



Reference No.: SWN/8CPC/2026/101

Date: 20 April 2026

To,

- The Hon'ble Prime Minister of India,**
Government of India, New Delhi.
- The Hon'ble Minister of Defence,**
Ministry of Defence, Government of India, New Delhi.
- The Hon'ble Chairperson,**
Eighth Central Pay Commission, Government of India, New Delhi.

Subject: Memorandum on Major Demands of Serving Personnel, Ex-Servicemen, Defence Pensioners and Their Dependants for the 8th Central Pay Commission.

Sir/Madam,

We respectfully request the Commission to consider the following demands for improving the pay, pensions, health-care facilities, allowances, career progression and service conditions of members of the Indian Armed Forces, JCOs, officers, ex-servicemen, reservists, defence pensioners, family pensioners and their dependants. These points are submitted as policy proposals and stakeholder demands for consideration by the Eighth Central Pay Commission.

Summary of Demands:

Sr No	Major Demands	Sr No	Major Demands
1	OROP: Resolve all anomalies	19	Basic Pension: 70% of last pensionable emoluments
2	OROP: Grant to premature retirees	20	Honorary Ranks: Grant full financial benefits for honorary ranks
3	OROP: Equalization every two years	21	Honorary Ranks: Protect existing benefits after grant of honorary rank
4	OROP: Extend full benefits to reservists	22	50% DA/DR: Merge with basic pay/pension
5	ECHS: Contribution-based room entitlement	23	Interim Relief: Grant 10% interim relief
6	FMA: Increase and link it to medical inflation	24	MACP: Provide Min four MACPs at 6, 12, 18 and 24 yrs
7	Risk & Hardship Allowances: Same Risk, Same Allowance	25	Additional Pension: Begin additional pension from age 65
8	MSP: Restructure	26	PCA: Grant PCA to all eligible hospital staff
9	Annual Increment: Increase 3 to 6%	27	Senior-Junior pay anomalies: Automatically correct
10	Fitment Factor: 3.0 minimum uniformly	28	X-Group: Resolve X-Group and technical pay anomalies
11	Entry Pay Level: At least equivalent of Pay Level 5	29	Disability: Reform disability and war injury pensions
12	LTC: Expand and liberalize	30	Gratuity, Ex-gratia & Insurance: Index gratuity, ex-gratia and insurance benefits
13	Additional Leave: Grant 30 days for CI Operations	31	SPARSH: Ensure human support & pension protection
14	Leave Encashment: Increase 300 to 450 days	32	Widows, Dependent parents and Disabled Dependents: Financial Protection framework
15	Non PLB: Introduce an Operational Readiness Bonus	33	Fixed Allowances: Provide automatic indexation of all fixed allowances
16	Exemplary Character: Grant a notional pensionable increment	34	Toll Exemption: Grant toll exemption to veterans
17	Restore Commuted Pension: After 12 years	35	Agnipath Scheme: Review the Agnipath Scheme and restore the previous regular enrolment procedure
18	Family Pension: Raise 30 to 60%		



Part I - OROP, ECHS and the Distinctive Conditions of Military Service

1. All anomalies in OROP should be resolved first

The fundamental purpose of One Rank One Pension is to provide equal pension to ex-servicemen holding the same rank with the same qualifying service. Differences arising from different retirement dates, pension tables, groups, trades, ranks and lengths of service should be removed before the new pay structure is implemented.

Cases involving incorrect fixation, omitted service or rank-related anomalies should be corrected automatically. Full arrears should be paid with the revised pension, and a defined time limit should be prescribed for grievance resolution.

2. Full OROP benefits should be granted to personnel taking Premature Retirement

Eligible personnel and officers who take Premature Retirement, voluntary retirement or discharge before the normal retirement age should not be denied OROP merely because they left service earlier.

OROP entitlement should be based on the rank earned and qualifying service completed. A uniform and transparent arrangement should also cover personnel taking PMR for medical, compassionate, family or career-related reasons.

3. OROP equalisation should be carried out every two years

A long equalisation cycle recreates disparities between earlier and later retirees. OROP pension tables should therefore be reviewed and equalised at intervals not exceeding two years.

Rank-wise and qualifying-service-wise data should be updated regularly, and revisions should be automatic so that pensioners are not required to submit individual applications.

4. Reservists should be granted full OROP benefits

Ex-servicemen receiving reservist pension have completed Colour Service as well as Reserve Liability under the prescribed terms of engagement. They should therefore not be excluded from OROP and periodic pension equalization.

A fair pension formula should take account of Colour Service, Reserve Service, total qualifying service and the last rank held. Eligible reservists and their family pensioners should receive the benefit of revised tables and arrears.

