Word count: 416, Characters: 2953)

Performance Pay

Performance linked incentives should be provided as an additional benefit, over and above the assured components of wages and existing entitlements. While such schemes are already implemented in select departments, extending them to organisations like DRDO and eventually to all central government employees, would promote motivation and healthy competition. These incentives should primarily reflect team based outcomes, supported by clear Key Performance Indicators and safeguards against subjectivity. Given the collaborative nature of government work, a balanced and well regulated framework is essential to ensure fairness, transparency, and improved individual as well as collective performance.

Bonus

The Payment of Bonus Act 1965 established the Principle that Bonus is a deferred wage, with a statutory minimum of 8.33 % wages. Even though the Act doesn't directly apply to the Central Government Employees, the Bonus scheme for them are derived from its principle only. At present two different systems operate, one is :

(a) Productivity Linked Bonus Scheme applicable to employees in Railways, Defence Production Units (Ordnance Factories) Naval Dockyards, Workshops and Depots under Army, Navy and Airforce, DGQA and DGAQA under DDP. The second one is :

(b) Adhoc Bonus (Non-PLB) applicable to other Central Government Employees.

At present the Productivity Linked Bonus (PLB) and Adhoc Bonus is calculated on the Monthly Emoluments capped at Rs.7,000/- for 30 days. This is an irrational stipulation and must be removed. The 8th CPC is requested to remove the said capping and grand the Bonus on the basis of the actual emoluments (Basic Pay + DA) of the employees. Apart from this for the past few years it is observed that the Defence Civilian Employees of Ordnance Factories, EME Workshops etc., who are governed under the PLB scheme are getting PLB which is less than 30 days wages like 18 days PLB and 23 days PLB which is a clear violation of the Bonus Act and the Fundamental Principles of Bonus. It is proposed that the 8th CPC may recommend that even in the case of PLB the Minimum Bonus should not be less than 30 days emoluments. Even for the maximum number of days PLB there is a ceiling fixed by the Government in the case of Railways, Defence and Postal. Such ceiling should also be removed. We also propose that considering the contribution of all category of employees, bonus may be paid to all employees irrespective of Rank and Post etc.

Performance Incentive

Performance incentive may be given to an employee according to nature of duty performed.

EMPANELMENT / POSTINGS IN GOI

Q6. What concerns or views do you face related to Empanelment or Postings in GOI ?

Empanelment

Postings in GOI any

Other

Answer:

(Word count: 597, Characters: 3635)

Transfer Policy

While recruitment and service rules are clearly defined, there is often a lack of transparent and uniform guidelines governing transfers. In practice, transfers are sometimes influenced by discretion rather than objective criteria, which can lead to hardship. In a country as vast as India, transfers can be highly disruptive, particularly for employees in smaller departments who may be moved across distant regions, unlike Group B and C employees in larger organisations who often have region based restrictions.

Transfers, especially on promotion from one cadre or grade to another, can cause significant personal and family dislocation. It is also widely perceived that transfer powers are occasionally used as a means of pressure or harassment. To ensure fairness and transparency, a well - defined transfer policy should be established, based on clear factors such as

1. The nature of the job
2. Area of operation
3. Duties and responsibilities, and
4. The duration of an employee's current posting.

Government employees by virtue of the terms and conditions of employment are liable to be posted anywhere in India. The Group C and B employees in larger organizations have the facility of such transfer being restricted to a pre - defined area or region or zone. But in smaller department they are transferred one corner country to another. Transfer especially when one is promoted from one grade or cadre to another is painful for it involves dislocation of the family with concomitant difficulties. It is a common knowledge that higher authorities often invoke the power to transfer as a potent weapon to punish their sub ordinates or to mentally harass them with the threat of transfer. Since the transfer are said to be made in "Public Interest", a phrase with wider purport, the malafide transfers cannot be questioned with success even in courts. The 5th CPC has considered these issues and has given certain suggestions which was not accepted and implemented by the Government. We reiterate some of the suggestions made by the 5th CPC as under.

- a) The Group C and D employees, taking into account the fact that their emoluments do not even enable them to make the both ends meet, should not be transferred at all except on their request or compassionate grounds.

- b) If transfer becomes necessary on promotion, or due to other administrative exigencies, the same should be subjected to a policy evolved in the Departmental councils. Every department should therefore, evolve a transfer policy on mutual agreement being reached at the respective Department Council or through bilateral discussions. The official side in the counsel will place an item for discussion in the counsel on transfer guidelines.
- c) No transfer be permitted, which is violative of such an agreement or in the absence of such an agreement having reached in the council. If such transfers are made in violation such an agreement, it shall be instantly cancelled by the Head of Department or Secretary to the Ministry concerned on receipt of a representation for the concerned employee.
- d) In respect of other category of officials, the Department of Personnel must be asked to issue instruction in clear terms as per the above quoted recommendation of the 5th CPC.

We request that the 8th CPC may recommend to the Government to not subject all non - gazetted employees to any transfer unless they themselves apply for the same for their personal reasons. Apart from this posting of spouse in the same station should be made mandatory if the concerned employees applies, so that the same cannot be left to the mercy of the higher officials.

CADRE MANAGEMENT

Q7. What concerns or views do you face related to Cadre Management?

