



**Government of Jammu & Kashmir  
Civil Secretariat, Finance Department**

O.M.No. A/Clar(2018)-1225

Dated: 18-06-2019.

**Subject:-** Regulation of Pay of a Government servant on **upgradation** of Pay Scale/Pay Level of the Post.

Consequent to the upgradation of pay scales/ pay levels of various posts vide SRO 333 dated 02.08.2018 instances have been brought to the notice of Finance Department where the pay of the junior official has got fixed at a stage higher than the pay of the senior counterpart in the same pay level. The situation may arise due to:-

- (i) variation in the date of next increment, since there are two dates for increment, viz, 1<sup>st</sup>, January or 1<sup>st</sup> July and next increment of an official is admissible on either one of the two dates of increment as per his eligibility; and/or
- (ii) fixation of pay of both senior & junior officials at the entry level or same stage in the upgraded pay level.

2. The issue has been examined in Finance Department and it is clarified as under:-

*The pay on upgradation of pay scales/pay levels of specified posts vide SRO 333 dated 02.08.2018 shall be regulated as per the mechanism prescribed under proviso below sub rule 2 of Rule 7 of the Jammu & Kashmir Civil Service (Revised) Pay Rules, 2018. The pay anomaly, if any, arising in aforesaid situation shall be set right by stepping up the pay of the senior official vis-a-vis his junior counterpart as per procedure prescribed under Government Instruction No. 1 read with Government Instruction No. 4 below Art. 77-B of Jammu & Kashmir Civil Service Regulations.*

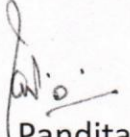
**Sd/=**

(Dr. Arun Kumar Mehta), IAS,  
**Financial Commissioner,  
Finance Department.**

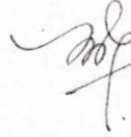
**Copy to the:**

1. Advocate General J&K High Court Srinagar/Jammu.
2. All Financial Commissioners.

3. Principal Accountant General J&K Srinagar/Jammu.
4. All Principal Secretaries to Government.
5. Principal Secretary to the Hon'ble Governor.
6. Principal Resident Commissioner, 5-Pritivraj Road, New Delhi.
7. Chief Electoral Officer, J&K Jammu.
8. All Commissioner/Secretaries to Government.
9. Divisional Commissioner, Kashmir/ Jammu.
10. Registrar General, J&K High Court Srinagar/ Jammu.
11. Director, Anti Corruption Bureau, J&K.
12. Director General, Accounts and Treasuries, J&K.
13. Director General, J&K Funds Organization.
14. Director General, Local Fund Audit & Pension, J&K.
15. Director General, Budget Division J&K.
16. Director General, Audit and Inspections.
17. Director, Information J&K.
18. All Head of Departments / Managing Directors/ Chief Executives of State PSUs/ Autonomous Bodies.
19. Secretary, J&K Public Service Commission.
20. All District Development Commissioners.
21. Secretary, J&K Legislative Assembly/Legislative Council.
22. Director / Principal, Northern Zonal Accountancy Training Institute Jammu.
23. Director Accounts & Treasuries Kashmir/Jammu.
24. All Directors of Finance/Financial Advisors & CAOs.
25. Principal Accountancy Training School Srinagar.
26. Joint Director, J&K Funds Organization Srinagar/Jammu.
27. General Manager, Government Press for publication in Government Gazette.
28. Private Secretaries to Hon'ble Advisor (K)/(G)/(S)/( SK) for information of the Hon'ble Advisor.
29. Private Secretary to Chief Secretary.
30. All Treasury Officers.
31. I/C website, FD ([www.jakfinance.nic.in](http://www.jakfinance.nic.in)).
32. I/C website, GAD website ([www.jkgad.nic.in](http://www.jkgad.nic.in)).
33. Government Order File(W2scs).

  
(S.L. Pandita),

Director (Codes),

 Finance Department.