463	etha .	170	441	ella.	484	(2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(1)	(2) ·	(3)	(4)	(8)	(6)	(7)	(1)	(2)	(3)	(4)	(5)	(6)	(7)
3369	(2)	1348	(4)	1109	1176	1598	3433		1374	-		1203	163	3497	8654	_	1049	1152	1253	1686	3562		1425	-	1172	1275	1716
3370		1348		1109	1176	1598	3434			1030		1203	163	3498			1050		1254	1687	3563		1426		1173	1276	1717
3371	8438	1349		1109	1177	1598	3435	8533			1132	1203	163	3499	The last terms		1050	1153	1254	1687	3564	8819	1426	1069	1173	1276	1717
3372	8439	1349		1109	1177	1599	3436					1204	163	3500			1050	1153	1254	1687	3565	-	1426			1276	1717
3373		1350			1178	1600	3437	8536			1133	1204	1631	3501 3502			1050		1254	1687	3506	8824		1070	1174	1277	1719
3374	8443	1350		1110	1178	1600	3438			1032		1206 1206	1631	3503				1153	1254	1687	3567 3568	8826		1071		1278	1720
3378		1351		1110	1178	1601	3440			1032		1206	1631	3504			1051	1153	1254	1688	3569	8831			1175	1279	1721
3377		1361		1111	1179	1601	3441	8543		1032		1206	1631	3505					1254	1688	3570	8833	1428	1071	1175	1279	1721
3378	8448	1352	1014	1112	1180	1603	3442		1377			1206	1631	3506		1403			1256	1689	3571	8837			1175	1279	1721
3379	8449	1352		1112	1180	1603	3443		1378		1135	1207	1634	3507 3508	8678 8681		1052	1154	1256 1257	1690 1691	3572	8839	1429	1071		1279 1280	1721 1722
3380 3381		1352 1353		1112	1180	1603 1603	3445				1135	1207	1635	3509	-		1053		1257	1691	3574	8844			1176	1280	1722
3382		1353		1113	1181	1604	3446		1379		1136	1208	1636	3510	8685	1404	1053	1155	1257	1692	3575	8845	1430		1176	1280	1722
3383		1354		1114	1182	1605	3447		1379			1209	1636	3511				1155	1257	1692	3576	8848			1176	1280	1723
3384	6457	1354		1114	1182	1605	3448	8553		1035		1210	1637	3512 3513		1406	1053		1257	1692	3577		1431	,	1176	1280	1723
3385	-	1354		1114	1182	1605	3449				1138	1210	1631	3514	-			1156	1258	1693 1693	3578 3579		1432		1178	1282	1724 1725
3387	8460	1355		1115	1183	1606	3451	8558			1138	1210	1631	3515			1054		1258	1693	3580		1432			1282	1725
3388	Charles States of States	1356		1116	1185	1608	3452	8559			1138	1210	1638	3516				1158	1260	1695	3581		1433		1178	1282	1725
3389		1356		1118	1185	1608	3453		1382		1139	1211	1639	3517	8703			1158	1260	1695	. 3582		1433		1178	1282	1725
3390		1356		1116	1185	1608	3454	8562 8563			1139	1211	1640	3518		-		1159	1261	1696	3583		1434		1179	1283	1726
3391 3392		1357		1116	1185 1185	1608	3456				1139	1212	1640	3519 3520			1056 1056		1261	1697	3584 3585		1434		1179 1179	1283	1726 1727
3393	8471	1358		1117	1186	1810	3457	8566		1037	1140	1213	1641	3521	8714		1056		1261	1697	3586		1435		1180	1284	1728
3394		1358		1117	1186	1610	3458	8568		1038	1141	1214	1642	3522	8716	1409			1261	1697	3587		1435		1180	1284	1728
3395	8473	1358		1117	1186	1610	3459				1141	1214	1642	3523				1160	1262	1698	3588				1182	1286	1730
3396		1359		1118	1187	1611	3460	8573	1384		1141	1214	1643	3524 3525				1160	1262 1262	1698	3589	6880		1077		1286	1730
3397 3398	8476	1359		1119	1188	1611	3462	8574			1141	1214	1643	3526				1160	1262	1699	3590 3591	8882		1077	1182	1286 1286	1730 1730
3399		1360		1120	1189	1613	3463	8576				1216	1644	3527			1058		1263	1699	3592	8888		1077		1286	1730