Cadre Management

Any Other

Answer:

(Word count: 825, Characters: 5183)

Cadre management or Cadre Review

Cadre Management in the Central Government involves the structured Administration of the Civil Services, which consists of recruitment policy, training, Career progression, Periodical Cadre Review to balance the functional needs with the aspirations of the employees to move to the higher post in the ladder of hierarchy. While periodical and mandatory review take place every five years for Group A services, no such review take place with regard to Group B and C. No Cadre Review take place for more than a decades in different categories. For e.g, the Cadre Review or Inter Grade Revision of the Artisan Staff has not taken place in the Ministry of Defence after 2010. Even if Cadre Review is approved after prolonged correspondence

between the concerned Ministry or DoPT and Department of Expenditure the same will not be implemented with a One Time Relaxation and the whole exercise will be once again delayed in the name of framing of Recruitment Rules. Despite, the Calendar published by DoPT for conducting DPC and effecting Promotions in the lower formations or Field Units, DPC's will be delayed for years together for no fault of the employees and despite the eligibility of the employees and availability of the vacancy's promotions are not given due to non -holding of DPC's. Whenever belated promotions are given retrospective promotions are not given to the employees even though the delay was due to the fault of Administration. We propose that in accordance with various Court Judgments when - ever promotion of the employees are delay due to the mistake of administration in such cases promotion may be given retrospectively from the date of availability of vacancy. The DoPT instructions dated.30.09.2022, clearly stipulates that every cadre should be reviewed once in five years and such review should be done in consultation with the representatives of the service or cadre in question no such consultation take place and in the name of creating some higher posts entry level post or lower - level post including promotional posts are abolished in the name of matching saving. These are all the major concerns which the employees and their organization are facing.

In view of the above Cadre Management requires proper planning and periodical review, stagnation must be addressed through creation of Promotional Post and Restructuring. Promotional Post should not be abolished to create higher post. The process must be transparent and proper consultations and participative management through the employees' representatives should be ensured. Effective Cadre Management ensures proper utilization of talent and enhances productivity and morale. Equal Pay for Equal Work should be ensured. Categories having the same qualification and skill requirement etc., should not be discriminated in the matter of Pay Scales and Career Progression. The Hon'ble Supreme Court have several times upheld the constitutional principle of equal pay for equal work.

The categorization of discrimination between Central Secretariat and Field Unit Cadre created by the Britishers continuous even today. Higher Pay Structure is provided for employees working in the secretariat and employees of Subordinate offices (Field Offices) were placed in comparatively lower pay scale structure. The 8th CPC may take a serious note of this and recommend to ensure that the parity of pay structure of timing in the secretariat and the Field Offices is maintained and it is extended to all Pay scales beyond that of the Assistants up to the level of Under Secretary. Similarly disparity in the matter of pay scales, promotional prospects etc. between one ministry and the other may also be dispensed with in identical categories.

Recruitment of all Non - Gazetted Categories should be made at the Regional Level instead of All India Level to avoid the rate of attrition in the Central Government Departments or Establishments.

Outsourcing of permanent jobs in the Central Government Departments or Establishments is increasing day by day. This is not in the interest of quality job or quality services and in the national interest. There are almost 15 lakh posts lying vacant in all the Central Government Ministries or Departments. It is not that these posts are not required to be filled. Non filling of these posts result in added work pressure and stress on the existing employees. Moreover the out sourced workers or contract workers are exploited and government being a model employer should not allow such exploitation. It is pertinent to mention here that during COVID-19 pandemic when the entire nation went on Lock Down it was only the government employees who worked risking their life day and night to keep the government machinery running. Many employees died due to Corona infection. Even compassionate appointment was not given to the dependents of the employees who died in the pandemic. Therefore 8th CPC may recommend that outsourcing of Central Government jobs may be dispensed with and all the posts lying vacant in CPWD, Railways, Defence, Postal, Income Tax, Audit and Accounts etc. may be filled up through direct recruitment and promotion.

CAREER PROGRESSION

Q 8 What concerns or views do you face related to Career Progression?

Modified Assured Career Progression (MACP) any

Other

Answer:

(Word count: 472, Characters: 2813)

MACP (Modified Assured Career Progression Scheme)

As mentioned in the team under Cadre Management and also considering the non-beneficial MACP scheme since the MACP is in the Grade Pay Hierarchy and not in the Promotional Hierarchy which was the case with ACP scheme, and also taking que from the system of time bound promotion available to Group A officers, we propose that all the category of Central Government Employees should be given minimum 5 Promotions in a service career of 30 years. Junior Engineer cadres in Group C who don't get even 3 promotions in their service career and majority of them have to depend on MACP scheme which is of no benefit when compare to the ACP scheme. The promotion Scheme for all category of Group "C" and Group "B" Employees should be in a time scale manner (Time Scale Promotion). This is required due to non - availability of higher posts due to the cadre structure and also employees recruited in the same batch almost belongs to the same age group and for years together vacancies doesn't arise in the higher posts. Moreover, time Scale Promotion Scheme is available in the case of Group "A" Officers, how the Group "C" and Group "B" employees can be discriminated. Therefore

the Cadre structure of each category should be structured to ensure minimum 5 promotions in their service span of 30 years.

In view of the above we propose that minimum 5 financial upgradations in the Promotional Hierarchy in a time scale manner as given below as Assured Career Progression or Non Functional Upgradation etc.

- 1) **First Financial upgradation after 6 years of service from the date of appointment.**
- 2) **Second Financial upgradation after 12 years of service from the date of appointment.**
- 3) **Third Financial upgradation after 18 years of service from the date of appointment.**
- 4) **Fourth Financial upgradation after 24 years of service from the date of appointment.**
- 5) **Fifth Financial upgradations after 30 years of service from the date of appointment.**

In case if any employee is not getting promotions as mentioned above then such employees may be given ACP in their promotional hierarchy, which means 5 ACP also will be in force apart from the above time scale promotion policy.

This will go a long way which enhances motivation, retention and efficiency. This will also provide meaningful relief from stagnation. Moreover, the cadre - based discrimination in faster promotions etc. will come to an end. In any promotion or financial upgradation 2 additional increments should be granted during Pay Fixation subject to a minimum benefit of Rs.10000/- The existing residency period or qualifying service as mentioned in the DOPT OM for every promotion is a long spam of period. This needs to be corrected in view of our above proposal of time scale promotion or financial upgradation (ACP).

