

**ANNEXURE II TO GOVERNMENT ORDER NO. 46-F OF 1998
DATED 19-01-1998.**

Form of intimation by the Pension Disbursing Officer to the PPO issuing authority (Accountant General) regarding consolidation of pension in terms of Govt. Order No. 46-F of 1998 dated 19-01-1998.

1. Name of Pensioner/
Family Pensioner.
2. P. P. O. No.
3. Date of retirement/death (in
case of family pension).
4. Name of Treasury/Sub-
Treasury/Paying branch of
J&K Bank.
5. Computation of consolidated
pension/family pension.

Pension	*Family Pension	*Family Pension (at enhanced rates)
---------	-----------------	-------------------------------------

- (a) Existing basic pension (including commuted portion/family pension).
- (b) DA upto CPI 1510 (i. e. 148%, 111% and 96% of pension/family pension as drawn).
- (c) 1st Interim Relief
- (d) 2nd Interim Relief

- (e) 40% of the basic pension/
family pension as at (a) above.
- (f) Consolidated pension/family
pension (a+b+c+d+e).

Note: 1. The final revision of pension in respect of pensioners retired prior to 01-04-1987 and also those retired after 01-04-1987 shall be done by the concerned Treasury Officer.

2. The final revision of family pension except in case of those who became eligible for family pension during the period 01-04-1987 to 31-12-1995 and were sanctioned the same @ 30% of last pay drawn by the deceased employee will also be done by the concerned Treasury Officer.

*If not applicable draw a line across.

6. Whether consolidated pension/family pension is final or allowed as immediate relief.
7. Remarks if any,

Signature of Pension Disbursing Authority (with seal)

The Accountant General,
J&K Srinagar/Jammu.

**ANNEXURE II TO GOVERNMENT ORDER NO. 46-F OF 1998
DATED 19-01-1998.**

- I. Rates of DA upto AICPI 1510 i. e. January 1996 instalment in respect of existing pensioners/family pensioners sanctioned vide Govt. Order No. 175-F of 1996 dated 10-06-1996.

Basic Pension/Family Pension per month	Rates of DA w. e. f. 01-01-1996 (including previous instalments)
(i) Not exceeding Rs. 1,750/- p.m.	148% of pension/family pension per month.
(ii) Exceeding Rs. 1,750/- but not exceeding Rs. 3,000/- p.m.	111% of pension/family pension subject to minimum of Rs. 2,950 per month.
(iii) Exceeding Rs. 3,000/- p.m. subject to minimum of Rs. 3,330/	96% of pension/family pension per month.

- II. Rates of I. R. I & II sanctioned vide Government Order No. 207-F of 1995 dated 18-09-1995 viz. Rs. 50/- and in addition 10% of basic pension/family pension subject to minimum of Rs. 50/- p. m. w. e. f. 01-04-1995.

**GOVERNMENT OF JAMMU AND KASHMIR
FINANCE DEPARTMENT**

Subject :—Revision of pay scale for Public Sector Undertakings.

Reference :—Cabinet Decision No. 291/29 dated 10-12-1997 read with orders of Hon'ble Chief Minister dated 18-01-1998.

Government Order No. 47-F of 1998

Dated 19-01-1998

Sanction is hereby accorded to the :—

1. Adoption of the revised pay scales as shown in Annexure "A" to this order, in respect of employees of the Jammu and Kashmir Public Sector Undertakings as are governed by the Wage Committee Report (Rajan Committee) w. e. f. 1-1-1996.
2. Fixation of pay in the revised pay scales referred to in para (1) above as under :—
 - (a) to the basic pay of an employee shall be added an amount at 40% of the basic pay as the minimum benefit.
 - (b) to the amount so arrived at shall be added by the following :
 - (i) the total amount of COLA including the instalment of COLA sanctioned w. e. f. 1-1-1996 as notified vide Finance Department's O. M. No. A/44 (85)-III-847 dated 10-6-1996.
 - (ii) the amount of additional COLA released vide Government Order No. 315-F of 1988 dated 24-11-1988 and Government Order No. 289-F of 1989 dated 26-10-1989.
 - (iii) the amount of fixed COLA.
 - (iv) 1st instalment of Interim Relief of Rs. 100 (as notified vide Government Order No. 89-F of 1995 dated 31-3-1995) and 2nd Instalment of I. R. @ 10% of the basic pay subject to minimum of Rs. 100/- (notified vide Government Order No. 259-F of 1995 dated 30-11-1995).

