

**MOST URGENT**

No.E-59650/FD/F3/A3/2025-26  
Government of Puducherry  
Finance Department  
\*\*\*

Puducherry dated 25/03/2026

**I.D. NOTE**

Sub: FD - Memorandum/Representations on Terms of Reference of 8<sup>th</sup> Central Pay Commission called for by MHA – Reg.


Ref: Lr. F.No.15020/13/2026-Plg.Cell dated 19/03/2026 of Director (UT), Ministry of Home Affairs, Govt. of India (copy enclosed).

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The Ministry of Home Affairs vide reference cited has invited Memorandum/Representations from Associations/Unions of serving employees/pensioners and interested individuals in accordance with the Terms of Reference of 8<sup>th</sup> Central Pay Commission (available in 8cpc.gov.in) and also requested to furnish the information as per the attached Questionnaire.

2. The Administrative Departments/Heads of Department are therefore requested to circulate the terms of reference of 8<sup>th</sup> CPC to the Associations/Unions of serving employees pertaining to their Departments seeking representations/comments if any and response received thereon may be forwarded to Finance Department along with the duly filled in **Questionnaire in the attached format** on or before **27/03/2026**.

Encl.: As above.

  
(S. SIVAKUMAR)  
Under Secretary (Finance)

To

All Administrative Departments

All Heads of Department.

Copy to

- 1) The Under Secretary to Govt. (DP&AR), Puducherry.
- 2) The Director of Accounts & Treasuries, Puducherry
  - for circulating the terms of reference to Pensioners of this UT for representations if any.

F.No.15020/13/2026-Plg.cell  
(CFN: 3787701)  
Government of India  
Ministry of Home Affairs  
(UT Division)  
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Kartavya Bhawan 3, New Delhi  
Dated the 19<sup>th</sup> March, 2026

To,

1. The Chief Secretary, UT Administration of Andaman and Nicobar Islands;
2. The Chief Secretary, UT Administration of Chandigarh;
3. The Advisor to the Administrator, UT Administration of Dadra and Nagar Haveli & Daman and Diu;
4. The Chief Secretary, Government of NCT of Delhi.
5. The Advisor to the Administrator, UT Administration of Lakshadweep.
6. The Chief Secretary, UT of Puducherry.

**Subject: - 8<sup>th</sup> Central Pay Commission (CPC) - reg.**

Sir,

As you are aware the Government of India have constituted the Eighth Central Pay Commission vide Resolution dated 3<sup>rd</sup> November, 2025. The Terms of Reference of the Commission are available at its website (8cpc.gov.in).

2. In view of the above, it is accordingly requested that Memorandum/ Representations from Associations/Unions of serving employees/pensioners and interested individuals in accordance with the Terms of Reference, may be submitted to this Ministry for the purpose of 8<sup>th</sup> CPC.

3. In addition to the above, information as per attached "Questionnaire" may also be provided by 20.03.2026.

Yours faithfully,



19/3/2026

Encl. As above.

(Deepak Virmani)  
Director (UT)  
Ph: 011-24010084

Copy to:

1. JS (JKL), MHA alongwith the request for providing above inputs of UT of Jammu & Kashmir and Ladakh.
2. Shri Ravi Chowdhury, Dy. Secretary (UTP). MHA for issues pertaining to Delhi Police.
3. PSO to AS&FA (Home).

**Questionnaire**  
(Inputs for the purpose of 8th Central Pay Commission – MHA)

All concerned CAPFs/Departments/Agencies, MHA are requested to furnish the following information in a structured and tabulated format:

**Part-I: DGs / Heads of Organizations**

1. Name of the Organization/Force:
2. Name of the DG/Head of Organization:
3. Designation of the Post:
4. Approved Pay Level in Pay Matrix:
5. Pay Scale (Apex/HAG/HAG+/Other – specify):
6. Mode of Appointment (Cadre/Deputation/Other – specify):