RETIREMENT BENEFITS

Q9. What concerns or views do you face related to Retirement Benefits?

Death cum Retirement Gratuity (DCRG) under OPS or NPS or UPS

OROP

Leave Salary or Encashment

Pension Commutation

Any other

Answer:

(Word count: 1420, Characters: 8865)

Death cum Retirement Gratuity (DCRG) under OPS or NPS or UPS

DCRG has currently calculated at $\frac{1}{4}$ of the Basic Pay + DA for each completed 6 month period of qualifying service, subject to a maximum of 16.5 times the emoluments and a monetary ceiling of Rupees 25 Lakhs. This benefit is admissible to Government Employees who retired after completing 5 years of qualifying service. In cases where a Government Employee dies while in service, the Family is granted Gratuity at prescribed rates. We propose that Gratuity

should be calculated on the basis of 25 effective working days instead of 30 days in a month, so that Government Employees are not placed at a disadvantage position compared to employees covered under the Payment of Gratuity Act. Further, the existing ceiling of 16.5 times the emoluments should be removed. This effectively reduces Gratuity for employees who have served beyond 33 years. We further propose that the 8th CPC may recommend to calculate Gratuity at half a month Basic Pay + DA for each completed 6 months period of qualifying service. Considering raising salaries and inflation the maximum gratuity ceiling should be enhanced from Rupees 25 Lakhs to 75 Lakhs. All these revised benefits should be extended to employees covered under NPS and UPS schemes ensuring equitable retirement benefits across all categories of Central Government Employees.

OROP : Extension of OROP principles to civil pensioners

The Government of India has implemented the One Rank One Pension (OROP) scheme for Armed Forces personnel to remove disparities whereby individuals of the same rank and length of service were receiving different pensions due to retirement at different points in time. This principle ensures that persons of equivalent rank and status receive comparable pensions, irrespective of their date of retirement.

Similarly, there already exists complete parity in pension among constitutional authorities such as Judges of the Supreme Court, High Courts, and the Comptroller and Auditor General of India, regardless of their retirement date.

For Civilian Employees, the Vth Central Pay Commission had recommended parity between past and future pensioners. However, disparities have re-emerged.

We therefore request the 8th Central Pay Commission to disregard the restrictive provisions introduced through the Validation of the Central Civil Services (Pension) Rules 2025 and reaffirm the principle that all pensioners constitute a single homogeneous class. Accordingly, the OROP principle should be extended to Central Civil Pensioners, ensuring parity in Pension without artificial cut off dates base on retirement. The fitment factor for revision of Pension should be at par with the same recommended for employees.

Leave Salary or Encashment

We have already proposed 600 days EL Encashment and also full reimbursement of available HPL of the employees while on Superannuation or Retirement etc., The 8th CPC may kindly recommend for the same.

Pension Commutation

Restoration of Commutation of Pension after 11 years – Request for Review of Rule 10 A of CCS (Commutation of Pension) Rules-1981.

In accordance with Rule 10 A of the CCS (Commutation of Pension) Rules 1981 Restoration of Commutation Pension is after 15 years. These Rules were framed nearly 39 years ago based on the Financial and Actuarial Parameters prevailing at that time. However, lot of changes have

taken place in this 39 years which includes interest rates, life expectancy, mortality rates, death rates, and actuarial risk factors which necessitate a fresh values of the restoration period. The following illustration will give a clear picture.

Recovery of Commuted Value

Illustratively for a pensioner aged 61 years (Next Birthday)

Commutation Factor	8.194
Amount Commuted	Rs.100
Commuted Value Received	Rs.9833
Amount Recovered in 10 years	Rs.12,000
Amount recovered in 15 years	Rs.18,000

Thus, the entire commuted value is recovered within about 10 years and recovery beyond this period results in excess recovery from pensioners. Therefore, restoration of commuted pension after 11 years would be reasonable. Although Commutation is optional, Government as a Model Employer considers this matter from a welfare perspective of the senior citizen who have served the nation and the people rather than a revenue perspective. Many experts body have also recommended for restoration of commuted pension in a shorter period. Many State Government have also reduced the period varying from 12 to 13 years. 5th CPC recommend for 12 years restoration. 2nd National Judicial Commission recommended for 12 Years restoration. Therefore, we propose to the 8th CPC to recommend for restoration of Pension after 11 years or at the age of 71 years whichever is earlier.

Revision of Pension or Family Pension

For a decent and dignified life after retirement to support a minimum two member family units full pension should be fixed at 67 % of the Last Pay Drawn (LPD) or the Average of the last 10 months emoluments which is more beneficial instead of the present 50 %. Accordingly, the Family Pension should be 50 % instead of the existing 30 %. Period of enhanced family pension may be extended up to 70 years. Parliamentary Standing Committee has recommended Additional Pension of 5 % every five years after superannuation. We propose the following for the consideration of the 8th CPC.

Proposed Age - Based Pension Structure:

Age	Proposed Pension
65 Years	70 % Last Pay Drawn (LPD)
70 Years	75 % of LPD
75 Years	80 % of LPD
80 Years	85 % of LPD
85 Years	90 % of LPD
90 Years	100 % of LPD

Various Supreme Court Judgments especially that of the historical “Nakara Judgment” dated 17.12.1982 that pension is not a bounty or Ex - Gratia but a right and deferred wage and prohibited discrimination amongst pensioners. Excluding the existing pensioners entirely from the Terms of reference of 8th CPC is in sharp contrast to the previous CPC’s and Supreme Court Judgment. Recently the Hon’ble Supreme Court has ruled that pensioners cannot be discriminated when compared to serving employees on benefits like DA or DR etc and such discrimination will amount to violation of Article 14 of the Constitution of India. Therefore the recommendations of the 8th CPC with regard to all pensionary matters should be equally applicable to the pensioners who retired prior to 01.01.2026 and also to the existing family pensioners.

