7th CPC Fixation: Bunching and De-Bunching Effect

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August 07, 2018

References: Government of India Orders

- The CCS(RP) Gazette Notification of Ministry of Finance (Department of Expenditure) dated July 25, 2016.
- The CFTI Order, F.No. 15-4/2017-TC, Ministry of Human Resource Development (Department of Higher Education) dated October 27, 2017.
- The Order No. I-12011/17/2016-ISI, Ministry of Statistics and Programme Implementation (Central Statistics Office) dated June 15, 2018.
- The Office Memorandum **No. 1-6/2016-IC**, Department of Expenditure (Implementation Cell) dated September 07, 2016.
- The Office Memorandum **No. 1-6/2016-IC**, Department of Expenditure (Implementation Cell) dated August 03, 2017 (a continuation of the earlier order with more details).

7th CPC Pay Matrix

Annexure -I

15-4/2017-TC
Government of India
Ministry of Human Resource Development
Department of Higher Education
***

Pay Matrix Proposed for IITs/IISc/IIM/NITIE/IISER/NIT/IIIT – in 4-tier structure* (All figures are in Rupees)

Cadre Title		Asst. Prof. Grade II		Asst. Prof. Grade I		Associate Prof.	Professor		
6th PC Pay Band		PB3 15600-39100			PB4 37400-67000				67000-79000
Grade Pay – IIT etc.		**6000**	**7000**	**8000**	**9000****	**9500**	**10000**	**10500**	**HAG**
Index of Rationalisation		2.67	2.67	2.67	2.67	2.67	2.72	2.72	2.72
Entry Pay IIT etc.		21600	25790	38000	49200	52300	53000	58500	67000
Cell No.	**Pay Level**	**10**	**11**	**12**	**13A1**	**13A2**	**14**	**14A**	**15**
1		57700	68900	101500	131400	139600	144200	159100	182200
2		59400	71000	104500	135300	143800	148500	163900	187700
3		61200	73100	107600	139400	148100	153000	168800	193300
4		63000	75300	110800	143600	152500	157600	173900	199100
5		64900	77600	114100	147900	157100	162300	179100	205100
6		66800	79900	117500	152300	161800	167200	184500	211300
7		68800	82300	121000	156900	166700	172200	190000	217600
8		**70900**	84800	124600	161600	171700	177400	195700	224100
9		73000	87300	128300	166400	176900	182700	201600	
10		75200	89900	132100	171400	182200	188200	207600	
11		77500	92600	136100	176500	187700	193800	213800	
12		79800	95400	140200	181800	193300	199600	220200	
13		82200	98300	144400	187300	199100	205600		
14		84700	101200	148700	192900	205100	211800		
15		87200	104200	153200	198700	211300			
16		89800	107300	157800	204700				
17		92500	110500	162500					
18		95300	113800	167400					
19		98200	117200						

*As ISM, Dhanbad has become IIT, not shown separately; ** 9000 grade pay also has Asso. Prof (pre 4-tier), not shown separately.

6

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- **Entry Pay in 6th CPC:** The starting salary of a *new recruit* in a Pay Level. For example, in the level **13A1** the 6th CPC Entry Pay is **49,200**.

7th CPC Fitments Formula

7th CPC Fitments Formula: First Step

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where the ceiling function is defined by the discretization given in the 7th CPC Pay Matrix.

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- Such a scenario is called a **bunching**.
- Government orders states that **"one additional increment shall be given for every two stages bunched ..."**.
- This will be termed as **de-bunching**.

Bunching and De-Bunching

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  "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."

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  See the **first paragraph of September 07, 2016 memo** and **Item 2 (lines 5 - 7 there in) of the August 03, 2017 memo**.

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- So the stages can easily be determined by the 6th CPC entry pay and then applying **3%** annual increase resulting to the successive stages.

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- So the stages can easily be determined by the 6th CPC entry pay and then applying **3%** annual increase resulting to the successive stages.
- How to de-bunch?

