

No.G.12011/FD/F3/A2/2018
GOVERNMENT OF PUDUCHERRY
FINANCE DEPARTMENT

-oOo-

Puducherry, dated 16.11.2022

I.D.NOTE / OFFICE MEMORANDUM

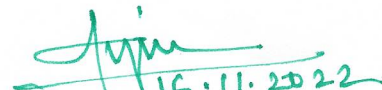
Sub: Finance Department – Extension of benefits on bunching of stages upon implementation of the Seventh Central Pay Commission - Communicated.

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Copies of the Office Memoranda on the subject indicated below are communicated for implementation in the UT of Puducherry.

| Sl. No. | Reference: No. & Date | Issued by | Subject |
|---------|--|---|--|
| 1 | O.M.No.1-6/2016-IC dated 07.09.2016 | Government of India, Ministry of Finance, Department of Expenditure, Implementation Cell (7 th CPC), New Delhi | Recommendations of 7 th CPC on bunching of stages in the revised pay structure under CCS(Revised Pay) Rules, 2016 |
| 2 | O.M.No.1-6/2016-IC dated 03.08.2017 | Government of India, Ministry of Finance, Department of Expenditure, Implementation Cell (7 th CPC), New Delhi | Recommendations of 7 th CPC on bunching of stages in the revised pay structure under CCS(Revised Pay) Rules, 2016 |
| 3 | O.M.No.1-6/2016-IC /E-III A dated 07.02.2019 | Government of India, Ministry of Finance, Department of Expenditure, Implementation Cell (7 th CPC), New Delhi | Bunching of stages of pay in the pre-7 th CPC pay scales consequent upon fixation of pay in the in the revised pay structure under CCS(Revised Pay) Rules, 2016 |

//BY ORDER//


(ARJUN RAMAKRISHNAN)

UNDER SECRETARY TO GOVT. (FINANCE)

To

All Secretaries to Government/All Secretariat Departments/
All Heads of Departments/Offices.

Copy to:

1. The Director of Accounts and Treasuries, Puducherry
2. The Dy. Director of Accounts and Treasuries, Karaikal/Mahe/Yanam.
3. The Director, Information & Technology Department,
Puducherry - **to be hosted in State website.**
4. The Website of Finance Department - **to be hosted in the official website.**

No. 1-6/2016-IC
Government of India
Department of Expenditure
Implementation Cell

Room No. 214, The Ashok, New Delhi
Dated the 7th September, 2016

OFFICE MEMORANDUM

Subject: Recommendations of the 7th Central Pay Commission – bunching of stages in the revised pay structure under Central Civil Services (Revised Pay) Rules, 2016.

The undersigned is directed to say that in view of the recommendation of the 7th Central Pay Commission regarding bunching of stages in the revised pay structure, it has been decided that in cases where in revision of pay, the pay of Government servants drawing pay at two or more stages in pre-revised Pay Band and Grade Pay or scale, as the case may be, get fixed at same Cell in the applicable Level in the new Pay Matrix, one additional increment shall be given for every two stages bunched and the pay of Government servant drawing higher pay in pre-revised structure shall be fixed at the next vertical Cell in the applicable Level.

2. For this purpose, pay drawn by two Government servants in a given Pay Band and Grade Pay or scale where the higher pay is at least 3% more than the lower pay shall constitute two stages. Officers drawing pay where the difference is less than 3% shall not be entitled for this benefit.

3. As per illustration given in para 5.1.37 of the Report of the 7th Central Pay Commission, if two persons drawing pay of ₹ 53,000 and ₹ 54,590 in the GP ₹ 10,000 are to be fitted in the new Pay Matrix, the person drawing pay of ₹ 53,000 on multiplication by a factor of 2.57 will expect a pay corresponding to ₹ 1,36,210 and the person drawing pay of ₹ 54,590 on multiplication by a factor of 2.57 will expect a pay corresponding to ₹ 1,40,296. Revised pay of both should ideally be fixed in the first cell of Level 14 in the pay of ₹ 1,44,200 but to avoid bunching the person drawing pay of ₹ 54,590 will get fixed in second cell of Level 14 in the pay of ₹ 1,48,500.