5. ECHS room entitlement should be contribution-based and optional

Under the Ex-Servicemen Contributory Health Scheme, hospital room entitlement should not be determined solely by the rank held at retirement. Beneficiaries should be allowed to choose among General Ward, Semi-Private Room and Private Room according to their needs and financial capacity.

A beneficiary willing to pay the prescribed additional contribution for a higher room category should be provided that facility. Room category should never obstruct treatment in an emergency, ICU admission, surgery or any situation governed by clinical necessity.

6. Fixed Medical Allowance should be increased and linked to medical inflation

Fixed Medical Allowance should be increased in line with the actual cost of medicines, diagnostic tests, consultations and recurring treatment. Its rate should be linked to medical inflation or an appropriate health-cost index (Existing INR 1000 per month to INR 5000 per month).

A higher rate should be provided for pensioners living in remote areas, persons with chronic illnesses, persons with disabilities and older pensioners. FMA should be reviewed annually.



7. Risk and Hardship Allowances: The principle of “Same Risk, Same Allowance” should be applied

Allowances for High Altitude, Counter Insurgency, Para Jump, Sea Diving, Submarine Duty, field areas and other hazardous duties should be determined by the actual level of danger, hardship, isolation and operational exposure.

Personnel performing the same hazardous duty at the same location should not face excessive differences in the basic risk allowance merely because of rank. These allowances should be linked to DA, and risk classifications should be reviewed regularly.

8. Military Service Pay should be restructured

Military Service Pay should remain distinct from Risk and Hardship Allowances. MSP compensates for the unique conditions of military service, including 24x7 operational readiness, strict discipline, transfer liability, family separation, statutory restrictions and exposure to risk to life.

MSP rates should be made equitable across all eligible ranks.

Part II - Pay, Promotion, Leave and Career Progression

9. Annual Increment should be 6%, rising to 7% in cases of stagnation

The existing annual progression is inadequate in relation to rising expenditure on housing, education, health care and general living costs. The normal Annual Increment should be at least 6% of Basic Pay.

A further 1% Stagnation Increment should be granted to any employee who receives neither a regular promotion nor an MACP for six consecutive years. Total annual progression in a case of career stagnation may therefore reach 7%.

- A promotional increment should be granted on promotion and MACP in addition to the normal annual increment.
- The increment dates of 1 January and 1 July should continue, and the date of promotion should not result in loss of an annual increment.
- A notional increment should be granted to personnel who complete the qualifying period immediately before retirement.
- The increment should count for pension, gratuity, leave encashment and other retirement benefits.

10. A minimum Fitment Factor of 3.0 should be applied uniformly

The Eighth Central Pay Commission should prescribe a minimum Fitment Factor of 3.0 for all serving defence personnel and pensioners. The same principle should apply uniformly across ranks and pay levels.

Minimum pay, pay-matrix progression and pay bunching should be reviewed separately. Where a junior draws pay equal to or higher than a senior, the senior should receive automatic stepping-up and an appropriate additional benefit.

11. Entry pay of Jawan's should be at least equivalent to Pay Level 5

The initial pay structure of Personnel Below Officer Rank should reflect the risks of military service, demanding training, weapon handling, physical standards, operational readiness and responsibility assumed at a young age.

Entry pay of soldiers should be fixed at least at the equivalent of Pay Level 5. Qualification pay should be granted for technical and skilled trades, and the training period should count fully as qualifying service.

12. Leave Travel Concession

Field, high-altitude and remote postings keep personnel separated from their families for long periods. The frequency of LTC, travel entitlement, reimbursement and leave linked with LTC should therefore be made more practical.



Up to 120 days of accumulated leave should be permitted to be combined with LTC, with up to 20 days of leave on one occasion. The service member and family should be allowed to travel on different dates. Where operational recall causes cancellation, the full ticket cost should be reimbursed.

13. Additional Annual leave of 30 days should be granted for Counter Insurgency Operations

Personnel deployed on Counter Insurgency Operations face sustained security threats, mental stress, irregular duty hours, difficult terrain and prolonged separation from their families.

Every eligible person completing the prescribed qualifying period in CI Operations should receive 30 days of Additional Leave each year. It should be separate from Annual Leave and Casual Leave, be rank-neutral, and be carried forward or encashed at retirement if service exigencies prevent its use.

14. Leave Encashment ceiling should be increased from 300 to 450 days

Operational commitments, field postings and manpower shortages often prevent personnel from availing their full leave. The maximum Leave Encashment available at retirement should therefore be increased to 450 days.

Leave cancelled because of service requirements should not lapse. In the event of death, the full benefit of accumulated leave should be paid to the family. The calculation should include revised Basic Pay, pensionable MSP and admissible DA.