Additional facilities as a welfare measure to be provided to the Pensioners:

We, All India Federation of Diploma Engineers also request to the Hon’ble Commission to provide the following additional facilities to the pensioners as a welfare measures.

- 1) Considering the escalating House Rent in all the cities and towns and even in rural areas, Pensioners may be given House Rent Allowance. The requirement of housing do not get vanished after retirement.
- 2) Pensioners may also be extended the benefit of LTC.
- 3) With increasing age many Pensioners suffer from chronic and debilitating conditions such as Alzheimer’s disease, Dementia, Paralysis, Severe post -surgical disabilities etc. which requires a home nurse or care taker. We propose that the 8th CPC may recommend for Care Taker Allowance based on medical necessity.
- 4) Pension or Family Pension should be exempted from Income Tax.
- 5) Railway Concessions for Senior Citizens may be restored.
- 6) Government may establish elder friendly holiday homes or hostels across the country.
- 7) Physically Disabled Pensioners or Family Pensioners may be provided physical Assistance and the inevitable mobility cost as special allowance to visit hospitals, diagnostic centres may be recommended

Withdrawal of Contributory National Pension System (NPS) and Unified Pension Scheme (UPS) and restoration of Defined and Non - Contributory Pension Scheme

The Government decision to replace the Defined and Non - Contributory Pension Scheme by NPS to those employees who joined Central Government service on or after 01.01.2004 is not only going backwards but an illegal step in the light of the Supreme Court ruling that the Pension is as good as right to property and is enforceable. The NPS has already made social security in old age uncertain and dependent on Market forces. The scheme has been compulsorily imposed on a section of the Central Government Employees and it is discriminatory. The subsequent UPS introduced by the Government w.e.f. 01.04.2025 was also

rejected by the Central Government Employees. Out of more than 26 Lakhs NPS employees only Rs. 1.22 Lakhs (around 4.5%) migrated to UPS. Therefore, there is no justification in continuing with NPS and UPS and we propose that NPS and UPS may not be made applicable to the Central Government Employees and all those who have been covered under NPS and UPS may be reverted back to Defined and Non Contributory Statutory Pension Scheme (OPS) under the CCS Pension Rules 1972 (now 2021).

MINIMUM PAY

APPROACH –I DR. AKROYD’S FORMULA

According to Dr. Akroyd’s formula the need based minimum wage to a lowest paid employee for 4 units are based on the scientifically updated the 15th ILC consumption basket using prevailing market rates as on 01.01.2026 in the Chart below :-

Fixation of minimum wages Akroyd’s formula as on 1-1-2026 as per 15th ILC Norms

Items	Per Day PCU (In gms)	Per Month PCU (In kg) for 5 units	Price/kg as per prevailing Rates (in Rs.)	Total Cost (in Rs.)	Remark: Family of minimum 5 units i.e. the employee + spouse + 2 children (@0.8/unit) and dependent parents (@0.8/unit) Total 5.2 Say 5.0 Unit
Rice/Wheat	475.00	71.25	60.00	4275.00	** Since Govt. accommodation is not allotted to the new entrants at the time of joining the service, difference between Market Rate of house rent - H.R.A. paid is worked out as 7.5%
Millets	55.60	8.34	80.00	667.00	
Dal (Toor/Urad/Moong)	80.00	12.00	139.00	1668.00	
Raw Veg.	100.00	15.00	62.00	930.00	
Greenleaf Veg	125	18.75	37.00	694.00	
Other Veg.	75.00	11.25	60.00	675.00	
Fruits	120.00	18.00	120.00	2160.00	
Milk	200.00	30.00	63.00	1890.00	
Sugar and Jaggery	56.00	8.40	55.00	462.00	
Edible Oil/G. nut oil	40.00	6.00	180.00	1080.00	
Fish	28.00	4.20	688.00	2890.00	
Meat	66.70	8.40	804.00	6753.00	
Egg	1No.	150 Nos	7.00	1050.00	
Total Food				25194.00	
Others food i.e Dry Fruits, Protein etc @10% of food charges				2519.00	
Detergents etc.			655.00	655.00	
Clothing	1.84Mtr	9.20 Mtr	222.00	2042.00	
Stitching Charges for Cloth		L / S	3000.00	3000.00	
Total				33410.00	
House Rent @ 7.5%				2506.00	
Total				35916.00	
Misc. @20% for expenses on fuel, elect, Water etc.				7183.00	
Total (35916+20%)				43099.00	
Providing for skill adding @25%				10775.00	
Total				53874.00	
Addl. Exp @25% as decided by the Hon'ble Supreme Court in the case of Reptako Brett & Co. Vs Workmen & Others in 1991 for items like Shoes festival lighting maintenance recreation, remarriage & other social cum-religious expenditure etc.				13468.00	
Total				67342.00	
Addl. Exp. on travelling, Skill component and mobile phone etc @ 5% on A (technology Charges)				3367.00	
Grand Total				70709.00	
Say Rs.				70700.00	(Fitment factor (70700 / 18000)=3.93

The need based minimum wage/Minimum Pay = 70,700/-

For junior Engineers basic pay

Add 80% for middle class Group as per report
of Justice Mr. M.V. Rajadhaykshya = 56,560/-

Total 1,27,260/-

Add 30% weightage for technical qualification and super-
visionary nature of duties required to perform the enormous duties
of **junior Engineers** (in fact it is 55% but we
have adopted the minimum of 15th I.L.C.) 38,178/-

1,65,438/-

Say Rs. 1,65,400/-

Thus, the Basic Pay of Junior Engineers comes to Rs. 1,65,400/-

APPROACH –II

On the basis of Fitment Factor

The Fitment factor must flow logically from a scientifically determined need based minimum wage.