(R. K Chaturvedi)

Joint Secretary to the Govt. of India
Tel: 011 – 2611 6646

Distribution:

1. All Ministries/Departments as per standard list.
2. NIC, D/o Expenditure, Ministry of Finance, North Block, New Delhi with a request to upload the OM on website of the Department.

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(B. VENNILA)

Superintendent,
Finance Dept., Puducherry

सं. / No.1-6/2016-IC
भारतसरकार/ Government of India
वित्तमंत्रालय /Ministry of Finance
व्ययविभाग /Department of Expenditure
(कार्यान्वयनसेल, 7thके. वे.आ/ Implementation Cell, 7th CPC)

North Block, New Delhi,
3rd August, 2017

OFFICE MEMORANDUM

Subject: Recommendations of the 7th Central Pay Commission (CPC) – bunching of stages in the revised pay structure under Central Civil Services (Revised Pay) Rules, 2016.

With reference to the subject mentioned above and in continuation of this Department's OM of even number dated 07.09.2016 and 13.06.2017, detailed instructions are hereby being issued on the application of the benefit on account of bunching of stages while fixing the pay in the revised pay structure as a response to a large number of references received from Ministries/Departments.

2. The provisions giving effect to the recommendations of the 7th CPC on extending the benefit on account of bunching were notified vide DoE O.M. dated 07.09.2016. Benefits on account of bunching have been extended during the initial fixation of pay in the revised pay structure while implementing the recommendations of earlier CPCs also. Bunching occurs in the fixation of pay when the pay at two or more consecutive stages in a Pay Scale/ Grade Pay in the pre revised scale get fixed at the same stage in the corresponding Pay Scale/ Level in the revised pay structure.
3. The modalities of determining the extent of bunching and the nature of benefits to be extended on account thereof, based on the recommendations of the CPCs, have differed across different Pay Commission periods. While the 5th CPC recommended that benefits be extended when more than four stages get bunched, the 6th CPC recommended that benefits be extended when two or more stages get bunched. The fitment tables drawn by the 6th CPC and notified by the Government subsequently provided for the benefit of bunching only when more than two stages were bunched. As regards the benefits to be extended on account of bunching, the 5th CPC recommended benefit of one increment for every four consecutive stages bunched, the 6th CPC recommended benefit of one increment for every two consecutive pay stages bunched. For HAG scales, however, benefit of one increment was given at each of the pay stages in the 6th CPC pay structure.
4. In terms of the DoE O.M. dated 07.09.2016 based on the 7th CPC recommendations, bunching occurs when two or more stages get bunched and benefit of one increment is to be given for every two stages bunched. These provisions are to be applied while revising the pay from the 6th CPC regime to the 7th CPC regime. In the 6th CPC pay structure, about 35 pay scales existing in the 5th CPC pay structure were

replaced by a system of running pay bands recommended by the 6th CPC. The 6th CPC pay structure consisted of 19 grades spread across four distinct pay bands and 4 distinct scales including two fixed scales. The 6th pay structure being replaced by the 7th CPC recommended Pay Matrix, thus, consists of 4 Pay Bands with 15 levels of Grade Pay, along with 4 standalone scales, viz., HAG scale, HAG+ scale, Apex scale (fixed) and the scale of Cabinet Secretary (fixed).

5. While in the 5th CPC structure, the stages in every pay scale were well defined, the stages were not well defined in the 6th CPC structure. The pay was to be fixed in the running Pay Band by rounding off to the next higher multiple of 10. Every multiple of 10 was a pay stage in the 6th CPC regime. However, all consecutive 10 rupee stages for any Grade Pay cannot be taken as consecutive stages for the purpose of bunching in reference to the 7th CPC recommendations as is also clear from the illustration contained in para 5.1.37 of the 7th CPC Report. Based on the illustration contained in para 5.1.37 of the 7th CPC Report, Department of Expenditure's O.M. dated 07.09.2016 provided that a difference of at least 3%, the rate of annual increment, in the 6th CPC pay structure was essential for counting of two stages. The 6th CPC had replaced the system of equidistant pay stages in a pay scale based on equal annual increments in the 5th CPC regime by a system of annual increment of 3% on the sum of pay in the running pay band and the Grade Pay which was to be added to the running pay as increment. Therefore, the pay stages in any given Grade Pay were specific to an employee and depended upon the initial fixation of pay in that Grade Pay. As a result, the amount of increment earned in the same Grade Pay would differ in the same Pay Scale/ Grade Pay not only between different employees but also across years for the same employee. To illustrate, an employee whose pay was fixed at Rs 46,100 in GP of 8700 in PB-4 would have the first annual increment of Rs 1390 which would be added to his running pay in the Pay Band, another employee whose pay initially was fixed at Rs 46,400 in the same Grade Pay would have the first annual increment of Rs 1400. In such a scenario where the pay stages are specific to the employee, it is not possible to arrive at universal pay stages for the purpose of determining the extent of bunching. Therefore, for the purpose of determining the extent of bunching in a system of running pay bands, the consecutive pay stages that need to be considered are the pay stages which are specific to the employee.

