

Government of Jammu and Kashmir  
Finance Department, Civil Secretariat

\*\*\*

OM NO: A/1(05)-I-641  
Date: 16 -10-2018

Subject: Clarification on regulation of pay of an employee on his/her encadrement.

Clarification is being sought by various quarters regarding regulation of pay of an employee on his/her encadrement to a post in other service.

The issue has been examined in Finance Department and it is clarified that encadrement to a post has the notion of fresh appointment to that post, not as promotion with the exception that service, pay and pensionary benefits earned in the past appointment are protected and counted with future service. Therefore, the pay of an appointee on encadrement in an equivalent or higher post shall be fixed under Article 77D-(I) (a) of J & K CSR, Volume-I read with provisions of relevant pay revision rules as applicable to fresh appointees.

However, the re-fixation of pay, if any required, shall be carried out notionally up to 31-07-2018 without payment of any arrears.

Sd/-

(M.R.Andrabi)

Director General (Codes),  
Finance Department.

Copy to:

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 Hon'ble Governor
6. Principal Resident Commissioner, Pritivraj Road, New Delhi

7. Chief Electoral Officer, J&K Jammu.
8. All Commissioner/Secretaries to Government.
9. Divisional Commissioner Kashmir/ Jammu
10. Chief Vigilance Commissioner, J&K Jammu
11. Secretary to Chief Justice J&K High Courts Srinagar /Jammu.
12. Registrar General, J&K High Court Srinagar/ Jammu
13. Director General, J&K Funds Organization
14. Director General, Accounts and Treasuries, J&K
15. Director General, Local Fund Audit & Pension, J&K
16. Director General, Information J&K
17. Director General, Audit and Inspections.
18. All Head of Departments / Managing Directors/ Chief Executive 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. Director Budget, J&K
25. All Directors of Finance/Financial Advisors & CAOs
26. Principal Accountancy Training School Srinagar
27. All Directors of Finance/Financial Advisors and CAOs
28. Joint Director, J&K Funds organization Srinagar/Jammu
29. General Manager, Government Press for publication in Government Gazette
30. Private Secretary to Advisor (V) to Governor.
31. Private Secretary to Advisor (K) to Governor.
32. Private Secretary to Advisor (G) to Governor.
33. Private Secretary to Chief Secretary
34. All Treasury Officers.
35. All officers / Section officers of Finance Department
36. I/C website, FD ([www.jkfinance.nic.in](http://www.jkfinance.nic.in))
37. I/C website, GAD website ([www.jkgad.nic.in](http://www.jkgad.nic.in)).
38. Government Order File(W2scs)

  
Accounts Officer (Codes),  
Finance Department.