3400	8480	1360		1120	1189	1613	3464		1386		1143	1216	16	3528				1162	1264	1700	3593		1438			1287	1731
3401	8483	1361		1120	1189	1613	3465		1386			1216	1645	3529				1162	1264	1701	3594	8093	1438		1183	1287	1732
3402	8484	1361		1120	1189	1613	3467		1387		1144	1217	1646	3530 3531			1059	1162 1162	1264	1701	3595 3596	8895		107B		1287	1732 1733
3403		1362		1121	1190	1615	3468	8583				1218	1647	3532				1162	1264	1701	3597	8300			1184	1288	1733
3405		1362		1121	1191	1615	3469	8585				1219	1649	3533	8743	1414	1060	1183	1265	1702	3598	8903			1186	1290	1735
3406		1363		1124	1192	1616	3470	8587	1388		1144	1220	1650	3534			1060		1265	1702	3599	8905		1080	1186	1290	1735
3407	8491	1363		1122	1192	1616	3472		1389			1222 1223	1651	3535 3536		1414			1265 1266	1703	3600		1440		1186	1290	1735
3408		1364		1123	1193	1618	3473	8596	1390			1225	1655	3537		1415			1267	1704	3601 3602	8910			1186	1290	1735
3409		1364		1123	1193	1618	3474	8598	1390		1144	1226	1656	3538				1165	1268	1706	3603	8915			1186	1290	1735
3411		1365		1123	1193	1618	3475				1144	1226	1656	3539		1416			1268	1706	3604		1442		1186	1290	1736
3412		1365		1123	1193	1618	3476	-	1391		1144	1229	1659	3540			1062		1268 1268	1706 1706	3605		1442		1186	1290	1736
3413	8501	1366		1125	1195	1620	3478		1392		1145	1230 1232	1660 1662	3541 3542	8763 8765		1062		1268	1706	3605	8922		1082	1186	1291	1737
3414		1366		1125	1195 1195	1620	3479		1392			1233	1664	3543	8768			1166	1269	1707	3608	8927			1188	1293	1739
3415		1366 1367		1126	1196	1621	3480		1392			1234	1665	3544		1418		1166	1269	1708	3609	8929		1083	1188	1293	1739
3417	8506	1367		1126	1196	1621	3481		1393	1		1236	1666	3545	8772	1418		1166	1269	1708	3610	8931		1083	1188	1293	1740
3418	8508	1366		1127	1197	1623	3482		1393		1145	1237	1668	3546 3547		1419		1168	1271	1710	3611	8935			1188	1293	1740
3419		1368		1127	1197	1623	3484		1394			1239	1670	3548		1420		1169	1272	1711	3613	8937	1445		1188	1293	1741
3420		1368		1127	1197	1623 1623	3485	4624	1394	1045	1146	1241	1673	3549			4 50 50		1272	1711		8942				1294	
3421		1369 1369		1127	1198	1623	3486	8627	1395	1046	1148	1244	1675	3550		1420			1272		3615	8944			1189	1294	1741
3423	8516	1370	1027	1128		1625	3487		1395	1045	1148	1245	1676	3551		1421			1272	1711	3616		1447			1295	1743
3424	8517	1370	1027	1128	1199	1625	3488	8632				1247	1679	3552 3553		1422				1711	3617	8949		1085		1295	1743 1744
3425	8518	1370			1199	1625	3490		1396			1248	1680	3554		1422				1712	3619	8952 8954		1086		1297	1745
3426		1371		1129		1626 1626	3491		1397			1250	1682	3555		1422				1712	3620	3956		1086		1297	1745
3427 3428		1371			1201	1627	3492	8642	1397 1	047	1149	1250	1682	3556		1423			1273	1713	3621	8960	1449	1086	1192	1297	1745
3429		1372		1130	1201	1628	3493		1398			1251	1665	3557 3558	8801	1424	1067			1714 1715	3622	8962		1086		1297	1745
3430	8525	1372	1029	1130		1628	3494		1398 1 1398 1			1251 1251	168	3559	8806		1068		1275	1715	3623	8965 8967		1087		1298	
3431		1373		1131	1202	1628	3496	8652				1253	1685	3560	8808	1424	1068	1172	1275	1716	3625	8968		1087		1298	
3432	8223	1373	1028	1131	1202	1020								3561	8812	1425	1058	1172	1275	1716	3626		1451				1747
																					*						