6. In the 5th CPC structure, the maximum and the minimum of every pay scale were well defined. In the 6th CPC structure, Entry Pay was separately notified for most Grade Pay levels to govern the entry pay of direct recruits in that level. The pay of those moving from a lower grade to a higher one on promotion was regulated in terms of provisions contained in Rule 13 of CCS (RP) Rules, 2008. As such, the Entry Pay notified for a given Pay Scale/ Grade Pay is the effective minimum of that Grade Pay for direct recruits. For an employee getting promoted, the sum of the minimum of the relevant Pay Band and the Grade Pay is the effective minimum pay. The 7th CPC, in its Report, has commented that this led to many situations where direct recruits drew higher pay as compared to personnel who reached that stage through promotion. Demands were received by the 7th CPC from many staff associations and employees for removal of this disparity which the 7th CPC refers to as differential entry pay.

7. In the revised dispensation for pay fixation in the New Pay Structure as recommended by the 7th CPC, direct recruits shall start at the minimum pay corresponding to the level to which recruitment is made, which will be the first cell of

each level. For those promoted from the previous level, the fixation of pay in the new level will depend on the pay they were already drawing in the previous level. The pay, however, cannot be less than the first stage of the relevant level. While enumerating the benefits of migrating to the new system at para 5.1.47 of the 7th CPC Report, it has been stated that **'the issue of differential entry pay has been resolved'**. At para 5.1.36 of the 7th CPC Report it has also been mentioned that rationalization has been done with utmost care to ensure minimum bunching at most levels. Rationalization has been done by the 7th CPC through the Index of Rationalisation (IoR) which has been multiplied with the Entry Pay in the 6th CPC regime to arrive at the first cell of each level. With the Entry Pay along with IOR being used as the determiner of the first cell, pay stages below the Entry Pay have been consciously brought up to the level of Entry Pay and its corresponding pay stage in the revised pay structure. As a result, all pay stages below the Entry Pay in any Level will, on re-fixation, converge to the first pay stage in that level. As this convergence takes place on account of a conscious decision of the 7th CPC intrinsic to the architecture of the Pay Matrix by indicating the Entry Pay as the starting point of each Level, benefit on account of bunching cannot be extended with reference to pay stages lower than the Entry Pay indicated by the 7th CPC for that level in the Pay Matrix. Extending the benefit of bunching with reference to pay stages below the entry pay will perpetuate the difference in pay on account of differential Entry Pay which was addressed by the 7th CPC.

8. Based on the above, it is clarified that the following shall be kept in view while determining the extent of bunching as also the benefits to be extended on account of bunching at the time of initial fixation of pay in the 7th CPC pay structure:

- (i) Benefit on account of bunching is to be extended when two or more stages get bunched.
- (ii) Benefit of one increment is to be extended on account of bunching of every two consecutive stages.
- (iii) As stipulated in MoF OM dated 07.09.2016, a difference of 3% to be reckoned for determination of consecutive pay stages, specific to each employee.
- (iv) All pay stages lower than the Entry Pay in the 6th CPC pay structure as indicated in the Pay Matrix contained in the 7th CPC Report are not to be taken into account for determining the extent of bunching.

9. All Ministries/ Departments are advised to review all cases wherein benefit on account of bunching has been extended in terms of this Department's OM dated 07.09.2016 and to re-fix the pay in terms of the instructions contained herein.

