



BSNL & DOT PENSIONERS ASSOCIATION (INDIA)



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Thomas John K
All India President

Dinesh D. Mistry
General Secretary

No. BDPA(I)/4th PRC/2026

Date: 08 July 2026

To;

Honble Shri Narendrabhai Modi Ji,

Hon'ble Prime Minister of India

Prime Minister's Office

South Block

New Delhi – 110011

Subject: Early Constitution of the 4th Pay Revision Committee (PRC) for Central Public Sector Enterprises (CPSEs).

Hon'ble Prime Minister,

1. We, on behalf of the executives and non-unionised supervisors serving in various Central Public Sector Enterprises (CPSEs), most respectfully submit this representation seeking the early constitution of the 4th Pay Revision Committee (PRC) for revision of pay scales, allowances and other service benefits.
2. Central Public Sector Enterprises constitute one of the strongest pillars of India's economy. They have played a significant role in the country's industrial development, infrastructure creation, energy security, defense production, transportation, telecommunications, mining, engineering, pharmaceuticals and numerous other strategic sectors. Their contribution towards nation-building, economic growth and implementation of Government policies has been remarkable.
3. The executives and non-unionised supervisors working in these enterprises have consistently discharged their responsibilities with dedication, professionalism and integrity. Their commitment has substantially contributed to the operational efficiency, profitability and competitiveness of CPSEs. It is, therefore, imperative that their service conditions, including pay and allowances, continue to receive timely and periodic review in accordance with the long-established policy of the Government of India.

Background

4. The Government of India has always recognized the importance of periodic revision of pay structures. For Central Government employees, this objective is achieved through the constitution of Central Pay Commissions, while for executives and non-

unionised supervisors of CPSEs, Pay Revision Committees have traditionally been constituted at appropriate intervals.

5. The chronology of the previous Pay Commissions and the last Pay Revision Committee clearly demonstrates this well-established practice.

Seventh Central Pay Commission

- Approved by the Union Cabinet on 25 September 2013.
- Constituted on 28 February 2014 under the Chairmanship of Justice Ashok Kumar Mathur.
- Submitted its report on 19 November 2015.
- Recommendations implemented with effect from 01 January 2016.

Eighth Central Pay Commission

The Government has already taken the historic step of constituting the 8th Central Pay Commission through Gazette Notification dated 03 November 2025 under the Chairmanship of Justice Ranjana Prakash Desai. The Commission has been given eighteen months to complete its work and the Government has already fixed 01 January 2026 as the reference date for implementation of the revised pay structure.

This demonstrates the Government's commitment towards ensuring timely revision of pay and pension for Central Government employees.

Third Pay Revision Committee for CPSEs

Similarly, the Government constituted the 3rd Pay Revision Committee on 09 June 2016 under the Chairmanship of Justice Satish Chandra to review the pay structure of executives and non-unionised supervisors in CPSEs.

The Committee submitted its report on 28 February 2017, following which the Government accepted the recommendations and implemented the revised pay structure with effect from 01 January 2017.

Need for Immediate Constitution of the 4th PRC

Hon'ble Sir,

Nearly ten years have elapsed since the constitution of the 3rd Pay Revision Committee. The Government has already initiated the process for the 8th Central Pay Commission, but no corresponding decision has yet been announced regarding the constitution of the 4th Pay Revision Committee for CPSE executives and non-unionised supervisors.

The timely constitution of the 4th PRC is necessary for several reasons:

Firstly, constitution of the Committee at this stage will provide sufficient time for comprehensive examination of pay structures, service conditions, allowances and other related issues.

Secondly, it will enable meaningful consultations with stakeholders, Ministries, Public Sector Enterprises and employee representatives before final recommendations are submitted.

Thirdly, timely constitution would avoid uncertainty among executives and supervisors serving in CPSEs and strengthen their confidence in the Government's policy of equitable and periodic pay revision.

Fourthly, motivated and adequately compensated executives constitute the backbone of efficient Public Sector Enterprises. Improved employee morale directly contributes to higher productivity, better governance, operational excellence and enhanced competitiveness.

Lastly, an early decision would maintain the long-established practice of synchronizing the process of pay revision in CPSEs with the broader framework of Central Government pay revisions, thereby ensuring administrative consistency and fairness.

National Perspective

At a time when India is moving confidently towards the vision of Viksit Bharat @2047, Central Public Sector Enterprises continue to occupy a strategic position in the nation's economic and industrial growth. A modern, motivated and professionally managed CPSE workforce is indispensable for achieving this national objective.

The constitution of the 4th Pay Revision Committee would not merely represent a revision of pay scales; it would reaffirm the Government's continued commitment towards recognizing the valuable contribution of CPSE executives and strengthening these institutions for the future.

Our Humble Prayer

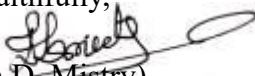
In view of the foregoing, we most respectfully request your kind intervention to:

1. Approve the immediate constitution of the 4th Pay Revision Committee for Central Public Sector Enterprises.
2. Nominate an eminent Chairperson and Members to the Committee at the earliest.
3. Issue appropriate Terms of Reference to enable the Committee to commence its work without delay.
4. Ensure completion of the exercise within a reasonable timeframe so that implementation of the revised pay structure is not unnecessarily delayed.

We firmly believe that this timely initiative will reinforce the confidence of thousands of executives and non-unionised supervisors serving in Central Public Sector Enterprises and further strengthen their commitment towards achieving the Government's vision of efficient, productive and globally competitive Public Sector Enterprises.

With highest regards,

Yours faithfully,


(Dinesh D. Mistry)
General Secretary

