

**Government of Odisha**  
**Finance Department**

\*\*\*

No. 15317 /F.  
FIN-CS1-MISC-0006-2026

Date: 12-06-2026

To

The Member- Secretary,  
8th Central Pay Commission,  
Government of India,  
3rd and 7th Floor, Chanderlok Building, Janpath, New Delhi - 110001.

**Sub:** Forwarding of suggestions received from Odisha Ministerial Officers' Association regarding revision of pay and service conditions.

**Ref:** D.O. No. 10/12/2026-Estt/8CPC dated 13.02.2026 of Member Secretary, 8<sup>th</sup> CPC

Sir,

I am directed to forward herewith a copy of the representation/suggestions submitted by the Odisha Ministerial Officers' Association for consideration of the 8th Central Pay Commission.

2. The Association has, inter alia, requested restoration of parity in pay and status between District Level Ministerial Officers and their counterparts in the Secretariat/Heads of Department offices and has sought revision of the pay structure of certain categories of Ministerial employees. The Association has also highlighted issues relating to career progression and service conditions of Ministerial personnel.
3. Since the matters raised in the representation pertain to pay structure, service conditions and related issues which fall within the ambit of the 8th Central Pay Commission, the same is being forwarded for information and such consideration as may be deemed appropriate by the Commission.

Yours faithfully,

  
Additional Secretary to Government

Memo No. 15318 /F.,

Date: 12-06-2026

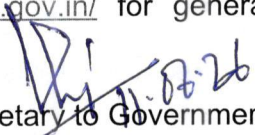
Copy forwarded to All Officers / All Branches of Finance Department for information.

  
Additional Secretary to Government

Memo No. 15319 /F.,

Date: 12-06-2026

Copy forwarded to Portal-in-Charge, FID, Finance Department with a request to upload this letter in the Website of 8<sup>th</sup> CPC at <https://8cpc.gov.in/> for general information.

  
Additional Secretary to Government

Inviting views/suggestion of Pay structure allowance pension and service condition in r/o 8th pay commission

< ctarasia@gmail.com >

Wed, 29 Apr 2026 11:47:12 AM +0530

To "cmo"<cmo@nic.in>,"cmo"<cmo@od.gov.in>,"sonepur"<sonepur@nic.in>,"jodamin.or@nic.in>,"homesec.od"<homesec.od@nic.in>,"homesec.od"<homesec.od@od.gov.in>

Tags Not in Contacts



Finance  
Addl. Secretary to  
Chief Minister, Odisha

cmo <cmo@od.gov.in>

DYN-4259/cm-11  
01/06/2026

\*With Regards,\*  
\*Chittaranja Tarasia\*  
\*Sonepur\*  
\*Mob: 9437892610\*

#### 1 Attachment(s)

112.pdf  
1.6 MB



# ଓଡ଼ିଶା ଅମଳା ସଂଘ

## ODISHA MINISTERIAL OFFICERS' ASSOCIATION

(Home Dept. Registration No. - 14824/dated 16.07.1943)

BHUBANESWAR

**Hrudayabihari Mohapatra**

Chairman

Mob : 8895451523

**Gyanaranjan Das**

President

Mob : 9938672509

**Debendra Nath Patra**

Working President

Mob : 9438256682

**Chittaranjan Tarasia**

General Secretary

Mob : 9437892610

Letter No.....112.....

Date 23.4.2026

To.

The Principal Secretary to Govt,  
Finance Department, Govt. of Odisha,  
Bhubaneswar

**Sub : Inviting views/ Suggestions on Pay Structure, Allowances, Pension and Service Conditions in respect of the of 8<sup>th</sup> Central Pay Commission-reg.**

**Ref : Letter No 6132 dt 09.03.2026 of Finance Department Govt of Odisha**

Revered Madam,

With profound respect and Hon'ble submission the Odisha Ministerial Officers Association put forth before your magnanimous personality for kind consideration and to pass appropriate orders. We beg to submit some important points regarding pay structure of different employees and to request your kind intervention to sort out the long problem of District Level Ministerial Officers working in District Offices and subordinate thereto.

That, Madam, the following comparative pay structure of different employees may please be reviewed which will depict a clear picture in order to give justice to the District Level Ministerial working in District Offices and subordinate thereto as narrated below and enjoying the least privileges.