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(1)	(2)	(3)	(4)	(5)	(6)	(7)
3627	8973	1451	:088	1193	1298	1747	3692	9134	1477	1107	1215	. 1322	1778
3628	8976	1452	1089	1195	1300	1748	3693	9137	1478	1108			.1779
3629	8978	1452	1089	1195	1300	1749	3694	9139		1108	1216		1780
3630	8980	1452		1195	1300-	3749	3695	9141	1478		1216		1780
3631	8984		1089	1195	1300	1749	3698		1479		1217	1324	1781
3632	8986		1089	1195	1300	1749	3697	9148					
3633	8989									1109	1217		1781
			1090	1196	1301	1750	3658	9149	1480		1218	1325	1783
3634	8991		1090	1196	1301	1750	3899	9151		1110	1219	1326	1783
3635	8993		1090	1196	1301	1751	3700	9152		1110	1219	1326	1783
3636	8996	1455		1196	1302	1752	3701	9156	1481	1110	1219	1326	1783
3637	8998	1455	1091	1196	1302	1752	3702	9158	1481	1110	1219	1328	1783
3638	9001	1456	1092	1198	1304	1754	3703	9161	1482	1111	1219	1326	.1783
3639	9003	1456	1092	1198	1304	1754	13704	9163	1482		1219	1326	1784
3640	9005		1092	1198	1304	1754	3705	9165		1111	1219	1326	1784
3641	9009	The second second second	1092	1.198	1304	1754	3706	9168	1483		1219	1327	
3642	9011	1457					3707	9170					1785
3643	9014			1198	1304	1754				1112	1219	1327	1786
		1458		1199	1305	1755	3708	9173		1113	1220	1328	1787
3644	9016	1458		1199	1305	1756	3709	9175		1113	1220	1328	1787
3645	9018	1458		1199	1305	1756	3710	9177	1484	1113	1221	1329	1788
3646	9021		1094	1200	1306	1757	3711	9181	1485	1113	1221	1329	1788
3647	9023	1459	1094	1200	1306	1757	3712	9183	1485	1113	1221	1329	1788
3648	9026	1460	1095	1202	1308	1759	3713	9186		1114	1222	1329	1789
3649	9028		1095	1202	1308	1759	3714	9188		1114	1222	1330	1789
3650	9029		1095	1202	1308	1759	3715	9190		1114	1222	1330	1789
3651	9033		1095	1202	1308	1759	3716	9193		1115			
3552	9035		1095								1223	1331	1791
3653	9038			1202	1308	1759	3717	9195		1115	1223	1331	1791
3654		1482		1202	1308	1759	3718	9198		1116	1224	1332	1792
	9040		1096	1202	1308	1760	3719	9200		1116	1224	. 1332	1792
3655	9042		1096	1202	1308	1760	3720	9202	1488	1116	1225	1333	1793
3656	9045		1097	1203	1309	1761	3721	9206	1489	1116	1225	1333	1793
