

**GOVERNMENT OF ODISHA**  
**FINANCE DEPARTMENT**

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No. 6132 /F., Date: 09-03-2026  
**FIN-CS1-MISC-0006-2026**

To

All Departments of Government/

All Heads of Departments/

All Collectors.

**Sub: Inviting views/suggestions on pay structure, allowances, pension and service conditions in respect of the 8th Central Pay Commission - reg.**

Madam/Sir,

I am directed to invite a reference to the D.O. Letter No. 10/12/2026-Estt/8CPC dated 13.02.2026 received from the Member Secretary, Eighth Central Pay Commission, Government of India, on the subject cited above.

2. Government of India have constituted the Eighth Central Pay Commission (8th CPC) to examine the existing structure of pay, allowances, pensions and other service conditions of Central Government employees and to make recommendations thereon. In this regard, the Commission has circulated a detailed Questionnaire seeking inputs/views from stakeholders including Governments, institutions and individuals.

3. The Questionnaire covers various issues relating to pay structure, allowances, pension, performance incentives and other service conditions. The same is available on the portal of the Commission (<https://8cpc.gov.in>) / MyGov platform for submission of responses.

4. Government of India have requested the State Governments to disseminate the said Questionnaire widely so as to enable all concerned stakeholders to submit their views.

5. In view of the above, all Administrative Departments/ Heads of Departments/ Collectors are requested to:

- Circulate the Questionnaire among subordinate offices, autonomous bodies and field formations under their administrative control;
- Encourage officers/ employees/ stakeholders to submit their views directly on the designated portal; and
- Furnish consolidated views, if any, of their Department to Finance Department for onward submission.

6. This may be accorded due priority.

**Encl: Copy of D.O. Letter dated 13.02.2026 along with Questionnaire.**

Yours faithfully,

  
Principal Secretary to Government

Memo No. 6133/E.,

Date: 09-03-2026

Copy forwarded to All Officers / All Branches of Finance Department for information.

  
Additional Secretary to Government

Memo No. 6134/E.,

Date: 09-03-2026

Copy forwarded to Portal-in-Charge, FID, Finance Department with a request to upload this letter in the Website of Finance Department at [www.finance.odisha.gov.in](http://www.finance.odisha.gov.in) for general information.

  
Additional Secretary to Government

पंकज जैन  
सदस्य सचिव

Pankaj Jain  
Member Secretary

OFFICE OF CHIEF SECRETARY  
OSWAS DIARY NUMBER  
010956  
DATE  
19022026



प्रत्ययं जयते  
Chief Secretary  
Odisha

भारत सरकार  
आठवाँ केंद्रीय वेतन आयोग  
Government of India  
Eighth Central Pay Commission



dy. 697PST  
20-02-2026

PC-ceed/CS-II

Please  
expedite.

D.O No.10/12/2026-Estt/8CPC

13<sup>th</sup> February, 2026

D(-u-ACS  
Pr. Secretary, FI)

Dear Anu,

The Eighth Central Pay Commission have been constituted by the Government and is functioning now. The Commission would be undertaking an assessment of the emolument structure, including pay, allowances, etc of Central Government employees and other employees as per the mandate in its Terms of Reference and to make recommendations thereon.

2. The Commission have released a Questionnaire inviting public responses/views on the issues relevant to determining pay scales, pensions, monetary benefits and other service matters. The Questionnaire is available at MyGov.in portal/our website at 8cpc.gov.in Individuals, researchers, are free to respond and share their views. A copy of the Questionnaire is also **attached**.

Pay/emolument structure/service conditions of Central Government impact not just its own employees, but also those of many State Governments and other autonomous bodies/institutions/organizations. In addition, second order effects are usually seen on market wage structure as well.

4. The intention of this missive is to seek inputs/views on this Questionnaire from a larger cross section of society. You may perhaps like to bring the contents of this communication to officers of State Government and others so that they can share their views, if they so desire.