- (c) In case the total pay after including the "minimum benefit amount of COLA, additional COLA and fixed COLA—
- (i) is less than the minimum of the revised scale, the pay shall be fixed at that minimum ;
 - (ii) coincides with a stage in revised scale, the pay shall be fixed at that stage ;
 - (iii) falls between the two stages in the revised scale, the pay shall be fixed at the next stage.
3. The employees of P.S.U's. shall continue to be paid left over 11 instalments of COLA (as released vide Finance Department's O. M No. A/44 (85)-IV-440 dated 25-04-1997) w. e. f. 01-01-1997 at the existing rates/slabs on the basis of notional pay that they would have received in the existing pay scales but for revision of pay scales, till such time as the orders of re-structuring of COLA are issued separately. On re-structuring of COLA, being ordered retrospectively from 01-01-1997, the amount of left over COLA on account of 11 instalments (released and continued to be paid from January, 1997) shall be adjustable in the revised COLA structure.

4. An employee who elects or is deemed to have elected for the revised scale shall draw pay in the revised scale applicable to the post to which he is appointed :

Provided that an employee may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale. The option shall be exercised within a period of three months from the date of issue of these orders. Option once exercised shall be final.

5. An employee who has joined service on or after 1-1-1996 shall be deemed to have ben appointed directly in the corresponding revised pay scale.
6. The next date of increment of an employee whose pay has been fixed in the revised pay scale in accordance with the above provisions shall be granted on the date he would have drawn his increment had he continued in the existing scale :

Provided that in the case of an employee who has been drawing the maximum of the existing pay scale as on 1-1-1996, the date of next increment shall be after putting in one full incremental period from the date of fixation of initial pay in the revised pay scale.

7. In respect of "Exercise of Option" "Benefits of Bunching", "Creation of New Posts", the provisions of Rule 7, proviso below Rules 9 (1) (c), and 20 respectively of J&K Civil Services (Revised Pay) Rules, 1998 shall apply, mutatis mutandis, for purposes of this order.
8. Other conditions of fixation of pay in the revised pay scale(s) and all other matters allied thereto and not expressly provided for in this order shall, mutatis mutandis, be the same as contained in the J&K Civil Services (Revised Pay) Rules, 1998.

By order of the Government of Jammu and Kashmir.

(Sd.) M. J. NAJAR,

Director (Codes),
Finance Department.

No. A/8(98)-318

Dated : 19-01-1998

Copy to the :—
Standard Endorsements.

ANNEXURE "A"

Statement showing the existing pay scales of State PSUs
(as per Revised Pay Rules, 1992) and revised version
w. e. f. 1-1-1996.

S. No.	Existing pay scales of PSUs 1992	Revised pay scales
1	2	3
1.	750-15-840-EB-20-1000	2550-55-2660-64-3300
2.	775-20-855-EB-25-1205	2610-70-3170-75-3695
3.	825-25-950-EB-35-1300-40-1500	3000-85-4020-90-4560
4.	950-30-1040-EB-40-1440-50-1790	3050-90-3680-95-4820
5.	1200-40-1440-EB-50-2140	4000-110-6090
6.	1300-40-1420-EB-50-1770-60-2250	4200-110-5080-120-6040
7.	1350-50-1500-EB-75-2400	4650-160-7050
8.	1650-75-2250-EB-100-2950	6400-225-10000
9.	1750-50-1800-75-2250-EB-100-3050	6500-250-10250
10.	1825-75-2050-EB-100-3250	6600-275-10450
11.	1900-100-2200-EB-125-3450	6700-290-10760
12.	2000-100-2200-125-3200-EB-150-3800	7300-300-11800
13.	2200-100-2500-125-3000-EB-150-4050	7600-325-13450
14.	3000-150-4650	10000-350-15250
15.	3050-150-5000	10950-350-15500
16.	4050-175-5450	12375-375-16500
17.	4100-200-5500-100-5700	12375-375-16875
18.	4450-175-5500-200-6100	12000-400-17300
19.	4800-200-6600	15450-450-20400