15. Operational Readiness and Service Performance Bonus should be introduced

Military productivity cannot be measured in the same manner as factory output. A separate Operational Readiness and Service Performance Bonus should therefore replace the Non-Productivity Linked Bonus.

The bonus should be determined with reference to unit readiness, training standards, difficult-area service, emergency response, technical efficiency and exemplary discipline. The minimum amount should not be lower than a prescribed percentage of Basic Pay.

16. Pensionable notional increment should be granted for Exemplary Character

Personnel whose entire service record is exemplary, disciplined, unblemished and free from adverse entries should receive one additional pensionable notional increment at retirement.

The increment should be included in the calculation of Basic Pension, gratuity, commutation and leave encashment so that unblemished military service receives meaningful financial recognition.

Part III - Pension, Family Security and Honorary Rank

17. Commuted pension should be restored after 12 years

The commuted portion of pension should be restored after 12 years instead of 15 years. Restoration should be automatic, without requiring a separate application from the pensioner.

The restoration date should be displayed clearly in the PPO and on SPARSH. Delay should attract interest on arrears, and commutation deductions should cease automatically when family pension begins.

18. Ordinary Family Pension should be increased from 30% to 60%

After the death of a pensioner, family income falls sharply while expenditure on housing, health care, education and daily living continues. Ordinary Family Pension should therefore be increased to 60%.

Family pensioners should receive full DR, automatic revision and time-bound arrears. Permanently disabled children and wholly dependent family members should receive lifelong financial protection.

19. Basic Pension should be fixed at 70% of the Last Pensionable Emoluments

The career span of defence personnel is shorter than that of civilian employees, and a large number of PBOR retire at a relatively young age. Comparable civilian employment is not always available after retirement.



Basic Pension should therefore be fixed at 70% of the last pensionable emoluments. The calculation should include Basic Pay, pensionable MSP and all other admissible pensionable emoluments.

20. Full financial and pensionary benefits should accompany Honorary Rank

Honorary Naib Subedar, Honorary Lieutenant, Honorary Captain and other Honorary Ranks should not remain merely ceremonial distinctions. The corresponding financial and pensionary benefits should also be granted.

Pension should be revised from the effective date of the Honorary Rank, arrears should be released automatically, and uniform financial treatment should apply to the same honorary rank across all three Services.

21. Existing benefits should not be withdrawn after grant of Honorary Rank

Grant of an Honorary Rank should not result in withdrawal of Group Classification, trade-related benefits, protected pension, qualification benefits or any other existing financial advantage.

Honorary Rank should always operate as an additional honour and benefit; it should never cause financial loss to an ex-serviceman.

22. DA/DR (50%) should be merged with Basic Pay and Basic Pension

When Dearness Allowance or Dearness Relief reaches 50%, the prescribed portion should be merged with Basic Pay and Basic Pension.

After merger, HRA and other percentage-based allowances, pension, gratuity and leave encashment should be recalculated on the revised basic amount. The provision should apply equally to serving personnel and pensioners.

23. Interim Relief (10%) should be granted until implementation of the 8th Pay Commission

If the report and implementation of the Eighth Central Pay Commission are delayed, serving defence personnel, pensioners and family pensioners should receive Interim Relief equal to 10% of Basic Pay or Basic Pension.

The relief should take effect from the Commission's effective date and may be adjusted in final fixation, but it should not subsequently be recovered.

24. Four MACPs should be granted at 6-year intervals

The number of Modified Assured Career Progressions should be increased from 3 to 4. Financial upgradations should be granted on completion of 6, 12, 18 and 24 years of service.

Each MACP should carry one increment followed by placement in the next applicable pay level. The benefit should be pensionable, and any senior-junior anomaly should be corrected through automatic stepping-up.

25. Additional Pension should commence from the age of 65

Instead of requiring pensioners to wait until age 80, Additional Pension should begin at age 65 so that timely support is available for increasing medical and care-related expenditure.

A graded enhancement should begin at 65 and increase progressively at higher ages. The benefit should apply to pensioners as well as family pensioners.

Part IV - Health Care, Pay Anomalies and Administrative Protection

26. Patient Care Allowance should be granted to all eligible hospital staff

All eligible employees in military hospitals who face direct patient contact, infection exposure, biological risk, night duty and critical-care workload should receive Patient Care Allowance.

Eligibility should be based on actual patient contact and occupational exposure rather than designation alone. PCA should be linked to DA and its rates should be revised regularly.



- Nursing and ward staff, nursing assistants and ambulance staff.
- Laboratory, radiology, imaging, operation theatre, blood bank, physiotherapy and CSSD staff.
- Mortuary, sanitation, biomedical-waste and infectious-disease ward staff.
- Technical and support staff directly engaged in patient handling.