With regards,

Your sincerely,

(Pankaj Jain)

Encl: as above.

Smt. Anu Garg  
Chief Secretary,  
Government of Odisha.

**D.O. Letter from Member-Secretary, 8th CPC****Kuldeep Meena** < kuldeep.meena@gov.in >

Tue, 17 Feb 2026 2:13:02 PM +0530

To "Shri Manoj Ahuja" &lt;csori@nic.in&gt;

Cc "Bechu Bhagat" &lt;membersecy-8cpc@gov.in&gt;, "Manish Kr" &lt;manish.kr1975@nic.in&gt;

Respected Madam,

Greetings of the day!!!

Please find attached a copy of D.O letter dated 13.02.2026 from Member-Secretary, 8th CPC for kind consideration please.

Thanks &amp; Regards

Kuldeep Singh Meena  
Assistant Director  
Eighth Central Pay Commission  
☎:- +91-8233633073  
website: 8cpc.gov.in

**2 Attachment(s)**

8CPC Questionnaire.pdf  
79.4 KB

D.O letter to Government of O...  
414.5 KB

## 8<sup>th</sup> CPC QUESTIONNAIRE

**For Employees/Pensioners/Individuals and  
Associations/Unions of serving employees/retirees**

<https://www.mygov.in/mygov-survey/8th-central-pay-commission-questionnaire/>

**For Ministry/Department/UTs/Attached and Subordinate  
offices/Organizations under Ministry/Department**

<https://www.mygov.in/mygov-survey/8th-central-pay-commission-questionnaire-ministries-departments-and-uts/>

Q. No.	Question
Q1	<p>Implementation of the recommendations of a Pay Commission has macro economics impacts. Some of these are positive in terms of boost to consumption and savings whilst others are negative in terms of the higher fiscal deficit, inflationary potential &amp; crowding out of other expenditure such as for overall development &amp; public welfare. Decisions in this regard involve choices. Based on current state of the economy &amp; the country's aspirations, what should be the guiding philosophy which must underpin the overall approach of the 8 CPC?</p>
Q2	<p>Pay determination in organisations including Government involves "horizontal relativity" i.e. for analogous posts across domains/cadres being placed in the same level/scale &amp; "vertical relativity" i.e. on promotion, transition to a higher scale/band of pay. Relativity within different posts of Government has been broadly established over time. However, relativity/positioning between pay and perquisites in Government and the private sector is less established. How should the 8<sup>th</sup> CPC assess/evaluate relativity between pay &amp; perquisites in Government and the public/private sector?</p>

Q3	<p>Should 8<sup>th</sup> CPC consider uniform horizontal relativity across all government departments, or should it consider sector-specific benchmarking where government functions are compared with their respective industry peers? For instance, should compensation for government engineers be benchmarked against private sector engineering firms, financial officers against the BFSI sector, and healthcare professionals against private healthcare? What would be the advantages and implementation considerations of such an approach?</p>
Q4	<p>Security of tenure, a training regimen, housing, leave encashment, predictable increments, medical coverage, time bound progression, inflation indexed salary, retiral benefits are certain features associated with most jobs in Government. How should these be factored in while crafting a compensation matrix and relative positioning viz-a-vis the private sector?</p>
Q5	<p>Government employment is part of the organized sector. A far larger proportion of the job force is in the informal sector and the gig economy. What influence do you think entry level pay scales implemented by Government have on compensation practices in the informal or gig sector?</p>
Q6	<p>Salaries in Government have a distinct element of compensation for length of service (increment, usually annual), an element of neutralization for changes in cost of living/inflation (dearness allowance) &amp; an element for higher responsibilities based on seniority/merit (pay scale on promotion). In that context, what do you think the "fitment factor" adopted by Pay Commissions should represent? What should such a fitment factor principally aim for?</p>
Q7	<p>Salary of a Secretary in the Central Government typically represents the apex or the pinnacle i.e. the highest end of the scale. What should be the principle for determining this? Should there be a variable pay component for such position?</p>
Q8	<p>How can pay scales for all Group A Services be fixed so as to attract candidates of the requisite caliber? Should pay scales be more attractive at entry point or later, after a few years in service? What principles should guide such differentiation to ensure competitive positioning for talent-critical roles while maintaining fiscal prudence?</p>
Q9	<p>How should rates and frequency of increments in respect of different scales of pay be determined? Should these be uniform or vary across scales/ time periods during service?</p>