**Part-II: Allowances (CAPFs/Departments/Agencies, MHA - wise Details)**

1. List of all allowances presently admissible in the CAPFs/Departments/Agencies, MHA.
2. For each allowance, provide the following details in tabular form:

Sl. No.	Name of Allowance	Pay Level/Rank Eligible (Group A/B/C)	Formula/ method of Calculation	Rate/Amount	Conditions of Admissibility (rank/pay level/category/location/ Posting conditions)	Governing Order/OM No. & Date (copy may be enclosed)

3. Whether any special allowance is granted to specific categories? If yes, details thereof.

**Part-III: Differences in Allowances (Mixed Cadre Issues)**

1. Whether there exists any difference in allowances between personnel/posts of the same Force drawn from different sources (e.g., IPS/CAPFs/Organized Services/Deputationists)?
2. If yes, provide details in tabular form:

Sl. No.	Allowance	Category/Cadre	Rate/Level	Difference (if any)	Applicable OM in this regard (copy may be enclosed)

3. Whether the difference has been subject of representation/court case? (Yes/No – details if applicable)

**Part-IV: Court Cases on Pay & Allowances**

1. Number of pending court cases relating to pay and allowances.
2. Details of leading/sample cases:

Sl. No.	Name of CAPFs/Departments/ Agencies, MHA.	Issue Involved	Court/Bench	Present Status (Pending/ Appeal/decided)	Financial Implication / Ministry's Stand

3. Whether any case has adverse observations affecting existing Pay Matrix levels? (Details may be provided)

**Part-V: Anomalies / Representations / Feedback**

1. Whether any representations have been received regarding pay and allowances? (Yes/No)
2. Details of such anomalies and present status of examination.
3. Details of anomalies with comparative statements.
4. Any recommendations or suggestions on anomalies.
5. Any feedback received regarding anomalies in pay and allowances.
6. Status of examination and recommendations, if any.

**Part-VI: Difference in Allowances (Mixed Cadre Issues)**

1. Details of differences in allowances of officials of the same organization/ department drawn from different sources/cadres (e.g., IPS/CAPFs/Organized Services/ Deputation).
2. Rule position and justification for such differences.

**Part-VII: Training Institutes under MHA**

1. List of Training Institutes functioning under MHA.
2. Administrative control, location, and level of officers heading the institute.

All concerned are requested to furnish complete information, duly vetted by the Integrated Finance/Accounts Division, within the stipulated timeframe.

Sl	Name of the Organization
1	Assam Rifles
2	Border Security Force
3	Bureau of Police Research & Development
4	Central Forensic Science Laboratory <del>CBI</del>
5	Central Reserve Police Force
6	Central Translation Bureau (DOL)
7	Delhi Police
8	Directorate of Coordination Police Wireless(DCPW)
9	Directorate General Civil Defence
10	Directorate of Forensic Science
11	Indo Tibetan Border Police
12	Intelligence Bureau
13	LNJP National Institute of Criminology & Forensic Science
14	Narcotics Control Bureau
15	National Civil Defence College
16	National Crime Record Bureau
17	National Disaster Management Authority
18	National Fire Service College.
19	National Foundation for Communal Harmony
20	National Security Guard
21	North Eastern Police Academy
22	Office of the Custodian of Enemy Property of India
23	Repatriates Cooperative Finance and Development Bank Limited (REPCO Bank)
24	Sashastra Seema Bal
25	Central Industrial Security Force
26	Zonal Council Secretariat
27	Sardar Vallabhbhai Patel National Police Academy
28	Inter-State Council Secretariat
29	Registrar General of India
30	National Investigation Agency
31	National Forensic Science University
32	National Institute of Disaster Management
33	Rehabilitation Plantations Limited
34	NATGRID
35	National Human Rights Commission
36	Land Port Authority of India
37	Institute of Correctional Administration , Chandigarh
38	Welfare and Rehabilitation Board
39	A & N Islands Forest & Plantation Development Corporation Limited
40	National Disaster Response Force
41	Bureau of Immigration
42	Central Hindi Training Institute (CHTI)
43	Committee of Parliament on Official Language