ALL INDIA BSNL PENSIONERS' WELFARE ASSOCIATION

Regd. No. T1833/09

CHQ [Regd. No. T 1833/09]

Identified & Registered under 'Pensioners Portal'

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14-11-2025

Resolution on Amendment to Terms of Reference (ToR) of the 8th Central Pay Commission (CPC)

The All India Conference of All India BSNL Pensioners Welfare Association (AIBSNLPWA), held on 8th & 9th November 2025 under the presidentship of D Gopalakrishnan at Ernakulam, (Kerala), unanimously decided to request Government of India to amend the Terms of Reference (ToR) of 8th CPC because the existing ToR does not mention about pension revision for the existing pensioners numbering nearly 69 lakhs which is contrary to the ToR of earlier CPCs. Further, 8th CPC ToR does not mention about the date of effect. This ToR refers the "Defined Benefit Scheme" (OPS) as 'unfunded cost of non-contributory pension scheme' is highly objectionable and discriminatory in tone and intent. The entire pensioner community is totally disappointed and agitated.

The Government of India, Ministry of Finance (Department of Expenditure), through its Resolution No. 1/1/2013-E.III(A) dated 28th February 2014, while constituting the 7th Central Pay Commission (7th CPC), had included a specific clause in its Terms of Reference:

"To examine the principles which should govern the structure of pension and other retirement benefits, including revision of pension in the case of employees who have retired prior to the date of effect of these recommendations, keeping in view that retirement benefits of all Central Government employees appointed on and after 01.01.2004 are covered by the New Pension Scheme."

This clause provided a clear mandate for the 7th CPC to examine the revision of pension for pre-implementation retirees, ensuring parity and fairness between serving and retired employees.

However, in the 8th Central Pay Commission (8th CPC), constituted by the Government of India through its Resolution dated 3rd November 2025, such a clause has been deliberately omitted. This omission excludes explicit coverage of pension revision for those who retired prior to the effective date of its recommendations.

This deliberate exclusion has caused serious concern among 69 lakh Central Government pensioners and family pensioners,

AIBSNLPWA submitted a memorandum to Secretary, DoPT and Hon. Finance Minister, GoI for inclusion of BSNL/MTNL absorbed pensioners/family pensioners in ToR of 8th CPC, whose retirement benefits including pensions are governed by the CCS (Pension) Rules, 1972/2021 and are paid from the Consolidated Fund of India.

AIBSNLPWA firmly believes that the principle of parity and justice extended by the 7th CPC to all existing and future pensioners must continue under the 8th CPC. Therefore, the Terms of Reference of the 8th CPC be amended to include the provision for pension revision for all pensioners who retired prior to 1/1/2026.

In the previous CPCs, particularly IV CPC, Terms of Reference was amended after issuance of resolution and this may be taken as a precedence.

The Conference Resolves:

1. The Government of India is requested to amend the Terms of Reference of the 8th Central Pay Commission by inserting the following clause:
   "To examine the principles which should govern the structure of pension and other retirement benefits, including revision of pension in the case of employees who have retired prior to the date of effect of these recommendations."

2. The Government should clearly specify the date of effect as 1st January 2026 for implementing the recommendations of the 8th CPC for both serving employees and pensioners.

3. The amended ToR should explicitly ensure that pensioners and family pensioners, including those covered under the CCS (Pension) Rules, 1972/2021, whose pension is paid from the consolidated fund of India, like BSNL/MTNL absorbed pensioners, and other non-NPS retirees, fall within the purview of the Commission.

President General Secretary

Copies of this Resolution be forwarded to:

- Hon’ble Prime Minister of India
- Hon’ble Minister of Finance
- Secretary, Department of Expenditure, Ministry of Finance
- Secretary, Department of Pension & Pensioners’ Welfare