GOVERNMENT OF JAMMU AND KASHMIR
FINANCE DEPARTMENT

Subject :—Recommendations of Pay Committee, 1998-Decision of Government relating to grant of D. A. to Government Employees-Revised rates effective from 01-07-1996, 01-01-1997 and 01-07-1997.

Ref. :—Orders of Hon'ble Chief Minister dated 18-01-1998

Government Order No. 48-F of 1998

Dated 19-01-1998

It is hereby ordered that the Government Employees including Work-Charged and whole time contingent paid employees in time scale of pay shall be paid Dearness Allowance at the following rates :—

<u>Date from which payable</u>	<u>Per Mensem</u>
01-01-1996 to 30-06-1996	Nil
01-07-1996	4% of Pay
01-01-1997	8% of Pay
01-07-1997	13% of Pay

2. The payment of Dearness Allowance under these orders from the dates indicated above shall be made after adjusting the instalments of D. A. already sanctioned and paid to State Government Employees w. e. f. 01-01-1996, 01-07-1996 and 01-01-1997.

3. The term 'pay' for the purpose of calculation of Dearness Allowance shall be the pay drawn in the prescribed scale of pay, including stagnation increment(s) but shall not include any other type(s) of pay like special pay or personal pay, etc. In the case of those employees who opt to retain the existing scales of pay, it will include, in addition to pay in the pre-revised scale, Dearness Allowance and interim relief appropriate to that pay admissible under orders in existence on 01-01-1996.

4. The Dearness Allowance will continue to be a distinct element of remuneration and will not be treated as pay.

5. The payment on account of Dearness Allowance involving fractions of 50 paise and above may be rounded off to the next higher rupee and the fractions of less than 50 paise may be ignored.

By order of the Jammu and Kashmir Government.

(Sd.) M. J. NAJAR,

Director (Codes),
Finance Department.

No. A/11(98)/315 Dated :- 19-01-1998

Copy to the :-
Standard Endorsements.

GOVERNMENT OF JAMMU AND KASHMIR
FINANCE DEPARTMENT

Notification

Jammu, the 19th Jan., 1998.

SRO-18.—In exercise of the powers conferred by proviso to section 124 of the Constitution of Jammu and Kashmir the Governor is pleased to make the following rules, namely :—

1. *Short title and commencement.*—These rules shall be called the Jammu and Kashmir Civil Services (Revised Pay) Rules, 1998.

2. These shall be deemed to have come into effect on the 1st day of January, 1996.

3. *Categories of Government servants to whom these rules apply.*—(1) Save as otherwise provided by or under these rules, these rules shall apply to persons appointed to Civil Services and posts in connection with the affairs of the State including those paid from contingencies or charged to works whose pay is debit to the Consolidated Fund of the State including those on deputation to other Governments/Organisations.

(2) These rules shall not apply to —

- (a) Members of All India Services ;
- (b) Persons to whom the Jammu and Kashmir Civil Services Government Degree Colleges (U.G.C. Pay) Rules, 1991 apply ;
- (c) Persons not in whole-time employment ;
- (d) Persons paid otherwise than on monthly basis including those paid on piece rate basis ;
- (e) Persons whose services are obtained on deputation ;
- (f) Persons employed on contract basis, except where contract provides otherwise ;
- (g) Posts which carry consolidated rate of pay.

and any other class or category of posts or persons whom the Government may, by order, specifically exclude from the operation of all or any of the provisions contained in these rules.