V. Singh
(V.K Singh)
Director

Distribution:

1. All Ministries/Departments as per standard list.
2. NIC, D/o Expenditure, Ministry of Finance, North Block, New Delhi with a request to upload the OM on website of the Department.

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B. Vennila
(B. VENNILA)

Superintendent,
Finance Dept., Puducherry

No.1-6/2016-IC/E-IIIA
• Govt. of India
Ministry of Finance
Department of Expenditure

North Block, New Delhi
Dated the 07th February, 2019

Office Memorandum

Subject: Bunching of stages of pay in the pre-7th CPC pay scales consequent upon fixation of pay in the revised pay scales based on 7th CPC-Regarding

The undersigned is directed to invite attention to this Departments OM No. 1-6/2016-IC dated 3rd August, 2017, explaining in detail the methodology for applying the principle of "bunching" consequent upon pay fixation in the revised pay scales (applicable Levels of the Pay Matrix) effective from 1.1.2016 based on implementation of the recommendations of the 7th Pay Commission.

2. Notwithstanding the fact that the said OM dated 3.8.2017 has elaborately explained the issue of bunching in the context of the revised pay scales based on 7th Central Pay Commission, references are being received in this Ministry seeking clarification as to the methodology to carry out the principle of bunching. It is seen that some of the clarifications received seem to arise out of the position on bunching as obtaining during the pay structure in vogue based on 6th Pay Commission before 1.1.2016 vis-à-vis the position explained in terms of this Ministry's aforesaid OM dt. 3.8.2017 in the context of pay structure currently in vogue from 1.1.2016 based on the recommendations of the 7th Pay Commission.

3. Therefore, the matter has been considered keeping in view the clarifications sought and the issue is clarified heretofore. At the very outset, bunching as a sequel to pay fixation based on the formula for such pay fixation on the date of effect of revised pay scales based on the recommendations of the 7th Pay Commission, is to be considered strictly as per the recommendations of the 7th Pay Commission, as illustrated in para 5.1.37 of its report. The principle of bunching as recommended by the 7th Pay Commission, as accepted by the Government in terms of the erstwhile Implementation Cell's OM dt. 7.9.2016 and 3.8.2017, is different from the principle recommended by the 6th Pay Commission and as accepted by the Government based thereon. Therefore, the principle of bunching in the revised pay structure based on the recommendations of the 7th Pay Commission is independent of the principle followed earlier and has no link thereto.

4. The 6th Central Pay Commission in para 2.2.21 of its Report recommended - "To alleviate the problem of bunching in these cases, the Commission has allowed the benefit of one extra increment wherever two or more stages in any of the pre-



revised pay scales were getting bunched together at one level in the revised pay bands.... The Commission has prepared a detailed fixation chart which gives the fitment in the revised running pay bands in every stage". However, in the fitment charts prepared by the 6th Pay Commission, the Commission illustrated the bunching meant by it. The examples from the fitment tables prepared by the 6th Pay Commission are given in **Annexure I**.

5. The same principle of bunching was adopted in terms of the fitment table prescribed by the Ministry of Finance, Department of Expenditure, as per the OM No.1-1/2008-IC dated 30.8.2008. The examples of which are given in **Annexure II**.

6. The 7th Pay Commission has dealt with the issue of bunching in paras 5.1.36 and 5.1.37, which are reproduced below.

"5.1.36 Although the rationalisation has been done with utmost care to ensure minimum bunching at most levels, however if situation does arise whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

5.1.37 For instance, if two persons drawing pay of Rs. 53,000 and Rs. 54,590 in the GP 10000 are to be fitted in the new pay matrix, the person drawing pay of Rs. 53,000 on multiplication by a factor of 2.57 will expect a pay corresponding to Rs. 1,36,210 and the person drawing pay of Rs. 54,590 on multiplication by a factor of 2.57 will expect a pay corresponding to Rs. 1,40,296. Revised pay of both should ideally be fixed in the first cell of level 15 in the pay of Rs.1,44,200 but to avoid bunching the person drawing pay of Rs. 54,590 will get fixed in second cell of level 15 in the pay of Rs.1,48,500."

