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भारतसरकार/ Government of India

वित्तमंत्रालय /Ministry of Finance

व्ययविभाग /Department of Expenditure

(कार्यान्वयनसेल, 7<sup>th</sup>के. वे.आ/ Implementation Cell, 7<sup>th</sup> CPC)

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North Block, New Delhi,  
3<sup>rd</sup> August, 2017

**OFFICE MEMORANDUM**

**Subject: Recommendations of the 7<sup>th</sup> 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 7<sup>th</sup> 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 5<sup>th</sup> CPC recommended that benefits be extended when more than four stages get bunched, the 6<sup>th</sup> CPC recommended that benefits be extended when two or more stages get bunched. The fitment tables drawn by the 6<sup>th</sup> 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 5<sup>th</sup> CPC recommended benefit of one increment for every four consecutive stages bunched, the 6<sup>th</sup> 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 6<sup>th</sup> CPC pay structure.
4. In terms of the DoE O.M. dated 07.09.2016 based on the 7<sup>th</sup> 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 6<sup>th</sup> CPC regime to the 7<sup>th</sup> CPC regime. In the 6<sup>th</sup> CPC pay structure, about 35 pay scales existing in the 5<sup>th</sup> CPC pay structure were