4. *Definitions.*—In these rules unless the context otherwise requires :

- (a) "Basic Pay" means the basic pay in the 'existing pay scale' or 'existing non-functional pay scale' excluding special pay, personal pay, N.P.A. and all other allowances but including stagnation personal pay.
- (b) "Existing pay scale" for purpose of these rules shall mean in relation to Government servant, the scale of pay in respect of post held by him either in a substantive or temporary or officiating capacity on 31-12-1995.
- (c) "Existing non-functional pay scale" means the First, Second or Third Higher Standard Pay Scale in which a Government employee has been placed by virtue of grant of In-situ Promotion under the provisions of J&K Civil Services (Higher Standard Pay Scale Scheme) Rules, 1996.

Explanation.— In the case of Government servant who was on the first day of January, 1996 on deputation or on leave or on foreign service or on training, existing scale means the scale applicable to the post which he would have held but for his being on such deputation, leave, foreign service, or training as the case may be.

- (d) "Revised pay scale" means the scale of pay specified against each existing scale in the schedule appended to these rules.

5. *Scale of pay of the post.*—As from the date of commencement of these rules, the scale of pay specified in Col. 2 of the schedule appended to these rules shall be as specified against it in Col. 3 thereof.

6. *Drawal of pay in revised scale.*—Save as otherwise provided in these rules a Government servant who elects or is deemed to have elected for the revised scale shall draw pay in the revised scale applicable to the post to which he is appointed :

Provided that a Government servant may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale :

Provided further that an employee who has been promoted to a higher post in between 01-01-1996 and the date of issue of this order or thereafter, will not have an option to retain his existing scale of pay as on 01-01-1996 to the date of his promotion. In such cases the fixation of pay in the revised scale normally admissible to him on 01-01-1996

will be made in the normal course under these rules, and his pay in the revised scale of higher post fixed under rules in the Jammu and Kashmir Civil Services Regulations.

Explanation.— The option to retain the existing scale shall be admissible only in respect of one existing scale.

7. *Exercise of option.*—(1) The option to retain an existing scale shall be exercised in writing in the form contained at Annexure "A" to these rules so as to reach the authority mentioned in sub-rule (2) within 3 months from the date of issue of these rules :

Provided that —

- (a) in the case of Government servant who on the date of issue of these rules is on leave, deputation, foreign service, or training as the case may be, the said option may be exercised so as to reach the said authority within three months from the date of his return to duty from leave or resuming duty under the State Government on his return from deputation, foreign service as the case may be ; or
- (b) where a Government servant is under suspension on the date of issue of these rules the option may be exercised within three months from the date of his return to duty ; or
- (c) where a Government servant has been discharged or dismissed or removed from service between 01-01-1996 and the date of issue of these rules, the option may be exercised within a period of three months from the date of issue of these rules ; or
- (d) where a Government servant has retired between 31-01-1996 and the date of issue of these rules, the option shall be deemed to have been exercised for revised scale of pay from the first day of January 1996 or such later date as from which the revised scale is more beneficial to him ; or
- (e) where a Government servant has died between 1st day of January, 1996 and the date of issue of these rules or dies on or after the issue of these rules without exercising any option within the time limit, the option shall be deemed to have been exercised for revised scale ;
- (f) a Government servant on deputation to foreign service who may have elected the pay scale of the foreign employer under his terms of deputation, shall have an opportunity of exercising a fresh option whether to retain the revised scale of the post in his parent department or to continue to hold the scale of the foreign employer ;

(g) in respect of a post the pay scale of which may further be revised or amended subsequent to the issue of these rules the Government servant concerned shall have an opportunity of exercising a fresh option within three months from the date of issue of any such order.