7. Accordingly, the essence of the recommendations of the 7th Pay Commission is contained in the above illustration given by the 7th Pay Commission. As per this illustration, the pay of Rs. 53,000 and Rs. 54,590 were the pay applicable in PB-4 plus Grade Pay of Rs. 10,000 as applicable prior to 1.1.2016, which corresponds to Level-14 of the Pay Matrix applicable from 1.1.2016. The pay of Rs. 54,590 was 3% more than the pay of Rs. 53,000. That is, these two Pays were separated by a difference of 3% of Rs. 53,000. Thus, the pay of Rs. 54,590 was the stage next to the pay of Rs. 53,000. Considering that the 7th Pay Commission allowed the benefit of bunching at the level of the pay of Rs. 54,590 itself, it materially departed from the principle followed at the time of 6th Pay Commission because in the 6th Pay Commission regime the benefit was allowed at the 3rd consecutive stage and not at the 2nd stage itself (next stage) for the purpose of bunching.

8. Furthermore, in the illustration given in para 5.1.37 of its report, the 7th Pay Commission has not mentioned about the pay in respect of pre-revised pay of Rs. 56,230, which is 3% more than the pay of Rs. 54,590. The revised pay fixed in the Level 14 with reference to the pre-revised pay of Rs. 56,230 will be Rs. 1,48,500.



This will be the same as the pay to be given with reference to the pre-revised pay of Rs. 54,590 after allowing bunching. However, the 7th Pay Commission did not recommend any additional benefit in such cases, as it did not include in its illustration for any benefit in case of the further stages of pre-revised pay, consequent upon bunching at the lower stage.

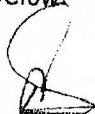
9. In view of the above, the benefit of bunching consequent upon fixation of pay in the revised pay structure effective from 1.1.2016 based on the recommendation of the 7th Pay Commission is to be considered in the light of the above and the clarifications already issued in terms of the aforesaid letter dated 3.8.2017. Accordingly:

- (i) Where consequent upon fixation of pay in terms of Rule 7 (1) (A)(i) of the CCS (RP) Rules, 2016, two different pay drawn in the pay structure obtaining immediately before 1.1.2016, which were separated by one another by 3% of the previous stage, are fixed at the same cell of the applicable Level of the Pay Matrix effective from 1.1.2016, then the benefit of bunching by way of one additional increment as on 1.1.2016 shall be admissible in respect of the pay which is more than 3% of the previous pay, as per the illustration given by the 7th Pay Commission in para 5.1.37, as mentioned above. This is further illustrated as below:

6th CPC Pay scale : PB-4 (37,400-67,000) 7th CPC Pay Scale - Level-13
+ Grade Pay Rs.8,700/- (1,23,100-2,15,900)

| 6 th CPC Pay Structure (PB-4 and GP of Rs. 8,700) | Pay fixation in 7 th CPC Pay Matrix (Level-13) | | |
|--|---|--------------------------------------|--------------------------------|
| | Pay | Consolidation based on 2.57 multiple | Pay after bunching |
| | 46,100 | Rs.1,18,477 | Rs.1,23,100/- |
| | 47,490 (46,100+3%) | Rs.1,22,049 | Rs.1,23,100/- Rs.1,26,800/- |

- (ii) In view of the position explained in para 8 above and the specific recommendation of the 7th Pay Commission as per its illustration given in para 5.1.37 of its report, no further action is to be taken after the benefit of bunching as a result of application of Rule 7(1)(A)(i), as indicated above. This is as illustrated below:




| 6 th CPC Pay Structure (PB-4 and GP of Rs. 8,700) | Pay fixation in 7 th CPC Pay Matrix (Level-13) | | | |
|--|---|--------------------------|-----------------------------------|---------------------------------|
| Pay | Consolidation based on 2.57 multiple | Pay fixed as on 1.1.2016 | Pay after bunching as on 1.1.2016 | Remarks |
| 46,100 | Rs.1,18,477 | Rs.1,23,100/- | Rs.1,23,100/- | |
| 47,490 (46,100+3%) | Rs.1,22,049 | Rs.1,23,100/- | Rs.1,26,800/- | Pay raised because of bunching. |
| 48,920 (47,490+3%) | Rs. 1,25,724 | Rs. 1,26,800 | Rs. 1,26,800 | No change. |

10. In the light of the above, the points of clarification as referred to this Ministry are explained in the **Annexure III**.