Bunching and De-Bunching

Nicely summarized in the **Item 8 of the August 03, 2017 memo**:

> *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.*

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65860	169260.2	179100
67840	174348.8	184500
69880	179591.6	190000
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74140	190539.8	201600
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76370	196270.9	207600

Answer:

Example 1

Question 1:

Suppose one has basic salary as of December 31, 2015 is 59, 380 with AGP 10, 500, how should it be fixed?

6th CPC Salary	$2.57 \times s$	7th CPC Salary
58500	150345	159100
60260	154868.2	163900
62070	159519.9	168800
63940	164325.8	173900
65860	169260.2	179100
67840	174348.8	184500
69880	179591.6	190000
71980	184988.6	195700
74140	190539.8	201600
76370	196270.9	207600

Answer: Finally answer to the Question 1 is 7th CPC Salary as of January 01, 2016 should be **Rs. 1,90,000**.

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Question 2:

Suppose one has basic salary as of December 31, 2015 is $37,400$ with AGP $9,000$, how should it be fixed?

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- First note that the AGP is **Rs. 9,000** thus we must look at the **Level 13A1**.
- The 6th CPC salary as of December 31, 2015 is **Rs. 46,400**.

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- First note that the AGP is **Rs. 9,000** thus we must look at the **Level 13A1**.
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- The entry pay at this level in 6th CPC is **Rs. 49,200**.

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- The entry pay at this level in 6th CPC is **Rs. 49,200**.
- For this example 6th CPC Salary $= 46,400 < 49,200 =$ entry pay.
- Thus no effect of bunching will be given.
- Finally answer to the Question 2 is 7th CPC Salary as of January 01, 2016 should be **Rs. 1,31,400**.

Example 3

Question 3:

Suppose one has basic salary as of December 31, 2015 is $49,860$ with AGP $9,500$, how should it be fixed?

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Example 3

Question 3:

Suppose one has basic salary as of December 31, 2015 is $49,860$ with AGP $9,500$, how should it be fixed?

Answer:

- First note that the AGP is **Rs. 9,500** thus we must look at the **Level 13A2**.
- The 6th CPC salary as of December 31, 2015 is **Rs. 59,360**.

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Answer:

- First note that the AGP is **Rs. 9,500** thus we must look at the **Level 13A2**.
- The 6th CPC salary as of December 31, 2015 is **Rs. 59,360**.
- Here the Index of Rationalization is 2.67.
- The entry pay at this level in 6th CPC is **Rs. 52,300**.

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Suppose one has basic salary as of December 31, 2015 is $49,860$ with AGP $9,500$, how should it be fixed?

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- The entry pay at this level in 6th CPC is **Rs. 52,300**.
- Example falls in between rows five and six of the pay matrix.

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- Thus increment from the previous stage is strictly less than 3%, will not give any bunching benefit.

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- The entry pay at this level in 6th CPC is **Rs. 52,300**.
- Example falls in between rows five and six of the pay matrix.
- Thus increment from the previous stage is strictly less than 3%, will not give any bunching benefit.
- So the answer to the Question 3 is 7th CPC Salary as of January 01, 2016 should be **Rs. 1,57,100**.

An Oracle

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- Inputs:
  $s :=$ 6th CPC Salary (= Basic + AGP) as of December 31, 2015;
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- Evaluate $P_1(s) = \lceil 2.57 \times s \rceil$.

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- Put $a := \frac{1}{1.03}$.

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- If $a \times s < E$ then put $P(s) = P_1(s)$ and STOP.

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- If $a \times s < E$ then put $P(s) = P_1(s)$ and STOP.
- If $a \times s \geq E$ then take $P(s) = \text{Round}(P(a \times s) \times 1.03, -2)$.