(2) Option shall be intimated by the Government servant to :—

- (a) the Head of Office/Drawing Officer who draws his pay unless the Government servant himself is the Head of office in which case the option shall be intimated to the next higher authority ;
- (b) if the intimation regarding option is not received within the time limit as mentioned in sub-rule (1) above the Government servant shall be deemed to have elected the revised scale of pay w.e.f. 01-01-1996 ;
- (c) option once exercised shall be final ;
- (d) no Government servant shall be adversely affected in his seniority or other conditions of his service for reasons of his having exercised to retain the existing scale.

8. *Treatment of Dearness Allowance and Interim Relief.*—In the case of Government servant(s) who opts for the revised scale, the amount of Dearness Allowance and I & II instalments of Interim Relief, calculated with reference to the 'basic pay' which a Government servant was in receipt of on 01-01-1996 (or the day w.e.f. which he elects for the revised pay scale) at the rates notified at the time of release of January 1996 D. A. instalment vide Government Order No. 174-F of 1996 dated 10-06-1996 and I. R. (I) sanctioned vide Government Order No. 7-F of 1995 dated 02-02-1995 and IR (II) sanctioned vide Government Order No. 206-F of 1995 dated 18-09-1995, shall be merged with his basic pay. Such of the Government servants who opt to draw pay in the existing scale will continue to draw D. A. and I. R. as they would draw in normal course but for revision of pay scales.

The amount of 'Dearness Allowance' after merger sanctioned w.e.f. July, 1996 and January, 1997 and 3rd instalment of Interim Relief sanctioned w.e.f. April, 1996 shall altogether be omitted in the revised pay scale(s) as the same is being replaced by new formula of D.A. with effect from January, 1996.

9. *Fixation of pay in the Revised Scale.*—(1) The initial pay of the Government servant, who elects or is deemed to have elected the revised scale of pay from 01-01-1996 or from a later date, shall be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held lien if it had not been

suspended or in respect of his pay in the officiating post held by him, in the following manner, namely :—

- (a) to the basic pay of an employee shall be added an amount at 40% of the basic pay as the minimum benefit ;
- (b) to the amount so arrived at shall be added the following :—
 - (i) the amount of dearness allowance appropriate to the basic pay admissible at index average 1510 (1960=100) as notified vide Government Order No. 174-F of 1996 dated 10-06-1996 ;
 - (ii) the amount of First and Second instalments of Interim Relief admissible on the basic pay in the existing scale as sanctioned vide Government Order No. 7-F of 1995 dated 02-02-1995 and Government Order No. 206-F of 1995 dated 18-09-1995 ;
- (c) In case the total pay after including the 'minimum benefit' and the amount of 'Dearness Allowance' and 'Interim Relief' as indicated above—
 - (i) is less than the minimum of the revised scale the pay shall be fixed at that minimum ;
 - (ii) coincides with a stage in the revised scale, the pay shall be fixed at that stage ;
 - (iii) falls between the two stages in the revised scale, the pay shall be fixed at the next stage :

Provided that—

where in the fixation of pay under sub-rule (c) the pay of the Government servant drawing pay at more than four consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of the Government servants who are drawing pay beyond the first four consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs, as under, by the grant of increment(s) in the revised scale in the following manner, namely :—

- (a) for Government servants drawing pay from the 5th up to the 8th stage in the existing scale—by one increment.
- (b) for Government servants drawing pay from 9th up to the 12th stage in the existing scale, if there is bunching beyond the 8th stage—by two increments.

- (c) for Government servants drawing pay from the 13th up to the 16th stage in the existing scale, if there is bunching beyond the 12th stage—by three increments.

If by stepping up of the pay as above, the pay of the Government servant gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a Government servant who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former :

Provided also that—

the fixation thus made shall ensure that every employee will get atleast one increment in the revised scale of pay for every three increments (inclusive of stagnation increment(s), if any) in the existing scale of pay.

(2) All employees who joined service on or after 01-01-1996 shall be deemed to have been appointed directly in the corresponding revised scale.

