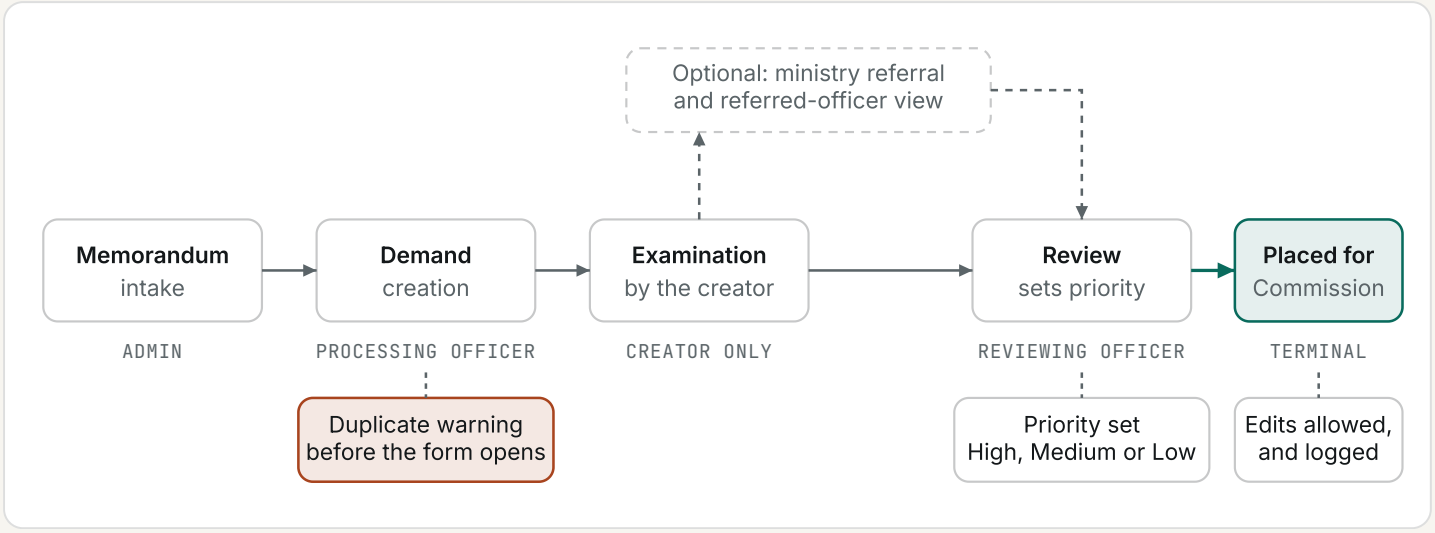
8TH CENTRAL PAY COMMISSION · GOVERNMENT OF INDIA · 2026

Live in about a month, against a date set by statute

The 8th Central Pay Commission, which reviews pay for about 70 lakh central government employees and pensioners, was handling demands in an Excel sheet. A working portal replaced it in about a month, with four organisations coordinating and none reporting to the others.

ROLE	SCOPE	SPAN	HEADLINE
Project Manager Delivery, product and workflow definition	**11 modules** Four coordinating bodies, a team of eight	**~1 month** Joined 23 Jul; live 24 Aug 2026	**~21,000 demands** ~200 active users, ~1,000 demands a day



THE CONSTRAINT, AND THREE DECISIONS

- A statutory tenure fixed the date, so every other variable had to absorb risk
- Four bodies with no reporting line; a one-time Excel data load
- Open-source technology and government-cloud hosting

1. Parallel streams.
Schedule risk moved into coordination, which the project manager could handle.
COST More coordination overhead with a team of eight.

2. A proper workflow.
Every demand moves through clear stages, with access by role.
COST Slower than a spreadsheet for a quick edit.

3. Build for month six.
Sized for about 200,000 demands, not today's ~21,000.
COST Effort spent on load not yet carried.

OUTCOME

24 Aug go-live, 2026	**~21,000** demands on the platform
~200 active users	**~50 → ~1,000** demands created a day

> AI supports the examination. The officer decides.

AI layer scope: duplicate detection, anomaly detection, evidence matching and source retrieval. Power BI is a separate analytics layer. Figures are approximate.

Read the full case study
notrishabhjain.github.io/work/8th-cpc-demand-management/

rishabh.jain@outlook.in
linkedin.com/in/notrishabhjain
Delhi · open to relocation and remote