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7th CPC Fixation with de-bunching effect is

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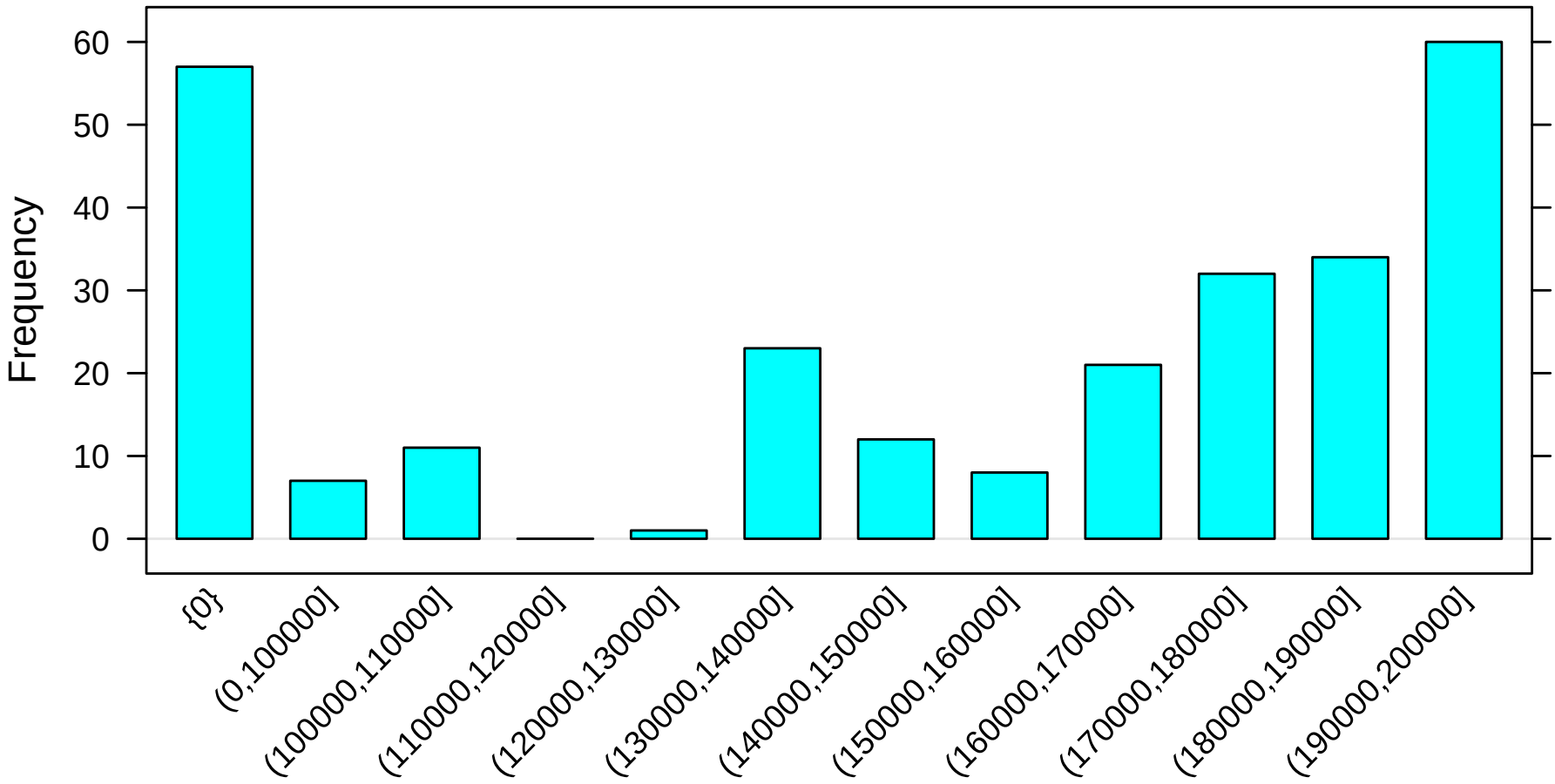
- STOP.