(3) All employees who have been promoted to an existing pay scale on or after 1-1-1996 shall be deemed to have been appointed by promotion to the corresponding revised scale only.

(4) Where after adding minimum benefit and merger of DA and IR, the amount arrived at exceeds the maximum of the revised scale, the pay shall be fixed at the maximum of the revised scale and the balance treated as personal pay to be merged in future increase of pay.

(5) Where a Govt. Servant on 1-1-1996 was in receipt of personal pay a part or whole of which has not been absorbed in increases in his pay upto 31-12-1995 or the date of electing for the revised scale, such personal pay, if any, shall not be absorbed in the increases in the pay as a result of fixation of pay in the revised scale but shall be absorbed in the increment(s) which may be earned in the revised scale after 31-1-1996.

(6) Where under these rules the pay of a Govt. servant, who in the existing scale was drawing immediately before 1-1-1996 more or equal pay than another Govt. Servant junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior his pay shall be stepped up to the same stage in the revised scale as that of his junior.

(7) Where a Government servant is holding a permanent post and is officiating in a higher post on a regular basis and the scales applicable

to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only, and the pay so fixed shall be treated as substantive pay.

The provisions of this Rule shall apply, mutatis mutandis, to Government servants holding in an officiating capacity posts on different existing scales which have been replaced by a single revised scale.

(8) In the case of those Government employees who have already received the benefit of In-situ promotion under the provisions of J&K Civil Services (Higher Standard Pay Scale Scheme) Rules, 1996 and have been placed in a higher existing non-functional pay scale(s), their placement will be made in the appropriate pay scale(s), corresponding to their substantive pay scale. However, for purposes of their pay fixation in the revised pay scale(s) corresponding to the substantive functional pay scale(s), the pay drawn by them in the existing Higher Standard Pay Scale(s) as on 1-1-1996 or any subsequent date, opted for by the employee(s) under these rules, shall be taken into account.

10. As a sequel to the clubbing of the existing pay scales of Rs. 3000-4500 and Rs. 3000-5000 with clubbed revised version of Rs. 10000-15200 and with a view to avoid anomalous position as is apt to be given rise to otherwise, promotional posts of Associate Professors (Teaching Staff of Government Medical Colleges) and incumbents thereof, presently in the existing pay scale of Rs. 3000-5000, shall be placed in revised version of the existing pay scale of Rs. 3700-5000 i.e. 12000-16500.

11. *Efficiency Bar.*—Subject to the conditions laid down in Art. 76 of J&K CSRs and the Government instructions thereunder, no Government servant shall be allowed to cross the E.B. prescribed in the existing scale unless he possesses the qualification, if any, prescribed for holding the scale. Accordingly, his pay in the revised scale shall be fixed with reference to the pay at which an officer was held up at the E.B. imposed in the existing scale of pay. If subsequent to the fixation of pay in the revised scale, sanction is accorded by the competent authority to the crossing of E. B. in the existing scale retrospectively or on a later date, as the case may be, his pay shall be refixed in the revised scale w.e.f. the appropriate date, the E.B. has been allowed to be crossed :

Provided that where, as a result of fixation of pay in the revised scale, a Government servant crosses the efficiency bar, he shall be allowed to do so without any formal sanction unless he was held up at the efficiency bar in the pre-revised scale.

12. *Qualification Bar.*—Notwithstanding anything contained in these rules, the departmental tests/technical qualifications prescribed for

appointment to the posts or for promotion from one post to another or for drawal of increments shall continue to be operative as heretofore for the revised scales also.

13. *Date of next increment.*—(1) The next increment of a Government servant whose pay has been fixed in the revised scale in accordance with the Rule 9 shall be granted on the date he would have drawn his increment had he continued in the existing scale :

Provided that in the case of Government servant who has been drawing the maximum of the existing scale on 1-1-1996, the date of next increment shall be after putting in one full incremental period from the date of fixation of initial pay in the revised scale of pay :

Provided further that in case of a Government servant who, but for fixation of his pay in the revised scale, would have earned stagnation increment in the existing scale in usual course (under the rules for grant of stagnation pay under Art. 74-CCC of J&K CSRs as it stood on 31-12-1995) subsequent to 1-1-1996 but before 1-1-1997, his next increment in the revised scale shall be allowed on the date he would have earned stagnation increment.