11. These orders are issued after consultation with the Comptroller and Auditor General of India in their application to the employees belonging to the Indian Audit and Accounts Department.

12. Hindi version of these orders is attached.


 (Amar Nath Singh)
 Director

To

1. All Ministries/Departments- As per standard list.
2. DoPT (Pay/AIS Divisions), North Block, New Delhi.
3. Comptroller and Auditor General of India, DDU Marg, New Delhi.
4. Union Public Service Commission, Dholpur House, New Delhi.
5. Controller General of Accounts, Mahalekha Bhawan, I.N.A, New Delhi.
6. NIC, D/o Expenditure, Ministry of Finance, North Block, New Delhi with a request to upload the OM on the website of the Department.

Annexure I

The examples taken from the Fitment Chart prepared by the 6th Pay Commission

Example 1:

Then existing scale = 8,000-275-13,500

6th CPC Scale PB-3 (15,600 - 39,100)

+ Grade Pay = Rs.5,400/-

| Stages in pre-2006 scale | | Pay fixation without bunching | | | Pay fixed as per fitment chart of 6 th CPC | Remarks |
|--------------------------|-------|-------------------------------|-----------|--------|---|---|
| | | Pay in Pay Band (1.74 factor) | Grade Pay | | | |
| 1 st | 8,000 | 15,600 | 5,400 | 21,000 | 21,000 | This illustration in the fitment table given by the 6 th CPC brings out that if 3 consecutive stages of pay in the pay scale obtaining prior to 1.1.2006 are bunched based on the formula for fixation of pay, then the benefit of bunching was to be given at the 3 rd stage, i.e., at the pre-revised pay of Rs. 8,550. |
| 2 nd | 8,275 | 15,600 | 5,400 | 21,000 | 21,000 | |
| 3 rd | 8,550 | 15,600 | 5,400 | 21,000 | 21,390 | |

Example 2:

Then existing scale = 14,300-450-22,400

6th CPC Scale PB-4 (39,200-67,000)

+ Grade Pay = Rs.9,000/-

| Stages in pre-2006 scale | | Pay fixation without bunching | | | Pay fixed as per fitment chart of 6 th CPC | Remarks |
|--------------------------|--------|-------------------------------|-----------|--------|---|---------------------------|
| | | Pay in Pay Band (1.74 factor) | Grade Pay | | | |
| 1 st | 14,300 | 39,200 | 9,000 | 48,200 | 48,200 | Same as in above example. |
| 2 nd | 14,750 | 39,200 | 9,000 | 48,200 | 48,200 | |
| 3 rd | 15,200 | 39,200 | 9,000 | 48,200 | 49,180 | |

Annexure II

The examples taken from the Fitment Table as per MoF, DoE OM dt. 30.8.2008

Example 1:

Then existing scale = 8,000-275-13,500

6th CPC Scale PB-3 (15,600 - 39,100)

+ Grade Pay = Rs.5,400/-

| Stages in pre-2006 scale | | Pay fixation without bunching | | | Pay fixed as per fitment chart of 6 th CPC | Remarks |
|--------------------------|-------|--------------------------------|-----------|--------|---|---|
| | | Pay in Pay Band (1.86 factor)) | Grade Pay | | | |
| 1 st | 8,000 | 15,600 | 5,400 | 21,000 | 21,000 | No bunching has been allowed at the 2 nd stage, even though 1 st and 2 nd stage are fixed at the same pay. |
| 2 nd | 8,275 | 15,600 | 5,400 | 21,000 | 21,000 | |
| 3 rd | 8,550 | 15,910 | 5,400 | 21,310 | 21,310 | |

Example 2:

Then existing scale = 14,300-18,300

6th CPC Scale PB-4 (37,400-67,000)

+ GP Rs. 8,700

| Stages in pre-2006 scale | | Pay fixation without bunching | | | Pay fixed as per fitment chart | Remarks |
|--------------------------|--------|-------------------------------|-----------|--------|--------------------------------|---|
| | | Pay in Pay Band (1.86 factor) | Grade Pay | | | |
| 1 st | 14,300 | 37,400 | 8,700 | 46,100 | 46,100 | It brings out that if 3 consecutive stages of pay in the pay scale obtaining prior to 1.1.2006 are bunched based on the formula for fixation of pay, then the benefit of bunching was to be given at the 3 rd stage, as per the recommendation of 6 th CPC. |
| 2 nd | 14,700 | 37,400 | 8,700 | 46,100 | 46,100 | |
| 3 rd | 15,100 | 37,400 | 8,700 | 46,100 | 47,230 | |

