उत्तर प्रदेश शासन
वित्त (वेतन आयोग) अनुभाग-2
संख्या-वे०आ०-2-154/दस-2026
लखनऊ : दिनांक 10 मार्च, 2026

श्री शिव गोपाल सिंह, अध्यक्ष, उ०प्र० सचिवालय राजपत्रित अधिकारी संघ लखनऊ, उ०प्र०।	श्री अर्जुन देव भारती , अध्यक्ष, उ०प्र० सचिवालय संघ,, उ०प्र०।	इं० हरिकिशोर तिवारी, अध्यक्ष, राज्य कर्मचारी संयुक्त परिषद, उ०प्र०।	श्री एस०पी० तिवारी, अध्यक्ष, राज्य कर्मचारी संयुक्त परिषद, उ०प्र०।
श्री जे०एन० तिवारी, अध्यक्ष, राज्य कर्मचारी संयुक्त परिषद, उ०प्र०।	श्री सुरेश कुमार रावत, अध्यक्ष, राज्य कर्मचारी संयुक्त परिषद, उ०प्र०।	श्री वी०पी० मिश्र, अध्यक्ष, कर्मचारी शिक्षक संयुक्त मोर्चा, उ०प्र०।	श्री रिजवान अहमद सिद्दीकी, अध्यक्ष, राजकीय वाहन चालक महासंघ, उ०प्र०।
श्री ज्ञान प्रकाश वर्मा, प्रान्तीय अध्यक्ष, उ०प्र० सरकार स्टेनोग्राफर्स महासंघ उ०प्र०।	श्री उग्रसेन सिंह, अध्यक्ष, उ०प्र० सांख्यिकीय सेवा परिसंघ उ०प्र०।	इं० एन०डी० द्विवेदी, अध्यक्ष,उ०प्र० डिप्लोमा इंजीनियर्स महासंघ।	श्री कृतार्थ सिंह, अध्यक्ष, उ०प्र० फेडरेशन आफ मिनिस्टीरियल सर्विस एसोसिएशन।
श्री रामराज दूबे, प्रदेश अध्यक्ष उत्तर प्रदेशीय चतुर्थ श्रेणी कर्मचारी महासंघ।	श्री कमल अग्रवाल, प्रान्तीय अध्यक्ष, उ०प्र० राज्य कर्मचारी महासंघ।	इं० हृदय नारायण मिश्र, अध्यक्ष, उ०प्र० डिप्लोमा इंजीनियर्स महासंघ।	श्री दिवाकर सिंह, प्रान्तीय अध्यक्ष, उ०प्र० फेडरेशन आफ मिनिस्टीरियल सर्विस एसोसिएशन।
श्री संदीप कुमार पाण्डेय, प्रान्तीय अध्यक्ष, उ०प्र० फेडरेशन आफ मिनिस्टीरियल सर्विस एसोसिएशन।	श्री राम लाल यादव , प्रान्तीय अध्यक्ष, उ०प्र० कर्मचारी महासंघ।	श्री जे0पी0 पाण्डेय, प्रान्तीय अध्यक्ष, उ०प्र० फेडरेशन आफ मिनिस्टीरियल सर्विस एसोसिएशन।	श्री अजय सिंह , प्रान्तीय अध्यक्ष, उ०प्र० राज्य कर्मचारी महासंघ।

महोदय,

कृपया सदस्य सचिव, आठवाँ केन्द्रीय वेतन आयोग, भारत सरकार के अर्धशासकीय पत्र दिनांक 13 फरवरी, 2026 का अवलोकन करने का कष्ट करें जिसके साथ 18 प्रश्नों की प्रश्नावली संलग्न कर उन पर राज्य सरकार के अधिकारियों एवं अन्य का विचार/मत/सुझाव प्राप्त किये जाने की अपेक्षा की गयी है।

2- उक्त पत्र के द्वारा अवगत कराया गया है कि --

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 be 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.

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.

3- अतः आठवें केन्द्रीय वेतन आयोग के पत्र दिनांक 13 फरवरी, 2026 द्वारा की गयी अपेक्षा के क्रम में आयोग की प्रश्नावली संलग्न कर इस अनुरोध के साथ प्रेषित है कि कृपया प्रश्नावली में उल्लिखित बिन्दुओं पर यदि कोई विचार/सुझाव/मत प्रदान करना चाहते हों तो निम्नलिखित वेबसाइट पर अपने विचार/सुझाव/मत व्यक्त करना चाहेंगे :-

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

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

संलग्नक-यथोक्त।

Digitally signed by PUSHPRAJ
Date: 10-03-2026 13:42:40

(पुष्पराज)
विशेष सचिव।

संख्या-वे०आ०-2- ()/2026 तददिनांक।

प्रतिलिपि:-(1) स्टाफ आफिसर, मुख्य सचिव, उ०प्र० शासन को मुख्य सचिव महोदय के संज्ञानार्थ।

(2) निजी सचिव, अपर मुख्य सचिव, वित्त विभाग, उ०प्र० शासन को अपर मुख्य सचिव महोदय के संज्ञानार्थ।