(2) The next increment of a Government servant whose pay is fixed on the first day of January, 1996 at the same stage as the one fixed for another Government servant junior to him in the same cadre and drawing pay at a lower stage than him in the existing scale, shall be granted on the same date as is admissible to his junior, if the date of increment of the junior happens to be earlier.

(3) Where the increment of a Government servant falls on 1st day of January, 1996 he shall have option to draw the increment in the existing scale or the revised scales.

14. *Initial Higher Starting Salary/Advance Increment(s) for Higher Qualification.*—The existing provisions of Rule 8 of J&K Civil Services (Revised Pay) Rules, 1992 shall continue to remain operative till such time as fresh orders are issued in this behalf by the Government.

15. *Special Treatment for Certain Posts.*—

(a) Drivers :

Inservice chauffeurs, Drivers Gr-I & Drivers Gr-II in the existing pay scale of Rs. 1640-2900, 1200-2040 and Rs. 950-1500 shall be placed in the revised pay scale of Rs. 5500-9000, Rs. 4000-6000 and Rs. 3050-4590 respectively from the respective dates they have been granted these pay scales pursuant to provisions of SRO-28 dated 25-1-1996.

Henceforth the initial appointment to the posts of Drivers shall be made in the pay scale of Rs. 3050-4590.

The rationalized pay structure of Drivers in the respective departmental cadre shall be as under :—

(i) Drivers Gr-II (3050-4590)	50% of the total number of posts of Drivers.
(ii) Drivers Gr-I (4000-6000)	30% of the total number of posts of Drivers.
(iii) Chauffeurs (5500-9000)	20% of the total number of posts of Drivers.

Note :— Drivers (Gr-II) on completion of minimum 5 years service in the pay scale of Rs. 3050-4590 shall be eligible for promotion as Drivers Gr-I in the pay scale of Rs. 4000-6000 subject to availability of posts. Drivers Gr-I on completion of minimum 5 years service in the pay scale of Rs. 4000-6000 shall be eligible for promotion as Chauffeurs in the pay scale of Rs. 5500-9000 subject to the availability of posts.

(b) Patwaris :

All the patwaris in the existing pay scale of Rs. 1200-2040 will be placed in the pay scale of Rs. 4000-6000. Fresh appointment to the posts of Patwaris will initially be made in the pay scale of Rs. 3050-4590, and they will be placed in the pay scale of Rs. 4000-6000 after putting in eight years of service in the scale of Rs. 3050-4590.

(c) Medical Assistants :

The provisions of (b) above will apply in the case of Medical Assistants also, mutatis mutandis.

(d) Police Constables :

The police constables in the existing pay scale of Rs. 950-1500 will be placed in the revised scale of Rs. 3050-4590. But the fresh recruitment to the posts of constables will be made in the pay scale of Rs. 2750-4400. Persons possessing minimum qualification of matriculation will be given a higher start of Rs. 2890 in the said scale. Such constables appointed in the pay scale of Rs. 2750-4400 will be placed in the scale of Rs. 3050-4590 after completing 5 years of service.

(e) Teachers :

All the teachers carrying the existing pay scale of Rs. 1200-2040 will be placed in the revised pay scale of Rs. 4000-6000. For future recruitment

the pay scale of Rs. 4000-6000 will be available for graduate teachers. The under graduate teachers will initially be recruited in the pay scale of Rs. 3050-4590 and will be placed in pay scale of Rs. 4000-6000 after completing 8 years of service in the pay scale of Rs. 3050-4590.