3657	9047	1463	1097	1203	1309	1762	3722	9208	1489	1116	1225	1333	1793
3658	9050	1464	1098	1204	1310	1763	3723	9211	1490		1226	1333	1794
3659	9052		1098	1205	1311	1763	3724	9213		1117	1226	1334	1794
3660	9054		1098	1205	1311	1764	3725	9214		1117			
3661	9058		1098	1205							1226	1334	1794
3662	9060		1098		1311	1764	3726	9217	1491		1226	1334	1795
3663				1205	1311	1764	3727	9219		1118	1226	1334	1795
	9063		1099	1206	1312	1765	3728	9222			1227	1335	1796
3664	9065		1099	1206	1312	1765	3729	9224			1227	1335	1797
3665	9067	1466		1206	1312	1765	3730	9226	1492	1119	1228	1336	1797
3666	9070			1207	1313	1767	3731	9230	1493	1119	1228	1336	1797
3667	9072	1467	1100	1207	1313	1767	3732		1493			1336	1797
3668	9075	1466	1101	1207	1314	1768	3733	9235			1229	1336	1798
3669	9077	1468	1101	1208	1315	1769	3734		1494			1336	1798
3670	9079	1468	1101	1208	1315	1769	3735						
3671	9083		1101	1208	1315	1769	3736	9239	1494			1337	1799
3672	9085		1101	1208	1315	1760		9242	1495		1229	1338	1800
36/3	9088		1102	1209			3737		1495		1229	1338	1800
	9090				1316	1770	3739		1496			1339	1802
3674			1102	1209	1316	1770	3739			1122	1230	1339	1802
3675	9091		1102	1209	1316	1770	3740			1122	1231	1340	1802
3676	9094	1471	1103	1209	1316	1771	3741	9255	1497	1122	1231	1340	1802
3677	9096	1471	1103	1209	1316	1771	3742		1497		1231		1802
3678	9099	1472	1104	1210	1317	1772	3743		1498			1340.	
3679	9101	1472		1211		1773		9262					1804
3680	9103	1472			1318	1773		9264					1804
3681	9107	1473		1211	1318	1773							
3682	9109	1473					3746		1499			1342	1805
		1473	1104	1211	1318	1773	3747		1499			1342	1805
3683	9112	1474		1212	1318	1774	3748		1500				1807
3684	9114	1474		1212	1319	1774	3749	9274	1500	1125	1234	1343	1807
3685	9115	1474		1212	1319	1775	3750	9275	1500	1125	1234	1343	1507
3686	9119	1475	1106	1213	1320	1776.	3751	9279	1501			1343	1607
3687		1475		1213	1320	1776	3752	9281	1501			1343	1807
3688		1476		1214	1321	1778	3753		1502			1343	1807
3689													
		1476		1215	1322	1778	3754		1502			1343	1808
3690 3691	9128	1476	1107		1322	1778	3755		1502			1344	1808
	0170	1477	1107	1215	1322	1778	3756	9291	1503	1127	1236	1345	1809