(3) निजी सचिव, अपर मुख्य सचिव, सूचना विभाग, उ०प्र० शासन को इस अनुरोध के साथ प्रेषित कि कृपया उक्त सूचना दैनिक समाचार पत्र (अंग्रेजी/हिन्दी) में प्रकाशित किये जाने हेतु संबंधित को निर्देशित करने का अनुरोध अपर मुख्य सचिव महोदय से करना चाहें।

(पुष्पराज)
विशेष सचिव।

पंकज जैन
सदस्य सचिव
Pankaj Jain
Member Secretary

सत्यमेव जयते

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

D.O No.35/6/2026-VST/8CPC

Dated the **27th May, 2026**

Dear Sh. Goyal,

The Eighth Central Pay Commission is undertaking an assessment of the existing emolument structure and concerns of various categories of employees, pensioners and services as per its Terms of Reference

2. In order to better appreciate the concerns of the stakeholders in distant areas, ensure wider representation and get a first-hand impression about the functioning and conditions of various cadre/services, the Commission intends to hold meetings in various parts of the country and interact with interested stakeholders. Accordingly, the Commission has scheduled interactions in the state of Uttar Pradesh on **22-23 June,2026** in **Lucknow**, where representatives of Unions/Associations, individuals as well as Institutions/organizations are likely to attend.

3. During the proposed visit, the Commission would also like to hear the State Government on their perspective relating to fiscal impact of earlier pay commissions on State Government and other issues of relevance. The State Government may like to share suggestions and good practises related to emolument structure, attracting talent in Government service, promoting efficiency and accountability in the work culture.

4. In so far as the Commission's visit is concerned, may I request the State Government to kindly consider extending protocol to the Commission and provide security at the venue for the smooth conduct of the interactions/meetings of the Commission in Hyderabad. It is also requested to kindly nominate a Nodal officer for facilitating the entire event. State level Associations of All India Service Officers may also kindly be informed if they wish to interact with the Commission. The venue of the event, travel details, meeting schedule, and delegation details shall be shared with the Nodal Officer in due course.

5. In case of any further details, your office may contact Shri Ravi Prakash Yadav, Deputy Secretary, at 9792478381 or ds2@8cpc.gov.in who shall be coordinating on behalf of Eighth Central Pay Commission.

With regards,

Yours sincerely,

(Pankaj Jain)

Shri Shashi Prakash Goyal
Chief Secretary
Government of Uttar Pradesh
101, 'B' Block, Lok Bhawan, U.P. Secretariat,
Lucknow -226 001
Email: csup@nic.in

D.O. Letter from Member-Secretary, 8th CPC

Kuldeep Meena Meena < kuldeep.meena@gov.in >
Tue, 17 Feb 2026 2:17:49 PM +0530

To "CHIEF UP"<csup@nic.in>

Cc "Member Secretary 8CPC"<membersecy-8cpc@gov.in>,"Manish Kr Kr" <manish.kr1975@nic.in>

Respected Sir,

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 & 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 Ut...
420.4 KB

No. 6435/MS/SECY GI/2026

पंकज जैन
सदस्य सचिव
Pankaj Jain
Member Secretary

सत्यमेव जयते

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

D.O No.10/12/2026-Estt/8CPC **13th February, 2026**

Dear Sh. Goyal,

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.

191/सचि(BS)/26
VS (PR)

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.**

20.02.26
भवानी सिंह खगारोत (RAS)
सचिव,
वित्त विभाग,
उत्तर प्रदेश शासन।

3. 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.

कार्यालय
संo 9233/अ०नु०स०वि०/दस-सा०/2026
दिनांक 19/02/26

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.

सचिव (BS)

With regards,

ACS, वित्त
प्रभारी, कार्मिक

Yours sincerely,

19/02/2026
(दीपक कुमार)
अपर मुख्य सचिव
वित्त एवं वित्त आयुक्त, संस्थागत वित्त
एवं बाह्य सहायतित परियोजना विभाग
उत्तर प्रदेश शासन।

(एस०पी० गोयल)
मुख्य सचिव
उत्तर प्रदेश शासन।

(Pankaj Jain)

Encl. as above.

D.S(PR)
20 VA 2
Plz.
20-02-2026
(पुष्पराज)
विशेष सचिव
वित्त विभाग
उत्तर प्रदेश शासन।

Shri Shashi Prakash Goyal
Chief Secretary,
Government of Uttar Pradesh.

श्री दीपक वर्मा
20/2/26

8th CPC QUESTIONAIRE

For Employees/Pensioners/Individuals and Associations/Unions of serving employees/retirees	For Ministry/Department/UTs/Attached and Subordinate offices/Organizations under Ministry/Department
https://www.mygov.in/mygov-survey/8th-central-pay-commission-questionnaire/	https://www.mygov.in/mygov-survey/8th-central-pay-commission-questionnaire-ministries-departments-and-uts/

Q. No.	Question
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 8th CPC assess/evaluate relativity between pay & perquisites in Government and the public/private sector?

Q3	Should 8th 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 to?
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?

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 8th 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?

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