(f) Draftsmen :

All the Draftsmen (2 years diploma/certificate holders) carrying the existing pay scale of Rs. 1600-2660 will be placed in the revised pay scale of Rs. 5000-8000. The fresh recruitment to the posts of Draftsmen will be made in the pay scale of Rs. 4000-6000 and such fresh appointees will be placed in the pay scale of Rs. 5000-8000 after putting in 8 years of service.

(g) Junior Engineers :

All the Junior Engineers, presently in the pay scale of Rs. 1760-3200 will be placed in the revised pay scale of Rs. 5700-10100. The fresh recruitments to the posts of Junior Engineers (both Diploma & Degree Holders) will be made in the pay scale of Rs. 4500-7000 and they will be placed in the revised pay scale of Rs. 5700-10100 after putting in 8 years of service in the former scale. The Degree Holders will be entitled to 8 advance increments on their initial appointment in the pay scale of Rs. 4500-7000.

(h) Junior Engineers Gr-I, Assistant Engineers and the Assistant Executive Engineers/Executive Engineers :

The Junior Engineers Gr-I, Assistant Engineers and the Assistant Executive Engineers shall not be allowed to cross the stage of pay at Rs. 10150, Rs. 11500 and Rs. 12125 in the revised pay scales of Rs. 7450-11500, Rs. 7500-12000 and Rs. 8000-13500 respectively so long as the requirement of passing of the accountancy examination is not fulfilled. Similarly Executive Engineers who have not passed the accountancy examination will be stopped at the stage of Rs. 13575 in the revised pay scale of Rs. 10000-15200.

(i) Dental Surgeons :

The Dental Surgeons appointed in the revised pay scale of Rs. 7500-12000 shall remain at the minimum of the grade for 2 years excluding apprentice period and get their 1st increment thereafter.

(j) Village Level Workers :

(i) Fresh recruitment to the posts of Village Level Workers will initially be made in the revised pay scale of Rs. 3050-4590 and they will be placed in the higher pay scale of Rs. 4000-6000

after putting in 8 years of service in the pay scale of Rs. 3050-4590.

(ii) Out of the existing Village Level Workers, those who are in the existing pay scale of Rs. 950-1500 shall be placed in revised pay scale of Rs. 3050-4590 and those who are in the existing pay scale of Rs. 1200-2040 shall be placed in the revised pay scale of Rs. 4000-6000.

16. *Treatment of Special Pay.*—The existing rates of special pay attached to various posts shall continue to remain in force till further orders.

17. *Qualification Bar.*—Notwithstanding anything contained in these rules, the departmental tests and technical qualifications prescribed for appointments to the posts or for promotion from one post to another or for withdrawal of increments shall continue to be operative as heretofore for the revised pay scales also.

18. *Stipend and Scholarship.*—Stipend and/or scholarship granted for trainings in various institutions in or outside the State shall not be affected by these rules :

Provided that where a Govt. Servant under training is allowed stipend in lieu of and equal to his pay, his pay shall be regulated under these rules and stipend allowed at the rate equal to his pay in the revised pay scale.

19. *Extension of Rules to Work Charged & Contingent paid establishment.*—Employees engaged on workcharged or contingent paid establishment on whole time basis in time scale of pay will be placed in the revised scale of pay applicable to the corresponding post(s) borne on regular establishment.

20. *Creation of new posts.*—No post shall be created in future under the Government except in one of the revised pay scales shown in the schedule appended to these rules. All posts created or upgraded on or after 1-1-1996 to the date of issue of these rules shall be deemed to have been created or upgraded in the corresponding revised pay scales for those posts.

21. *Delegation of powers.*—Delegation of powers in respect of transfer, sanction of leave etc. shall be exercised in the corresponding revised scale by the authorities to whom these powers stand delegated at present.

22. *Mode of payment of arrears.*—Arrears on account of revision of pay with effect from January, 1996 to December, 1997 (both months inclusive) will be paid in accordance with the orders being issued separately by the Government.