

No. 11030/1/2015-AIS-II
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training

Dated 05/11/2020 November, 2020

To
The Chief Secretary,
All the States / Union Territories.

Subject: Bunching of Pay consequent upon pay fixation in promotional grades of junior officers
- reg.

Sir,

I am directed to refer to references being received from the various Ministries / Departments of Central Government and from the State Governments, on the above-mentioned subject and to say that Rule 4 (A) (ii) (a) & (b) of IAS (Pay) Rules, 2016 state that:

"(a) where, in the fixation of pay, the pay of members of the Service 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 the Pay Matrix, one additional increment shall be given for every two stages bunched and the pay of member of Service drawing higher pay in pre-revised structure shall be fixed at the next vertical Cell in the applicable Level.

(b) For this purpose, pay drawn by two members of the Service 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."

2. Accordingly, it is stated that the bunching benefits are granted to an officer when his/her pay arrives equal to his/her junior due to revision of pay as per the new Pay Commission and not in the case when the junior gets equal pay due to promotion to next promotional grade. Hence, the bunching benefits do not apply to the cases where the junior officer is drawing equal pay to that of his/her senior due to pay fixation in the promotional grade. However, a comparative chart worked out for indicating instances, wherein junior officer gets equal to that of his senior and senior officer not being eligible for bunching, is enclosed for ready reference.

3. This issues with the approval of the competent authority.

Encl; as above

Yours faithfully,


(Jyotsna Gupta)

Under Secretary to Government of India
Ph. 23094714

Copy to: Additional Secretary / Joint Secretary (Administration) of all the Ministries / Departments of Government of India.


(Jyotsna Gupta)

Under Secretary to Government of India
Ph. 23094714

बैच	-----	R.R-2008	R.R-2009	R.R-2010	R.R-2011	R.R-2012	R.R-2013
प्रथम नियुक्ति तिथि	-----	01-09-2008	31-08-2009	30.08.2010	29-08-2011	03-09-2012	02-09-2013
sr.no.	Date	PAY	PAY	PAY	PAY	PAY	PAY
01	31-12-2014	22210+6600	21370+6600	20550+6600	17550+5400	16880+5400	16230+5400
02	01-01-2015	22210+6600	21370+6600	20550+6600	19760+6600 (STS)	16800+5400	16230+5400
03	01-07-2015	23080+6600	22210+6600	21370+6600	20550+6600	17550+5400	16880+5400
7TH PAY	(BASIC+G.P)*2.57	=29680*2.57 (76277.6)	28810*2.57 (74041.7)	=27970*2.57 (71882.9)	=27150*2.57 (69775.5)	22950*2.57 (58981.5)	22280*2.57 (57259.6)
04	01-01-2016	78500	76200	74000	71800	59500+STS =71800	57800
05	01-07-2016	80900	78500	76200	74000	74000	59500
06	01-01-2017	88700(JAG)	78500	76200	74000	74000	71800(STS)
07	01-07-2017	91400	80900	78500	76200	76200	74000
08	01-01-2018	91400	88700(JAG)	78500	76200	76200	74000
09	01-07-2018	94100	91400	80900	78500	78500	76200
10	01-01-2019	94100	91400	88700(JAG)	78500	78500	76200
11	01-07-2019	96900	94100	91400	80900	80900	78500
12	01-01-2020	96900	94100	91400	88700(JAG)	80900	78500