The minimum wage as per 7th CPC = 18,000/-

The minimum wage as per Approach-I mentioned above = 70,700/-

Hence, the fitment factor is $61200 \div 18000 = 3.93$

Note :- This fitment factor is based exactly on the formula adopted by the 7th CPC to decide the fitment factor viz.

(i) The minimum wage fixed by the 6th CPC = 7,000/-

(ii) The minimum wage fixed by the 7th CPC = 18,000/-

Fitment Factor adopted by 7th CPC = $18000 \div 7000 = 2.57$

The basic pay of Junior Engineer = 35,400 (as fixed by 7th CPC) x 3.93
relied on the formula adopted by 7th CPC = 1,39,122/-

Say = 1,39,000/-

APPROACH –III

ON THE BASIS OF PERCENTAGE INCREMENTAL INCREASE IN THE PAY SCALES FROM 1ST CPC TO 6TH CPC

Incremental increase

Though the recommendations of various Pay Commissions set up in the past in regard to the determination of minimum pay scale was based on various parameters prevailing at the relevant time, yet a pattern of incremental increase is noticed in the minimum pay scales as under:

Pay commission	1st	2nd	3rd	4th	5th	6th	7th
Minimum Pay Fixed	55/-	80/-	196/-	750/-	2550/-	5200+1800 = 7000/-	18000/-
Percentage increase over the previous scale	---	45.45%	145%	282.65%	240%	174.51%	257.14%

The basic pay scales fixed by the 4th, 5th & 6th Pay Commission in respect of the Junior Engineers were not at all justified, as would be seen from the fact that 4th Central Pay Commission had placed the JEs in the pay slab of 1400-2300, against the scientific data based justification for 2000-3500. The 5th Pay Commission, recommended the scale for J.Es as 5000-8000 having consider the pre revised pay scale of 1600-2660 and 6th Pay Commission recommended the scale of JE as 9300 – 34,800 + 4,200 (Grade Pay) which too was much inferior than due. It was happened due to its faulty and illogical calculations of merging the four scales of S-9, S-10, S-11 & S-12 wherein it was based on the lowest scale of S-9 instead of S-12. Indeed, it was an arbitrary, discriminatory and totally unjustified scale. Exactly the same fate is meted out to the Assistant Engineers by the 6th CPC. Rather, they were treated in much more harsher and insulted manner by the 6th CPC in the matter of Pay Scale. A Trend is also visible in the pay structure of the Junior Engineers decided by various Pay Commissions as under :

Pay commission	1st	2nd	3rd	4th	5th	6th	7th
Basic Pay of J.Es	100/-	180/-	425/-	1400/-*	5000/-	9300+4200 =13,500/-	35,400/-
Percentage increase over the previous pay	----	80%	136%	229%	212%	170%	162%

Considering the increase of 229% as per 5th CPC, the 6th CPC and 7th CPC ought to have recommended the Basic Pay of Junior Engineer as $5000 \times (1+2.29) = 16,450/-$ by 6th CPC and by 7th CPC = $16,450 \times (1+2.29) = \text{Rs. } 54,120$

say 54,000/-

Thus, the justified and rational minimum pay of the Junior Engineer on the above projection works out to = Rs. 54,000 X (1+2.29) = 1,77,660/-

Say 1,77,000/-

APPROPRIATE MINIMUM PAY SCALE FOR JUNIOR ENGINEERS

We have derived the pay scales through various approaches herein above for Junior Engineers as on 1.1.26, which are as under :

APPROACH –I	Based on need based minimum wage on	
	Dr. AKROYD’S FORMULA	= Rs. 1,65,400/-
APPROACH –II	Based on Fitment factor	= Rs. 1,39,000/-
APPROACH –III	Based on percentage incremental increase in	= Rs. 1,77,000/-

Out of three initial Pay Scales arrived from the various formulae of the aforementioned scientific and data based Approaches, we have taken the minimum pay of the three i.e. **Rs. 1,39,000/- as the initial pay of Junior Engineers.**

THE PROPOSED FORMULATED PAY SCALES FOR ENGINEERING CADRES OF CPWD AS ON 01.01.2026

Minimum salary worked out as Need base wage

Dr. Akroyd’s Formula = Rs. 70,700/-

The minimum salary of Junior Engineer worked out above = Rs. 1,39,000/-

The initial pay scales for the engineering cadres of CPWD contained in a chart ahead, are based on the %age increases for all the posts over the previous post in accordance with the percentage increases as per 5th CPC since the %age increases adopted by the 6th CPC and 7th CPC are discriminatory, abrupt, absurd, illogical, unscientific and ultra-virus the cardinal principles of the pay structure as evident in the chart showing the %age increases over the previous post viz. 3% in cases of AE & CE and 108% in case of the SE. Hence, these are devoid of any merit and are not fit for consideration to work out the proposed scales of these posts being improper, unrealistic and unjust. Thus, proposed initial pay scales for engineering cadres of CPWD as on 01.01.2026 are given in a separate chart attached herewith:

PROPOSED PAY SCALES FOR ENGINEERING CADRES OF CPWD AS ON 01.01.2026

Sr. No.	Post	3rd CPC		4th CPC		5th CPC		6th CPC		7th CPC		8th CPC	
		Initial Pay Scale	% age Increase in pay scale over previous post	Initial Pay Scale	% age Increase in pay scale over previous post	Initial Pay Scale	% age Increase in pay scale over previous post	Initial Pay Scale	% age Increase in pay scale over previous post	Initial Pay Scale	% age Increase in pay scale over previous post	% age Increase in pay scale over previous post as per 5 th CPC	Proposed Pay Scale
1	Junior Engineer	425		1400		5000		9300+4200=13500		35400		Fitment Factor 2.93	1,39,000
2	Assistant Engineer	650	53%	2000	43%	(6500+7500)/2=7000	40%	9300+4600=13900	3%	44900	9.51%	40%	1,94,600
3	Executive Engineer	1100	69%	3000	50%	10000	43%	15600+6600=22200	60%	67700	50.78%	43%	2,78,200
4	Superintending Engineer	1800	64%	3700	23%	14300	43%	37400+8700=46100	108%	123100	81.83%	43%	3,97,900
5	Chief Engineer	3000	67%	5900	59%	18400	29%	37400+10000=47400	3%	144200	17.14%	29%	5,13,300
6	Additional Director General					22400	22%	67000	41%	182200	26.35%	22%	6,26,200
7	Spl. DG					24050	7%	75500	13%	205360	12.71%	13%	7,07,600
8	Director General					26000 (Fixed)	8%	80000 (Fixed)	6%	225000	9.56%	8%	7,64,200