27. Senior-Junior Pay Anomalies should be corrected automatically

Where a junior draws higher pay than a senior because of promotion, MACP, fixation or the revised pay matrix, the senior's pay should be stepped up automatically.

The senior should not be compelled to submit an individual representation. The anomaly should be corrected within 90 days, and where pension has been affected, pension and arrears should also be revised automatically.

28. X-Group and Technical Pay Anomalies should be resolved

Pay and pension anomalies affecting technical trades and former X-Group personnel should be removed. Technical qualifications, advanced training, skill levels and certifications should receive appropriate financial recognition.

Former X-Group Pay or its replacement benefit should be protected in the new pay structure. Personnel with the same qualification and duties should not suffer unjustified differences because of retirement date or classification.

29. Disability Pension and War Injury Pension: Comprehensive reforms required

Personnel with disabilities attributable to or aggravated by service should receive fair pension protection. Disability broad-banding should apply uniformly, and an admissible disability element should not be denied merely because of PMR.

Medical Board decisions should be supplied with reasons, appeals should be simple and time-bound, higher protection should apply in War Injury and operational casualty cases, and Constant Attendant Allowance should reflect the actual cost of care.

30. Gratuity, Ex-Gratia and Insurance Benefits should be indexed to inflation

Retirement Gratuity, Death Gratuity, operational casualty Ex-Gratia and insurance cover should not remain fixed for long periods. They should be linked to DA or an appropriate inflation index.

Death and casualty claims should be settled within 30 days. Delay should attract interest payable to the family, and nomination and claim verification should be digital, transparent and simple.

31. SPARSH: Human support and pension protection should be ensured

A digital pension system must be accompanied by strong human assistance. Pension should not be stopped without written notice and a reasoned order, and pensioners should receive an opportunity to be heard before any recovery.

Every district should have a free SPARSH help centre, face-to-face assistance for elderly pensioners, a 30-day grievance timeline and automatic refund with interest for wrongful deductions.

32. Widows, Dependent Parents and Disabled Dependents: Financial protection framework

A strong financial protection framework should cover the widow, dependent parents, permanently disabled children and other eligible dependants of a defence pensioner.

Disabled dependants should receive lifelong family pension, repeated medical certification should be relaxed, widow claims should be fast-tracked, battle-casualty families should receive a dedicated case manager, and special assistance should be provided for children's education.

33. Automatic indexation of all Fixed Allowances

Dress Allowance, Transport Allowance, Children Education Allowance, Hostel Subsidy, Patient Care Allowance, Nursing Allowance and other fixed allowances should be linked to inflation and DA.



Fixed allowances should be revised automatically whenever DA rises by 50%. Medical and education-related allowances should be reviewed annually, and revised rates should take effect from the date on which the threshold is reached.

Part V - Veterans' Mobility and the Future of Military Recruitment

34. Toll exemption should be granted to veterans

Ex-servicemen should be granted a uniform toll exemption on National Highways and other government-controlled toll roads in recognition of their service to the nation. The facility should be available through a clear nationwide policy rather than depending on local interpretation at individual toll plazas.

The exemption should be implemented through secure digital verification, preferably by linking the veteran identity credential with FASTag or another authorised system. The process should be simple, dignified and free from repeated manual verification, while incorporating appropriate safeguards against misuse.

35. Agnipath Scheme should be reviewed and previous Regular Enrolment procedure restored

The Agnipath recruitment model should be comprehensively reviewed in consultation with the Service Headquarters, serving personnel, veterans and other affected stakeholders. Recruitment policy should preserve long-term professional experience, unit cohesion, continuity of training and predictable career progression in the Armed Forces.

The regular enrolment procedure that existed before the Agnipath Scheme should be restored as the principal system of recruitment, with normal service tenure and established pensionary and post-service safeguards. Any short-term engagement model, if retained, should operate only as a supplementary channel and should not replace regular recruitment.

Concluding Submission

The above demands are not confined to a general increase in pay. They cover OROP, pension parity, family security, health care, career progression, disability protection, operational stress, veterans' mobility, future military recruitment, digital pension administration and appropriate financial recognition of the distinctive conditions of military service. We therefore respectfully request the Hon'ble Prime Minister of India, the Hon'ble Minister of Defence and the Eighth Central Pay Commission to examine all these proposals in depth and take appropriate action to secure fair, dignified and practical outcomes for serving personnel, ex-servicemen, defence pensioners and their families.

Yours faithfully,

Signature: _____

Name: _____

Designation: _____

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Note: This is a stakeholder charter of demands. All percentages, time periods and proposals stated in this document are suggestions submitted for consideration by the Eighth Central Pay Commission.



Demands List

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2	OROP: Grant to premature retirees
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