Annexure III

Points of doubt raised and clarifications thereon

| Sl. No | Point of doubt | Clarification |
|--------|---|---|
| 1. | Whether one increment of 3% constitute one stage or a difference of 3% among the pay of two officers constitute two stages. | As explained in this Ministry's earlier OM dated 3.8.2017, the stages of every pay scale were well defined in the pay structure under 5 th CPC regime and the stages were not well defined in the 6 th CPC structure. Since there were no defined stages in the 6 th CPC structure and as pay in the running Pay Band in the 6 th CPC structure could be of any amount in the multiple of Rs. 10, as specific to an employee, it has been very clearly brought out therein, drawing upon the illustration given by the 7 th Pay Commission in para 5.1.37 of its Report, that a difference of at least 3%, the rate of annual increment in the 6 th CPC structure, was essential for counting of two stages. Therefore, for the purpose of considering bunching, two Pays drawn in a Pay Band with a particular Grade Pay, which are separated by 3% of the lower pay, are to be taken into account, as explained in the illustration given in para 9(i) of this order. |
| 2. | Whether the pay at Cell 1 of any Level may be taken as first stage. | Bunching is to be considered with reference to the consecutive stages of pay drawn in the pay structure obtaining prior to 1.1.2016, as explained in these orders, and as such a reference to Cell 1, which is in the revised pay structure, is not relevant. |
| 3. | Whether all pay stages lower than the entry pay in the 6 th CPC pay structure are not to be taken into account for | This point has been amply clarified in the aforesaid OM dated 3.8.2017. As mentioned in para |

| | | |
|----|--|---|
| | the purpose of bunching. | 8(iv) thereof, all pay stages lower than the Entry Pay in the 6 th CPC pay structure as indicated in the Pay Matrix contained in 7 th CPC Report are not to be taken into account for determining the extent of bunching. |
| 4. | Whether benefit of bunching should be given only where previous and current pay stages of the officers (specific to each employee) are getting bunched and placed at the same Level in the 7 th CPC matrix without any comparison to any other officer's pay as per para 5 and 8(iii) of this Department's OM dated 3.8.2017 which stipulates that a difference of 3% to be reckoned for determination of consecutive pay stages, specific to each employee | The position clarified in these orders covers this point. As explained in the illustration, the pre-revised pay of Rs.46,100 and Rs. 47,490 are considered two stages of pay, as these are separated by 3% and these could be drawn by any two officers. |
| 5. | Whether benefit of bunching is to be given to a senior officer with reference to the pay of his junior officer who is drawing less pay with the difference of 3% to the senior officer and now his pay got fixed in the same Level as that of the senior officer. | The issue of bunching is not a matter of pay drawn by a Senior Officer vis-a-vis a Junior Officer. As explained in these orders, bunching happens as in the illustration given in these orders and as such this is not related to the issue of seniority. |
| 6. | Whether the benefit of bunching is also required to be given to a senior officer where his junior's pay has got fixed in the same Cell as that of the senior due to the benefit of bunching of pay given to the junior. | |
| 7. | Whether the benefit of bunching may be extended on account of bunching of two stages of pre-revised pay of a Government servant alone. | |
| | | It is not clear how two stages drawn by a single Government servant are relevant for pay fixation on 1.1.2016, as only the pay drawn on 31.12.2015 is to be taken into account for pay fixation on 1.1.2016 |

| | | |
|----|--|--|
| 8. | Whether the benefit of bunching may be extended only on direct pay fixation where the pay of two officers in the pre-revised pay with a difference of 3% get fixed at the same stage in the revised pay structure (7 th CPC) or also on further bunching with next higher pay stage due to grant of additional increment to an officer for bunching on initial/direct pay fixation. | As explained in the illustration contained in para 9(ii) of these orders, no such benefit is admissible in such cases. |
|----|--|--|

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B. Vennila
16.11.2022

(B. VENNILA)

Superintendent,

Finance Dept., Puducherry