7th CPC Fixation with de-bunching effect is

$$P(s)$$

Distribution of the Gross Loss if no De-Bunching



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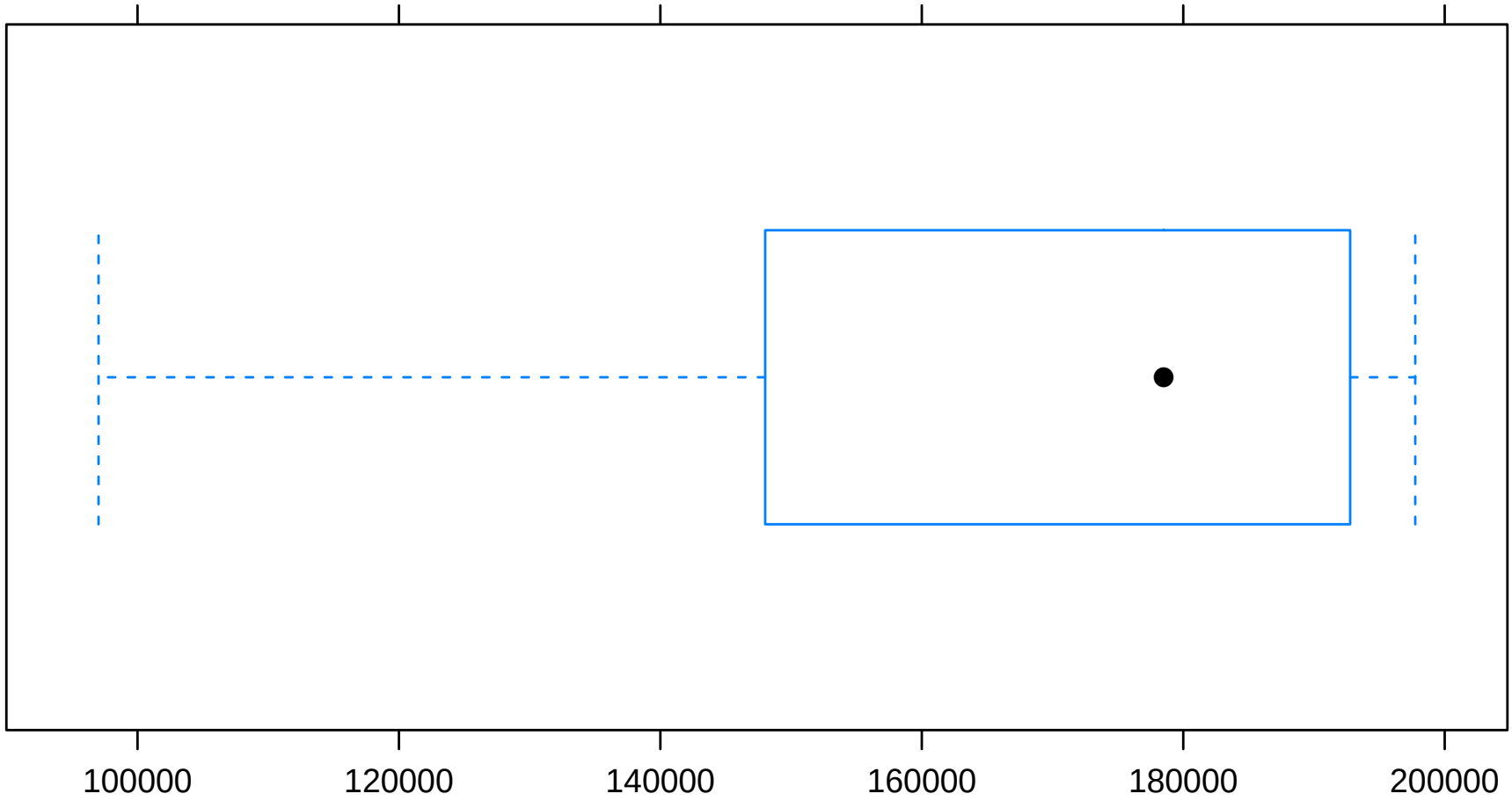

Thank You