Q10	<p>Over course of time, many allowances have been introduced or rationalized based on specific nature of work, expenses such as on travel, compensation for hardship/risk/peculiarities associated with place of posting etc. Most of these are partially inflation indexed. An alternative approach has been the Cafeteria Approach followed by Central Public Sector Enterprises (CPSEs), wherein except for a handful of allowances, executives choose from a set of perquisites &amp; allowances, subject to an overall ceiling of basic pay. Which approach do you think is more appropriate for Central Government employees?</p>
Q11	<p>The Seventh Pay Commission had assessed that in January, 2014, there were about 47 lakh serving Central Government personnel. This included CAPF, Railways &amp; Defence forces. The number of pensioners was just short of 52 lakh. In 2025-26, the number of Central Government personnel stands at about 50 lakh, which the number of pensioners is almost 70 lakh. The increase in the number of pensions has created additional demands on Government's Budget. What approaches could help to satisfy reasonable expectations of pensioners whilst keeping the fiscal impact within manageable limits?</p>
Q12	<p>The Seventh Pay Commission was constituted in 2014 and implemented from 1.1.2016. The period since then has been marked by a lower trajectory of inflation, as compared to earlier decades. This is also reflected in the All India Consumer Price Index (Industrial Workers) which is used for DA calculation. Should the 8<sup>th</sup> CPC explore a hybrid indexation approach that factors in both inflation protection and formal sector wage growth trends? What proportion might be reasonable for each component, and what implementation considerations would arise? What are your expectations on inflation/CPI increase over the next 10 years?</p>
Q13	<p>Railways, CAPF and Defence forces typically account for about 70% of Central Government personnel. What particular considerations, monetary or non monetary should be factored in while determining their pay &amp; allowances?</p>
Q14	<p>Scientists work in certain specialized streams/departments such as Department of Space, Department of Atomic Energy etc. What should be appropriate benchmarks to be kept in mind for fixing their emoluments?</p>
Q15	<p>Military Service Pay is currently admissible to personnel of Armed Forces. This was in recognition of the special nature of their duties. In that context and given the changing nature of their jobs, how should the pay of soldiers, sailors and airforce personnel be determined? How should it relate to the starting salary in Government or the pay of a constable in CAPF/ Police?</p>

Q16	<p>The nation has many more military pensioners than serving military personnel. In 2025-26, outgo on Defence Pensions is likely to be higher than the outgo on Defence salary and allowances. As overall defence pension bill increases, in line with projections, impact will be visible on equipment and arms purchase, their maintenance and on modernization of defence forces. What changes would you recommend to contain increases in defence manpower costs and its pension bill?</p>
Q17	<p>Productivity Linked Bonus (PLB) is paid to some employees of Government such as Railways, Postal staff whilst Non-Productivity Linked Bonus is given to specified Central Government employees including some in Armed Forces. How can the Bonus structure be reimagined for rewarding excellence in productivity &amp; performance? Should PLB/ Ad-hoc Bonus continue to be given on uniform basis (e.g. 60 days of salary for all) or be differentiated, based on individual performance?</p>
Q18	<p>Contractual appointments in the form of lateral entry have been tried during the last few years. Do you think this should be expanded and other practices such as part-time work, flexi time etc. be introduced in Government at middle/ higher levels to tap a bigger talent pool? What could be the pros and cons of doing so?</p>

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**No**  
**physical copies/ paper copies/ emails**  
**of the responses are being**  
**considered/ required by the Commission.**