ANNEXURE - II

MINIMUM WAGE

The following table suggest the increase in wages as er NNI:

Pay Commission	Net average National Income	Average growth of per capita income	Growth %	Minimum wage as per CPC
IV CPC -01-01-1986	Rs. 258	149.8		Rs. 750
V CPC-01-01-1996	Rs. 837	224.4	324.6	Rs. 2550
VI CPC-01-01-2006	Rs. 2166	158.6	258.6	Rs. 7000
VII CPC-01-01-2016	Rs. 7221	233.4	334.4	Rs. 19900 for 3 units Rs. 33,166 for 5 units
VIII CPC-01-01-2026	Rs. 16680 as on 01.01.2025	131.0 as on 01.01.2025 138% estimated as on 01.01.2026		Rs. 80,444 as on 01.01.2026 for 5 units

Table : Other Food Items

Rates as per Hyderabad

Spices List per month			
S.No	Item	Qty	Amount
1	Cloves	50 gms	51

2	Cardamom	25 gms	94
3	Cumin	250 gms	107
4	Turmeric	500 gms	142
5	Coriander	250 gms	48
6	Garam Masala	50 gms	49
7	Black pepper	50 gms	48
8	Cinnamon	50 gms	23
9	Fennel	100 gms	40
10	Bay leaves	50 gms	12
11	Red chilly	250 gms	50
12	Asafetida	50 gms	85
13	Fenugreek	100 gms	19
14	Saffron	5 gms	150
15	Jeera	100 gms	90
16	Mustard	100 gms	50
	Total	Rs	1058

	Other Important		
1	Coffee powder/Tea powder	2 kg	1800
2	Salt	2 kg	50
3	Tarmind	1 kg	250
4	Other beverages	LS	200
5	Processed food	LS	500
	Total	Rs	2800

Total : Rs 1058+2800 = Rs

Table 3

Non Food items - Monthly needs

Slno	Item	Qty	Amount
1	Hair oil	1/2 lt	100
2	Bathroom cleaner	1 lt	115
3	Foot wear	LS	500
4	Tooth brush	4	70
5	Tooth paste	1	80
6	Hair cutting	4	400
7	Bucket	2	500
8	Internet and mobile pack	4	1000
9	News paper		150
10	Electric bulb		100
11	Shaving razor		80
	Total	Rs	3095

Table 4

Non Food items yearly needs -digital expenses

Slno	Item	Qty	Amount	
1	Mobile hand set	4	20000	3 years life
2	Television	1	15000	5 years life
3	Fan	4	6000	6 years life
4	Iron Box	1	1500	7 years life
5	Lap top / Computer	1	50000	5 years life
6				5 years life
7	Refrigerator	LS	8000	5 years life

8	Watch	LS	5000	3 years life
9	Washing machine	LS	5000	5 years life
10	Mixi / Grinder		5000	5 years life
	Total		115500	
	Every Month expenses in Rs		1925	

Non Digital

Sln	Item	Qty	Amount	
1	Vessel	LS	10000	3 years life
2	Stove	1	1500	
	Basic Furniture	LS	30000	
	Total		41500	
	Every Month expenses in Rs		1383.33	

Total Expenses per month = Rs.6403/-

Prices of various grocery items, vegetables , fruits, fish, meat etc as on 2025 & 15th Feb 2026 - City wise

Prices of essential commodities collected from various cites across the county - 2025

Sln	Item	Unit	Ben galu ru	Che nnai	Hyd erab ad	Mu mba i	Delh i	Kol kat a	Kar nal Har yan a	Pa tn a	Ja m mu	BB SR	Av era ge
1	Rice Super fine	kg	74	76	64		107	62	80	60	65		74
2	Wheat	kg	52	64	49		30	49	35	38	40	54	46
												Av era ge	60
3	Dal - Toor	kg	207	144	122		171	145	140	150	150	138	152

4	Dal Urid	kg	160							135	120	132	131
5	Dal – Moong	kg	134							120	130	134	134
												Average	139
6	Onion	kg	45	45	60	56	50	70	55	66	68	70	59
7	Potato	kg	49	40	40	40	30	45	41	41	45	42	41
8	Tomato	kg	26	25	31	31	30	31	30	28	24	25	28
9	Beans	kg	45	76	75	70	86	48	71	65	75	76	69
10	Radish	kg	55	46	45	40	40	45	41	30	42		43
11	Brinjal	kg	49	51	50	60	30	44	55	55	51	52	50
12	Carrot	kg	77	75	75	70		70	65	65	64	39	67
13	Mushroom	kg	140							148	115		
				130	120	140	171	112	120			149	135
14	Green peas	kg	81										
				70	92	91	92	90	85	92	94	95	88
												Average	64
14	Spinach / Palak	kg	50										
				21	18	28	60	50	40	40	32	28	37
15	Apple	kg	225							180	220		
				298	231		200		200			299	232
16	Orange	kg	102							100	70		
				115	88		90	20	80			129	88
17	Banana	kg	94	114	78		80	84		60	60	75	81
18												Average	133
19	Milk	kg	58	55	60	55	66	70	70	65	74	58	63
20	Sugar	kg	43.8										
			1				50	57	48	48	47	47	49
	Jaggery	kg	66										
							82	65	50	45	50	67.5	61
21												Average	55
22	Refined oil	Lt	160							190	175		
					141		160	166	190			179	170
	Ground nut Oil	Lt	202							175	185		
					162		238	170	200				190
23												Average	180