Comparative Pay Structure Table

| Pay Commission | Date     | Name of the Post                   |                                |                                               |                                               |
|----------------|----------|------------------------------------|--------------------------------|-----------------------------------------------|-----------------------------------------------|
|                |          | Junior Clerk<br>(Junior Assistant) | Revenue Inspector              | Senior Clerk<br>(Senior Assistant)            | Head Clerk<br>(Section Officer)               |
| 1961           | 1-Jan-61 | Rs 90-3-120-EB-5-150               | Rs.90-3-120-EB-150/-           | Rs.110-1-130-5-155/-                          | Rs.155-5-160-10-200-EB-20-220/-               |
| 1974           | 1-Jan-74 | Rs.255-5-285-7-320-EB-10-360/-     | Rs.255-5-285-8-320-EB-10-360/- | Rs.300-410/-                                  | Rs/370-10-440-15-530-EB-20-550/-              |
| 1981           | 1-Jan-81 | Rs.255-5-285-EB-7-306-10-390/-     | Rs.255-5-285-EB-7-306-10-390/- | Rs.320-8-328-10-358-12-394-EB-15-514-18-550/- | Rs.370-12-382-15-442-8-460-EB-20-580-25-630/- |

W Haxanjan Gaxan

|      |            |                                                     |                                                     |                                                      |                                                         |
|------|------------|-----------------------------------------------------|-----------------------------------------------------|------------------------------------------------------|---------------------------------------------------------|
| 1985 | 1-Jan-85   | Rs 780-16-860-18-896-EB-18-950-20-1050-EB-22-1160/- | Rs 780-16-860-18-896-EB-18-950-20-1050-EB-22-1160/- | Rs.840-18-12-20-1012-EB-22-1100-25-1225-EB-30-1345/- | Rs.1050-35-1120-40-1320-EB-40-1560-EB-45-1785-50-2085/- |
| 1889 | 1-Jan-89   | Rs 950-20-1150-EB-25-1500/-                         | Rs 950-20-1150-EB-25-1500/-                         | Rs 1200-30-1560-EB-40-2040                           | Rs.1400-40-1600-EB-50-2300/-                            |
| 1998 | 1-Jan-96   | Rs 3050-75-3950-80-4590/-                           | Rs 3050-75-3950-80-4590/-                           | Rs 4000-100-6000/-                                   | Rs.5000-150-8000/-                                      |
| 2008 | 1-Jan-06   | Rs 5200-20200/- + G.P. Rs 1900/-                    | Rs 5200-20200/- + G.P. Rs 1900/-                    | Rs 5200-20200/- + G.P. Rs 2400/-                     | Rs.9300-34800/- + G.P. Rs.4200/-                        |
|      | 2-Mar-09   | -                                                   | Rs 9300-34800/- + G.P. Rs 4200/-                    | -                                                    | -                                                       |
| 2017 | 1-Jan-2016 | Rs 19,900/-, Level-4 Cell-1 (G.P.-1900)             | Rs 35,400/-, Level-9, Cell-1 (G.P.-4200)            | Rs.25,500/-, Level-7, Cell-1 (G.P.-2400)             | Rs 35,400/-, Level-9, Cell-1 (G.P.-4200)                |

Further, we bring to your kind notice that prior to implementation of Central pay scales, 1989-90 State Govt. had adopted its own policy for determining pay scales which included a major policy decision of equalisation of pay scale from Block to Secretariat including equal staffing pattern, equal yardstick and equal recruitment rules and this was clearly reflected in 1971 when pay scale of L.D. clerks of district level offices were the same with the pay scales of their counterparts at Secretariat and Heads of Department.

Similarly in the grade of U.D. Clerk/Sr. Clerk (now senior Assistant) and its equivalent rank the Basic Pay was fixed at Rs.320/- with that the Secretariat and Heads of Department in the Pay Rational Committee recommendation of 1977, released in 1981. But subsequently during 1985, a disparity was created between Senior Clerks and Senior Assistants, by envisaging two different scales of pay of Rs.840/- for Senior Clerks and Rs.890/- for Senior Assistants. Simultaneously Rs.1200/- for Senior Clerks and Rs.1400/- for Senior Assistants during 1996. In 1998 Fitment Committee recommendation of Scales of Pay of Rs.4750/- for Senior Assistants was no where available under 5th Pay Commission Report of Govt. of India, but this was a truncated scale of pay introduced breaking the discipline created earlier.