1)	(2)	(3)	(4)	(5)	16)	(1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)
757	9293	1503	distribution of the latest designation of th	1236	1345	1810	3821	9452	1529	1146	1258	1368	1841
	9296	1504		1237	1346	1811	3822	9454		1146	1258	1368	1841
759	9298	1504		1237	1346	1811	3823	9457	1530		1259	1369	1842
760	9300	1504		1237	1346	1811	3824	9459		1147	1259	1369	1842
761	9304	1505		1238	1346	1811	3825	9460	1530		1259	1369	1842
782	9306	1505		1238	1346	1811	3826	9463		1148	1259	1370	1843
	9309	1506		1239	1347	1813	3827	9465	1531		1259	1370	1843
763					1347	1813	3828	9468	1532		1260	1371	1844
764	9311	1506		1239			3829	9470	1532		1260	1371	1845
765		1506			1348	1813	3830	3472	1532	1149	1260	1371	1845
766	9316	1507			1349	1815	3831	9476	1533		1261	1371	1845
767	9318	1507		1240	1349	1815	3832	9478	1533		1261	1371	1845
768	9321	1508		1240	1350	1816	3833	9481		1150	1262	1372	1846
769	9323	1508			1350	1816	3834	9483	1534		1262	1372	1846
770	9325	1508		1240	1350	1817	3835	9485		1150	1262	1372	1847
771	9329	1509		1241	1350	1817		9488	1535		1262	1374	1848
1772	9331	1509			1350	1817	3836	_		1151	1262	1374	1848
1773	9334	1510		1242	1351	1818	3837	9490		1152	1263	1375	1850
1774	9336	1510		1242	1351	1818	3838	9493	1536	1152	1263	1375	1850
775	9337	1510		1242	1351	1816	3839	9495			1263	1375	185
1778	9340	1511		1242	1352	1819	3840	5497		1152	1264	1375	185
1777	9342	1511	1133	1242	1352	1819	3841	9501		1152	1264	1375	185
3778	9345	1512	1134	1243	1353	1820	3842	9503		1152		1376	185
1779	9347	1512	1134	1243	1353	1821	3843	9506		1153	1265		185
3780	9349	1512	1134	1243	1353	1821	3844	9508		1153	1265	1376	185
3781	9353	1513	1134	1244	1353	1821	3845	9510		1153	1265	1376	
3782	9355	1513		1244	1353	1821	3846	9513		1154	1266	1378	185
3783	9358		1135	1245	1354	1822	3847	9515		1154	1268	1378	185
3784	9360	1514		1245	1354	1822	3848	9518	1540	1155	1267	1379	185
3785	9362	- 146	1135	1245	1354	1823	3849	9520		1155	1267	1379	185
3786	9365		1136	1246	1356	1824	3850	9521			1267	1379	185
3787	9367		1136	1246	1356	1824	3851	9525	1541	1155	1267	1379	185
3788	9370	1516	1137	1247	1357	1826	3852	9527	1541	1155	1267	1379	185
3789	9372		1137	1247	1357	1826	3853	9530	1542	1156	1268	1379	185
3790	9374		1137	1247	1357	1826	3854	9532	1542	1156	1268	1379	185
3791	9378		1137	1248	1357	1826	3855	9534		1156	1268	1379	165
	9380		1137	1248	1357	:826	3856	9537	1543	1157	1269	1380	
1792			1138		1358	1827	3857	9539	1543	1157	1269	1381	185
	9383				1358	1828	3858	9542		1158	1270	1382	185
3794	9385		1138		1358	1828	3859	9544		1158		1382	185
1795	9387		1138			1829	3860	9546		1 1158		1382	185
3796	9390		1139	1250				9550		1158		1382	185
3797	9392		1139			1829	3862	9552		1158		1382	185
3798	9395		1140		1361	1831	3863	9555		1159		1383	186
3799	9397		1140		1361	1831	3864	9557		1159		1383	
3800	9396		1140		1351	1831	3865	9559				1383	
3801	9402				1361	1831	3866	9562		7 1160		1384	
3802	9404		1140		1361	1831	3867	956				1385	
3803	9407		1141		1361	1831	0000					1386	
3804	9409	1522	1141		1361	1832		or the book		B 1161			
3805	9411	1522	. 1141	1251	1361	1832	2008	930	134	0 1101	12.0	100.0	-
8086	9414	1523	1142	1252	1363	1833	•						
3697	9416	1523	1142	1252	1363	1834							
1108	9419		1143			1835							
3809	9421		1143		1364	1835							
3810	9423		1143		1364	1835							
3811	9427		1143			1835							
3812			1143			1835							
3813	9432		1144										
3814	9434		1144										
3815	9436		1144										
3816	9439		1145										
9910		1527											
3817		1 1967	1146	1500	1001								
3817			1 1 1 4 4	1987	1360	1840							
3817 3818 3819	9444	1526	1146										