24	Fish-Pomfret	kg	720	680	665	635	850	700	680	650	660	635	688
	Meat	kg	750	800	775	735	1000	860	790	760	770	800	804
25	Egg	unit	5.04	7			8	7	7	7	7		7
26	Detergents	kg	420										420
27	Clothes - Cotton	Mt	159										159

Prices of essential commodities collected from various cites across the county - Jan 2026

Sln o	Item	Unit	Bengaluru	Chennai	Hyderabad	Mumbai	Delhi	Kolkata	Kerala	Pattana	Jammu	BB SR	Average
1	Rice Super fine	kg	84	90		60		62					74
2	Wheat	kg	57	60		50		48					54
												Average	64
3	Dal - Toor	kg	140	150		170		180					160
4	Dal Urid	kg	142	130		170		150					148
5	Dal - Moong	kg	142	110		160		136					137
												Average	148
6	Onion	kg	50	45	53	50	51	50	50	45	55	50	50
7	Potato	kg	45	44	43	44	41	42	45	43	41	45	43
8	Tomato	kg	45	40	45	44	75	40	38	35	40	45	45
9	Beans	kg	68	71	73	70	72	71	70	70	70	71	71
10	Radish	kg	43	45	44	50	52	40	50	41	45	50	46
11	Brinjal	kg	53	65	62	50	54	55	65	65	50	65	58
12	Carrot	kg	60	55	56	61	61	60	55	65	62	60	60
13	Mushroom	kg	120	115	128	120	125	115	50	118	115	110	112
14	Green peas	kg	72	73	65	75	63	72	73	75	73	75	72

ANNEXURE - III**Proposed Pay Scales After Merger for 8th CPC**

S.no	Proposed Level	Existing Pay Matrix	Minimum of the proposed 8th CPC Pay Scale by applying 3.93 fitment factor
1.	Pay Scale-1 (existing Level-1)	Existing 18,000 - 56,900	Rs. 70,700
2.	Pay Scale-2 (after Merger of existing Level 2 & 3)	Existing 21,700 - 69,100	Rs.85,250
3	Pay Scale-3 (after merger of existing Level 4 & 5)	Existing 29,200 - 92,300	Rs. 1,14,750
4	Pay Scale-4 (after merger of existing Level 6, 7 & 8)	Existing 47,600 - 1,51,100	Rs. 1,87,000
5	Pay Scale-5 (after merger of existing Level 9 & 10)	Existing 56,100 - 1,77,500	Rs. 2,20,400
6	Pay Scale-6 (existing Level 11)	Existing 67,700 - 2,08,700	Rs. 2,66,000
7	Pay Scale-7 (existing Level 12 & 13)	Existing 1,18,500 – 2,14,100	Rs. 4,65,700
8	Existing Level 14 to Level 18 may be renumbered as Pay Scale- 8,9,10, 11,12 respectively.	Can be retained by using Fitment Factor 3.93	

EQUAL CATEGORIES RECOMMENDED HIGHER PAY SCALES,

(EQUAL BECAME HIGHER)

SI No	Name of the deptt.	Name of the post	Pay scale as recommended by				
			IIIrd Pay Commission	IVth Pay Commission	Vth Pay Commission	VIth Pay Commission	VII th Pay Commission
1	2	3	4	5	6	7	8
1	Collectorate	Assistant Public Prosecutor	425-700	2000-3200	6500-10500	PB-2 G.Pay-4,600	Level – 10 56100 – 177500
2	Veterinary	Veterinary Officer	425-700	2000-3200	6500-10500	PB-3 G.Pay-5,400	Level – 10 56100 – 177500
3	Human Resources Department	Technical Assistant	425-700	1640-2900	5500-9000	PB-2 G.Pay-4,600	Level – 6 35400 – 112400
4	Health & family Welfare	Staff Nurse	425-700	1400-2600	5000-8000	PB-2 G.Pay-4,600	Level – 7 44900 – 142400
5	Director of Fisheries	Assistant Superintendent Fisheries	425-700	1640-2900	5500-9000	PB-2 G.Pay-4,600	Level – 6 35400 – 112400
6	Fisheries Research Institute	Senior Foreman	425-700	1600-2660	5000-8000	PB-2 G.Pay-4,600	Level – 7 44900 – 142400
7	Ministry of Transport	Head Light Keeper	425-700	1640-2900	5500-9000	PB-2 G.Pay-4,600	Level – 7 44900 - 142400
8	Min. of Education	Teacher	440-750	1400-2600	5500-9000	PB-2 G.Pay-4,600	Level – 7 44900 - 142400
9	CPWD & Other Engg. Deptt.	Junior Engineer	425-700	1400-2300	5000-8000	PB-2 G.Pay-4,200	Level – 6 35400 - 112400

LOWER CATEGORIES RECOMMENDED EQUAL PAY SCALES,

(LOWER BECAME EQUAL) BY THE 4TH C.P.C.