| Sl. No | Categories of Posts                              | Existing Scale of Pay prior to 1.1.2006                         | Corresponding Pay Bands | Pay Band | Grade Pay |
|--------|--------------------------------------------------|-----------------------------------------------------------------|-------------------------|----------|-----------|
| 1      | Senior Assistant (Secretariat and H.O.D. Office) | 4750-125-7500 (truncated) Not available in Central Scale of Pay | 9300-34800              | PB-2     | 4200      |

Here it would be appropriate to invite your kind attention to the recommendation of 6<sup>th</sup> Pay Commission in chapter 3.1 of Page -158, Para-3.1.3 as thus:-

Higher Pay scales in the Secretariate Offices may have been justified in the past when formulation of proper policies was of paramount importance. The present position is different. Today the weakest link in respect of any government polity is at the delivery stage. This phenomenon is not endemic to India. Internationally also there is an increasing emphasis on strengthening the delivery lines and decentralisation with greater roll being assigned at delivery points which actually determines the benefit that the common citizen is going to derive out of any policy initiative of the Government. The field offices are at the cutting edge of administration

21/12/2018

and may, in most cases, determine whether a particular policy turns out to be a success or a failure in terms of actual benefit to the consumer. Accordingly, the time has come to grant parity between similarly placed personnel employees in field offices and in the Secretariat. This parity will need to be absolute till the grade of Assistant. Beyond this, it may not be possible or even justified to grant complete parity because the hierarchy and career progression with need to be different taking in view the functional considerations and relatives across the board."

The post of Revenue Inspector was earlier in the equal status of Junior Clerk (now Junior Assistant) within the same hierarchy of Revenue Administration at District Level. Their salary package has been elevated from 02.03.2009 superseding even the promotional post of Sr. Clerk (Senior Assistant) with a high margin ignoring the cases of Jr. Clerk (Junior Assistant) and Sr. Clerk (Senior Assistant) who are undoubtedly handling the key posts and responsibilities starting from Block/Tahasil level to the Collectorate (District) level. Besides these the District Level Ministerial Staff are working in the grass root level all over the State and assisting Govt. to implement all the schemes through online i.e. [edistrict.odisha.gov.in](http://edistrict.odisha.gov.in), [janasunani.odisha.gov.in](http://janasunani.odisha.gov.in), LRMS, HRMS, IFMS, PFMS, OFMS, MGNREGA, WAMIS, e-green watch, E-procurement Odisha, ANUKAMPA, Ekamravana/CAMPA/login.asp, WCCB.gov.in, [tppermitodisa](http://tppermitodisa), CAPs, Dwist, DAMS, OCAMP etc. Apps/portal, still we are non-technical & getting Grade Pay 1900/-. But the Computer Programmer working with Awasoft and Priyasoft only are technical and their Grade pay is 4200/- which is unbearable on the part of the Dist. Level ministerial staff. Only to attract the attention of the Government towards the heart burning agony of the members of the Association we have taken such decision & our Association strongly raised demand to grant of pay of Rs.9300/- + Grade pay 4200/- to the Junior Assistant working in district level offices at the earliest possible.

That, in order to maintain a separate status with higher financial benefits, the Ministerial (Clerical) staff of the Secretariat, Odisha those are at a handshake distance of the Odisha Administration are able to get their work done easily as they have easy access to the Hon'ble Chief Minister. Here, we submit before you that, this matter we have also brought to the notice of our caretaker of the Odisha Government, Hon'ble Chief Minister, Odisha Sri Mohan Charan Majhi that at no point of dealings of the official matters, we are less than the staff of the Secretariat, Odisha. Rather, being ministerial, we people are adjusting to the situations at the different stress conditions of District Administration which is very close to the people residing at the remote corners of the district. Besides, this if you examine in detail, we have the same qualification with the counter parts of Secretariat and Heads of Department, in spite of that we are neglected.

That, it is pertinent to mention here that, upto 1998 **there was no qualification of Forest Guard**. Even if their service particulars were recorded in the service roll not in the service book. In the year 1998 the entry level qualification of Forest Guard became H.S.C. and now they are getting Grade Pay Rs.1900/- with effect from 01.09.2017 with the Grade Pay of Junior Assistant of Dist. Level Ministerial having their qualification graduation with Computer knowledge since 2017, which is giving much pain and mental agony to us. Similarly the Grade Pay of Police Constables from 2008 became Rs.2000/- and pay fixed in Level-5 of pay matrix of ORSP-2017 having entry level qualification as +2. Even if the Grade Pay of Class-IV employees have been enhanced from 2013 to till date four times and now their Grade Pay are Rs.1800/- whereas the Grade Pay of Junior Assistant of a Dist. Level Ministerial is Rs.1900/- matter of Rs.100/- difference taking much more responsibility in a particular office and offices also. Since independence the financial up gradation of Dist. Level Ministerial Officers has not been done till date.