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).
- Name of Treasury/Sub-Treasury/Paying branch of J&K Bank.
- Computation of consolidated pension/family pension.

Pension *Family *Family
Pension 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 perision/family pension as drawn).
- (c) Ist Interim Relief
- (d) 2nd Interim Relief

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

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

Signature of Pension Disbursing Authority (with seal)

The Accountant General,

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 existing pensioners/family pensioners sanctioned vide Govt. Order Millert :- Revision of pay scale for Public Sector Undertakings. 175-F of 1996 dated 10-06-1996.

	Basic Pension/Family Pension per month	Rates of DA w. e. f. 01-01-1 (including previous instalment					
	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 pens subject to minimum of Rs. 2,95 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 19 dated 18-09-1995 viz. Rs. 50/- and in addition 10% of basic pension/fam pension subject to minimum of Rs. 50/- p. m. w. e. f. 01-04-1995.

GOVERNMENT OF JAMMU AND KASHMIR FINANCE DEPARTMENT

ference:-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 :-have exceived in the exicating pay scales but for reviewen of each

- 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.
- 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: extended within a parted of three mostle floor the
 - (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)-111-847 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) Ist 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 13 instalments of COLA (as released vide Finance Department's O. M No. A/44 (85)-1V-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 13 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.

- 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

Copy to the :—
Standard Endorsements.

Dated : 19-01-1998

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. N	o. 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 91-07-1996, 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:—

Date from which payable	Per Mensem				
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 prerevised 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.

(43

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 lammu 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.
- Categories of Government servants to whom these rules will.—(1) Save as otherwise provided by or under these rules, these rules will apply to persons appointed to Civil Services and posts in connection with the affairs of the State including those paid from contingencies or tharged to works whose pay is debitable 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 it relation to Government servant, the scale of pay in respect of post held by him either in a substantive or temporary of officiating capacity on 31-12-1995.
- (c) "Existing non-functional pay scale" means the First, Second of 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 avised scale of higher post fixed under rules in the Jammu and Kashmir tvil Services Regulations.

only in respect of one existing scale.

The option to retain an existing scale that be exercised in writing in the form contained at Annexure "A" to these the so as to reach the authority mentioned in sub-rule (2) within 3 months than 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
- (e) 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 Ist 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

, 4

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 may, 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 immmediately 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 sequal 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 aviod anomolous 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 rovised 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 nervant shall be allowed to cross the E.B. prescribed in the existing scale unless he possesses the qualification, if any, prescribed for holding the neale. 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 chauffers, 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 nadre shall be as under:—

(i) Drivers Gr-II 50% of the total number of posts (3050-4590) of Drivers.

(ii) Drivers Gr-I 30% of the total number of posts (4000-6000) of Drivers.

(iii) Chauffers 20% of the total number of posts (5500-9000) 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 Chauffers 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 atwaris 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 makings in various institutions in or outside the State shall not be affected scale. The Degree Holders will be entitled to 8 advance increments on their we these rules : 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.

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 Ist increment thereafter.

(i) Village Level Workers:

they will be placed in the higher pay scale of Rs. 4000-6000 havernment.

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.
- Treatment of Special Pay.—The existing rates of special pay attached Various posts shall continue to remain in force till further orders.
- Qualification Bar.—Notwithstanding anything contained in these when, the departmental tests and technical qualifications prescribed for intments to the posts or for promotion from one post to another or for manual of increments shall continue to be operative as heretofore for the my ted pay scales also.
- Stipend and Scholarship.—Stipend and/or scholarship granted for

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

- Extension of Rules to Work Charged & Contingent paid hlishment.—Employees engaged on workcharged or contingent paid ablishment on whole time basis in time scale of pay will be placed in revised scale of pay applicable to the corresponding post(s) borne on ular establishment.
- 20. Creation of new posts.—No post shall be created in future under the avernment except in one of the revised pay scales shown in the schedule mended to these rules. All posts created or upgraded on or after 1-1-1996 the date of issue of these rules shall be deemed to have been created or unded in the corresponding revised pay scales for those posts.
- Delegation of powers.—Delegation of powers in respect of transfer, tion of leave etc. shall be exercised in the corresponding revised scale the authorities to whom these powers stand delegated at present.
- Mode of payment of arrears.—Arrears on account of revision of pay (i) Fresh recruitment to the posts of Village Level Workers will with effect from January, 1996 to December, 1997 (both months inclusive) will initially be made in the revised pay scale of Rs. 3050-4590 and paid in accordance with the orders being issued separately by the