



दक्षिण रेलवे/SOUTHERN RAILWAY

No.P(PC)524/P/VII-PC/Vol.II

प्रधानकार्यालय/ Headquarters Office
कार्मिक शाखा/ Personnel Branch
चेन्नै/Chennai - 600 003
दि./ Dated:13-02-2018

पी वी सी सं/ PBC No: 22 / 2018

All PHODs / DRMs / CWMs / CEWE / CAO / CPM / Dy.CPOs / Sr.DPOs /
DPOs / SPOs / WPOs / APOs of HQ / Divisions / Workshops / other Units,
etc.,

(As per mailing list -'A')

विषय/Sub: Clarification regarding bunching of stages in the revised
pay structure under RS(RP) Rules, 2016.

A copy of Railway Board's letter No. PC-VII/2016/RSRP/3 dated
16-01-2018 along with a copy of Office Memorandum No. F.No.PC-
VII/2016/RSRP/3 dated 15-01-2018 issued by Railway Board addressed to
Ministry of Finance on the above subject is enclosed for information, guidance
and necessary action.

Railway Board's letter dated 29-09-2017 and 26-09-2017 referred
therein has been circulated under PBC No. 175 / 2017.

संलग्न/Encl: as above

(V.SRINIVASAN)

वरिष्ठ कार्मिक अधिकारी/नियम
Senior Personnel Officer/Rules
For Principal Chief Personnel Officer

प्रतिलिपि/Copy to : The Genl Secy / SRMU
The Genl Secy / AISCSTREA
The Genl Secy / AIOBCREA
The Genl Secy / NFIR

GOVERNMENT OF INDIA (BHARAT SARKAR)

Ministry of Railways (Raj Mंत्रालय)

GENERAL MANAGER'S OFFICE
(Railway Board)

24 JAN 2018

दक्षिण रेलवे/Southern Railway New Delhi, dated : 16.01.2018
चेन्नै/Chennai-600 003

File No. PC-VII/2016/RSRP/3

The General Manager/CAOs(R),
All India Railways & Production Units,
(As per mailing list)

Sub: Clarification regarding bunching of stages in the revised pay structure under RS(RP) Rules, 2016.

Subsequent to issue of clarifications regarding bunching of stages while fixing the pay in 7th CPC Schedules to RS(RP) Rules, 2016 vide Board's letter No. PC-VII/2016/RSRP/3 dated 27.09.2016 (RBE No. 139/2017), queries have been raised by several Railways on granting benefit of bunching of stages in case(s) where pay of two direct officers (belonging to different allotment year) came out to be fixed at first cell of Level-13 though, difference in their pays as on 31.12.2015 is comprising two stages.

2. In this context, it is intimated that the issue has been referred to Ministry of Finance (copy enclosed) and clarification on the same is awaited.


(Jaya Kumar G)

Deputy Director(Pay Commission)VII
Railway Board

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

F.No. PC-VII/2016/RSRP/3

New Delhi, dated: 15 /01/2018

OFFICE MEMORANDUM

Sub: Clarification regarding bunching of stages under revised pay structure.

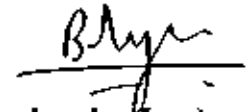
Detailed guidelines on the subject have been issued vide MoF's OM No. 1-6/2016-IC dated 03.08.2017, which has been adopted in Railways through letter 27.09.2017. Para 7 of MoF's OM dated 03.08.2017 states clarify *inter alia* ".....benefit on account of bunching cannot be extended with reference to pay stages lower than the **Entry Pay indicated by the 7th CPC (emphasis added)** 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 **7th CPC (emphasis added)**".

2. However, para 8 (iv) of the said OM states "All pay stages lower than the **Entry Pay in the 6th CPC structure (emphasis added)** as indicated in the Pay Matrix in 7th CPC Report are not to be taken into account for determining the extent of bunching"

3. However, certain cases have come to notice of this Ministry where this crucial difference in terminology in para-7 & para-8 of the OM is leading to confusion/ambiguity as to whether entry pay in 6th CPC alone and not 7th CPC is the deciding factor for determining bunching eligibility. Relying on the terminology adopted in para-8, cases have been noticed where benefit of 'bunching' has been given to direct officers of 2002 allotment year w.r.t. their junior of 2003 allotment year. Their pay fixation details are enclosed at *Annexure-A*. Similar cases involving certain retired officers in Level-13 and Level-14 has also been received. Illustration in this regard is enclosed at *Annexure-B*.

4. While the over-riding spirit of the clarifications issued by Ministry of Finance's OM referred to above, was to avoid differential entry pay and was not to provide benefit of bunching at the entry level, this dichotomy in para-7 & para-8 is leading to differing interpretations. Clarifications over the issue may kindly be provided to enable uniform interpretation.

Encl. As above.



(S. Balachandra Iyer)
Executive Director, Pay Commission-II
Railway Board

Smt. Annie G. Mathew
Joint Secretary (Pers.),
Ministry of Finance, Department of Expenditure,
North Block, New Delhi.