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## ODISHA MINISTERIAL OFFICERS' ASSOCIATION

(Home Dept. Registration No. - 14824/dated 16.07.1943)

BHUBANESWAR

|                                                                |                                                         |                                                                    |                                                                      |
|----------------------------------------------------------------|---------------------------------------------------------|--------------------------------------------------------------------|----------------------------------------------------------------------|
| <b>Irudayabihari Mohapatra</b><br>Chairman<br>Mob : 8895451523 | <b>Gyanaranjan Das</b><br>President<br>Mob : 9938672509 | <b>Debendra Nath Patra</b><br>Working President<br>Mob : 943826682 | <b>Chittaranjan Tarasia</b><br>General Secretary<br>Mob : 9437892610 |
|----------------------------------------------------------------|---------------------------------------------------------|--------------------------------------------------------------------|----------------------------------------------------------------------|

Letter No.....

Date.....

That it is not the last, but the least that besides these Grade Pay of Senior Drivers have also enhanced vide office memorandum No. 1702, dated 18.01.2016 of Finance Dept., Govt. of Odisha. The Grade Pay of Nursing Staffs' after three years have been allowed time bond advancement scale and Grade Pay fixed at Rs.4200/- in P.B.-2 in Level-9. The Grade Pay of Senior Pharmacist has also revised from G.P. 2800/- to 4200/- i.e. Level-9 of P.B.-2 vide Resolution No. 8584, dated 22.02.2022 of Health and Family Welfare Dept. Even if the Grade Pay of Assistant Librarian/Demonstrator of Non Govt. Colleges have been elevated from Rs.2800/- to Rs.4200/- in Level-9 of P.B.-2 vide Letter No. 23497, dated 17.07.2020 of Higher Education Dept., Govt. of Odisha. Here we put forth before your good self that though Grade Pay of all other categories Employees are increasing consequent upon enhancement of their qualification at entry level i.e. Graduation in same case the Grade Pay of District Level Ministerial Officers are not being considered and they are deprived of from their legitimate claim in comparisons of other counterparts.

In another case the Additional Chief Secretary, Govt. of Odisha, Water Resource Department has passed an Order that, on completion of 10/20/30 years of service in the post of Amin under RACP Scheme and in accordance with ORSP Rule, 2017 and 2008, one Amin is entitled to get the financial upgradation in the pay scale of Rs.9300/- to Rs.34,800/- with grade pay Rs 4200/- Rs 4600/- & Rs.4800/- as case may be, vide Order No. 1338, Dt.13.06.2023. Whereas one Junior Assistant of District Level Ministerial Officer on completion of 10/20/30 years of service in Junior Assistant post will be entitled to get MACP benefit Rs.2000/-, Rs.2800/- & Rs 4200/- respectively. Such type of disparity is giving mental agony in the heart of Junior Assistants of District Level Ministerial Officers.

No doubt, we are neglected time and again, since 5 decades we have been neglected. Still we are not disheartened, we are with people's cause and under Peoples vision. We keep our hope alive as we believe in "Every morning is a new morning and, on each morning, "Rising sun has shown his way."

We also attached herewith a separate comparative statement by which we have been neglected, so far in pay fixation time and again since 1989 to till date.

So keeping in view delay in taking our only and genuine demand that is grant of pay scale of Rs 9300/- with grade pay 4200/- in favour of District Level Ministerial Officers at base level post, we pray before your magnanimous and vivacious personality to once appreciate our prayer for enhancement of pay and clamp orders which will ask us to remain lifetime indebted to you for all the times to come.

Yours faithfully,

*Chittaranjan Tarasia*

General Secretary  
Odisha Ministerial Officers Association



# ଓଡ଼ିଶା ଅମଳା ସଂଘ

## ODISHA MINISTERIAL OFFICERS' ASSOCIATION

(Home Dept. Registration No. - 14824/dated 16.07.1943)

BHUBANESWAR

Hrudayabihari Mohapatra

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Mob : 8895451523

Gyanaranjan Das

President

Mob : 9938672509

Debendra Nath Patra

Working President

Mob : 9438266682

Chittaranjan Tarasla

General Secretary

Mob : 9437892610

Letter No.