Sl No	Page no.	Pare no.	Name of the deptt.	Name of the post	Pay scale recommended by				
					IIIrd Pay Commission	IVth Pay Commission	V th Pay Commission	VI th Pay Commission	VII th Pay Commission
1	2	3	4	5	6	7	8	9	10
1	-	-	FILMS Division	Assistant Editor Grd.I	330-480, (LDC's Scale)	1400-2300	5500 – 9000	9300 – 34800 GP - 4200	Level – 6 35400 - 112400
2	-	-	Department of Excise	Distiller	260-350 (LDC's Scale)	1400-2300	5000 - 8000	9300 – 34800 GP - 4200	Level – 6 35400 - 112400
3	181	10.4.40	Ministry of Transport	Sub-Inspector	330-560	1400-2300	5500 - 9000	9300 – 34800 GP - 4200	Level – 6 35400 - 112400
4			Director of National Cadet Core	Instructor (Ship Modelling)	380-560	1400-2300	5000 - 8000	9300 – 34800 GP- 4200	Level – 6 35400 - 112400
5				Inspector (Area Modelling)	380-560	1400-2300	5500 – 9000	9300 – 34800 GP – 4200	Level – 6 35400 - 112400
6	107	10.2.55	Min. of Home Affairs (B.S.F. I.T.B.P. C.R.P.F. & C.I.S.F.)	Sub – Inspector	380-560	1400-2300	5500 – 9000	9300 – 34800 GP – 4200	Level – 6 35400 – 112400
7			Assam Rifles	Naib Subedar	350-440	1400-2300	5500 – 9000	9300 – 34800 GP – 4200	Level – 6 35400 – 112400
8			Defence	Adhikari	375-465	1400-2300	5500 – 9000	9300 – 34800 GP – 4200	Level – 6 35400 – 112400
9			Engineering Departments	Junior Engineer	425-700	1400-2300	5000 – 8000	9300 – 34800 GP - 4200	Level – 6 35400 - 112400

LOWER CATEGORIES RECOMMENDED HIGHER PAY SCALES,

(LOWER BECAME HIGHER)

SI No	Name of the deptt.	Name of the post	Pay scale as recommended by				
			IIIrd Pay Commission	IVth Pay Commission	Vth Pay Commission	VIth Pay Commission	VII th Pay Commission
1	2	3	4	5	6	7	8
Level - 7	Assam Rifles	Subedar	460-580	1640-2900	5500-9000	PB-2 G.Pay-4,800	Level - 7 44900 - 142400
2	Central Bureau	Assistant Intelligence Officer Grd. II	425-600	1640-2900	5500-9000	PB-2 G.Pay-4,200	Level - 7 44900 - 142400
3	Min. of Finance (Deptt. of expenditure)	Assistant Enforcement officer	425-600	1640-2900	5500-9000	PB-2 G.Pay-4,800	Level - 7 44900 - 142400
4	Defence	Uttam Adhikari	470-590	1640-2900	5500-9000	PB-2 G.Pay-4,200	Level - 7 44900 - 142400
5	Directorate of Enforcement	Assistant Enforcement Officer	425-600	1640-2900	5500-9000	PB-2 G.Pay-4,600	Level - 7 44900 - 142400
6	Central Bureau	Assistant Central Intelligence Officer Grd. II	425-600	1640-2900	5500-9000	PB-2 G.Pay-4,600	Level - 7 44900 - 142400
7	Central bureau of Investigation	Sub Inspector	425-600	1640-2900	5500-9000	PB-2 G.Pay-4,200	Level - 7 44900 - 142400
8	Police Deptt.	Sub Inspector	425-600	1640-2900	5500-9000	PB-2 G.Pay-4,200	Level - 6 35400 - 112400
9	President's Secretariat	Office-in-charge Rashtrapati Bhawan Exchange	425-640	1640-2660	5500-9000	PB-2 G.Pay-4,800	Level - 7 44900 - 142400
			Revised Treated Pre	1600-2660			
10	Engineering Department	Junior Engineer	425-700	1400-2300	5000-8000	PB-2 G.Pay-4,200	Level - 6 35400 - 112400

Official Report: Junior Engineer (JE) vs Primary Teacher (PRT) Pay Comparison (1st to 7th CPC)

This document presents a comparative analysis of pay scales between Junior Engineers (JE) and Primary Teachers (PRT) across all Central Pay Commissions from the 1st to the 7th CPC. The data is compiled for reference, administrative review, and general understanding of pay parity trends in government services.

Pay Commission	Year	JE Pay Scale	Primary Teacher (PRT) Pay Scale	Higher Paid
1st CPC	1946	■100–250	■70–130	JE
2nd CPC	1959	■150–300	■120–200	JE
3rd CPC	1973	■425–700	■330–560	JE
4th CPC	1986	■1400–2300	■1200–2040	JE
5th CPC	1996	■5000–8000	■4500–7000	JE
6th CPC	2006	PB-2 + GP ■4200	PB-2 + GP ■4200	Equal
7th CPC	2016	Level 6 (■35,400+)	Level 6 (■35,400+)	Equal

Conclusion: Junior Engineers maintained a higher pay scale than Primary Teachers from the 1st to 5th Pay Commission. Parity was established in the 6th Pay Commission and continues in the 7th Pay Commission under Pay Level 6. However, variations in allowances and job roles may still create differences in actual in-hand salary.

Nurse vs Junior Engineer (JE) – All Pay Commission Comparison Report (1st to 7th CPC)

This report provides a historical comparison of salary structures between Nursing Staff and Junior Engineers across all Pay Commissions in India.

Pay Commission	Year	Nurse Pay Scale	JE Pay Scale	Higher Post
1st CPC	1946	■60–150	■100–250	JE
2nd CPC	1959	■110–200	■150–300	JE
3rd CPC	1973	■425–800	■425–700	Equal
4th CPC	1986	■1400–2600	■1400–2300	Nurse
5th CPC	1996	■5500–9000	■5000–8000	Nurse
6th CPC	2006	PB-2 + GP ■4600	PB-2 + GP ■4200	Nurse
7th CPC	2016	Level 7 (■44,900+)	Level 6 (■35,400+)	Nurse

Conclusion: Historically, JE had higher pay in early pay commissions. However, from the 4th Pay Commission onwards, Nurses have gained a salary advantage, which continues strongly in the 7th Pay Commission.