Memo No. 113 //Dt 23.4.2026

Date.....

Copy Submitted to the Addl. Chief Secretary to Govt., GA & PG Department Odisha, Bhubaneswar for favour of kind information and necessary action.

CHH 28 2026 108057

General Secretary 23.4.26

Odisha Ministerial Officers Association

Memo No. 114 //Dt 23.4.2026

Copy Submitted to Addl. Chief Secretary to Govt., Home Dept. Odisha, Bhubaneswar for favour of kind information and needful action.

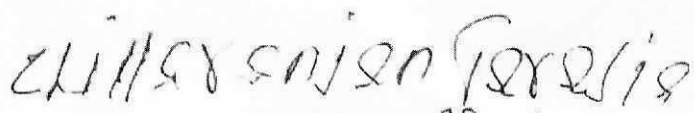
CHH 28 2026 108057

General Secretary 23.4.26

Odisha Ministerial Officers Association

**STATEMENT SHOWING THE INJUSTICE/DISPARITY IN GIVING  
1ST PROMOTION TO JUNIOR ASSISTANTS IN COMPARISON TO  
OTHER STATE GOVERNMENT EMPLOYEES**

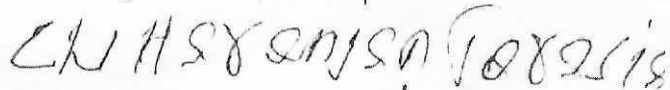
| Categories                                                            | Scale of pay under ORSP Rules-2017                                                      | Name of the 1 <sup>st</sup> Promotional Post        | Scale of pay of the 1st Promotional post under ORSP Rules, 2017                     |
|-----------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------|-------------------------------------------------------------------------------------|
| Amin (+2)                                                             | Level-3 of the pay Matrix carrying scale of pay of Rs 18,000/- to 56,900/-              | Revenue Inspector                                   | Level-9 of the pay matrix carrying scale of pay Rs 35,400/- to 1,12,400/-           |
| A R I (+2)                                                            | Level-4 of the pay Matrix carrying scale of pay of Rs 19,900/- to 63,200/-              | Revenue Inspector                                   | Level-9 of the pay matrix carrying scale of pay Rs 35,400/- to 1,12,400/-           |
| Panchayat Executive Officer (+2)                                      | Level-5 of the pay Matrix carrying scale of pay of Rs.21,700/- to 59,100/-              | Gram Panchayat Extention Officer/Progress Assistant | Level-9 of the pay matrix carrying scale of pay Rs 35,400/- to 1,12,400/-           |
| Village Agriculture Worker/Horticulture Extention Worker (+2 Science) | Level-5 of the pay Matrix carrying scale of pay of Rs 21,700/- to 59,100/-              | Agriculture Overseer/Horticulture Overseer          | Level-9 of the pay matrix carrying scale of pay Rs 35,400/- to 1,12,400/-           |
| Junior Stenographer (HSC)                                             | Level-7 of the pay Matrix carrying scale of pay of Rs.25,500/- to 81,100/-              | Senior Stenographer                                 | Level-9 of the pay matrix carrying scale of pay Rs 35,400/- to 1,12,400/-           |
| Junior Assistant (Heads of Deptt.) (Graduation)                       | Level-4 of the pay Matrix carrying scale of pay of Rs.19,900/- to 63,200/-              | Asst. Section Officer                               | Level-9 of the pay matrix carrying scale of pay Rs.35,400/- to 1,12,400/-           |
| Revenue Inspector (Graduation)                                        | Level-9 of the pay Matrix carrying scale of pay of Rs.35,400/- to 1,12,400/- of the Pay | Revenue Supervisor                                  | Level-10 of the pay matrix carrying scale of pay Rs.44,900/-, 1,42,400/- of the Pay |
| Junior Assistant (Graduation)                                         | Level-4 of the pay Matrix carrying scale of pay of Rs.19,900/- to 63,200/-              | Senior Revenue Assistant                            | Level-7 of the pay matrix carrying scale of pay Rs 25,500/- to 81,100/-             |

  
 General Secretary, 23.4.26  
 Odisha Ministerial Officers Association

**STATEMENT SHOWING THE INJUSTICE/DISPARITY IN FIXATION OF ENTRY  
LEVEL PAY OF JUNIOR ASSISTANTS DURING THE LAST 30 YEARS**

| Name of the Post                                           | Entry Grade Pay under ORSP Rules, 1989                                                            | Entry Grade Pay under ORSP Rules, 2017                                                    |
|------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|
| Trained Graduate Teacher                                   | Rs.1400/- (in the scale of pay of Rs 1400-40-1800-EB-50-2300)                                     | Rs.35,400/- (Level-9 of the pay Matrix carrying scale of pay of Rs 35,400/- to 1,12,400)  |
| OAS-Gr A (JB) Officer                                      | Rs 2000/- (in the scale of pay of Rs.2000-60-2300-EB-75-3200)                                     | Rs.56,100/- (Level-12 of the pay Matrix carrying scale of pay of Rs 56,100/- to 1,77,500) |
| Revenue Inspector                                          | Rs.950/- (in the scale of pay of Rs.950-20-1200-EB-25-1500)                                       | Rs 35,400/- (Level-9 of the pay Matrix carrying scale of pay of Rs 35,400/- to 1,12,400)  |
| Junior Assistant (Now Asst. Section Officer) (Secretariat) | Rs.950/- with two advance increment @ Rs.20/- (in the scale of pay of Rs 950/-20-1200-EB-25-1500) | Rs 35,400/- (Level-9 of the pay Matrix carrying scale of pay of Rs 35,400/- to 1,12,400)  |
| Junior Clerk (Now Junior Assistant) Dist. Level            | Rs.950/- (in the scale of pay of Rs.950-20-1150-EB-25-1500)                                       | Rs 19,900/- (Level-4 of the pay Matrix carrying scale of pay of Rs.19,900/- to 63,200)    |

| Forest Guard getting pay as follows: | Junior Clerk in Dist. Level getting pay as follows:  |
|--------------------------------------|------------------------------------------------------|
| 1985- Pay Rs.625/-                   | 1985- Pay Rs.780/-                                   |
| 1998- Pay Rs.800/-                   | 1998- Pay Rs.950/-                                   |
| 2006- Pay Rs.2650/-                  | 2006- Pay Rs.3050/-                                  |
| 2016- Grade Pay Rs.1775/-            | 2016- Grade Pay Rs.1900/-                            |
| 01.09.2017- Grade Pay Rs.1900/-      | Grade Pay equal with Junior Assistant of Dist. Level |

  
 General Secretary 14.2.4.26  
 Odisha Ministerial Officers Association

**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

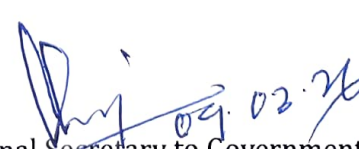
Copy forwarded to All Officers / All Branches of Finance Department for information.

  
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  
19 02 2026



Chief Secretary  
Odisha

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



dy-697PST  
20-02-2026

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

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

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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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| Q1     | 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 & crowding out of other expenditure such as for overall development & public welfare. Decisions in this regard involve choices. Based on current state of the economy & the country's aspirations, what should be the guiding philosophy which must underpin the overall approach of the 8 CPC?                                                              |
| Q2     | Pay determination in organisations including Government involves "horizontal relativity" i.e. for analogous posts across domains/cadres being placed in the same level/scale & "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 & perquisites in Government and the public/private sector? |

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| Q3 | 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? |
| Q4 | 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?                                                                                                                                                                          |
| Q5 | 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?                                                                                                                                                                                                                                                          |
| Q6 | 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) & 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?                                                                                |
| Q7 | 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?                                                                                                                                                                                                                                                                                                    |
| Q8 | 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?                                                                                                                                                                                            |
| Q9 | 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?                                                                                                                                                                                                                                                                                                                                                                      |

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| Q10 | 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 & allowances, subject to an overall ceiling of basic pay. Which approach do you think is more appropriate for Central Government employees?                                 |
| Q11 | The Seventh Pay Commission had assessed that in January, 2014, there were about 47 lakh serving Central Government personnel. This included CAPF, Railways & 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?                                                      |
| Q12 | 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? |
| Q13 | 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 & allowances?                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Q14 | 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?                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Q15 | 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?                                                                                                                                                                                                                                                                    |

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| Q16 | 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? |
| Q17 | 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 & 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? |
| Q18 | 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?                                                                                                                                                        |

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of the responses are being  
considered/required by the Commission.