

Government of Jammu and Kashmir
Finance Department
Civil Secretariat, Jammu.

Subject: Grant of Incentive for acquiring fresh higher qualification.

Reference: (i) Department of Jammu and Kashmir Affairs, Ministry of Home Affairs, Gol's Letter No. 12011/13/2019-K-IV dated 22/10/2019.

(ii) Department of Personnel & Training, Ministry of Personnel, Public Grievances & Pensions, Gol, O.M. No. 1/5/2017-Estt (Pay-I) dated 15th March, 2019.

Government Order No. 475 -F of 2019

Dated: 28-11-2019

Sanction is hereby accorded to the grant of Incentive for acquiring fresh higher qualification by a Government employee in fields that are directly relevant to the employee's job. The following one-time lump-sum rates as incentive for acquiring fresh higher qualification shall be permissible.

S. No.	Qualification	Amount (in Rs.)
1.	Ph.D. or equivalent.	30,000
2.	PG Degree/Diploma of duration more than one year, or equivalent.	25,000
3.	PG Degree/Diploma of duration one year or less, or equivalent.	20,000
4.	Degree/Diploma of duration more than three years, or equivalent.	15,000
5.	Degree/Diploma of duration three years or less, or equivalent.	10,000

2. Criteria/guidelines for granting incentive for acquiring fresh higher qualifications are as under:-

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- i) The incentive will not be available for the qualifications which are laid down as essential or desirable qualifications in the
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recruitment rules for the post.

- ii) No incentive shall be allowed for acquiring higher qualification purely on academic or literary subjects. The acquisition of the qualification should be directly related to the functions of the post held by him/her, or to the functions to be performed in the next higher post. There should be direct nexus between the functions of the post and the qualification acquired and that it should contribute to the efficiency of the government servant.
- iii) The quantum of incentive will be uniform for all posts, irrespective of their classification or grade or the department.
- iv) The incentive shall not be admissible where the government servant is sponsored by the government or he/she avails study leave for acquiring the qualification.
- v) The incentive would be given only for higher qualification acquired after induction into service.
- vi) No incentive would be admissible if an appointment is made in relaxation of the educational qualification. No incentive would be admissible if employee acquires the requisite qualification for such appointment at a later date.
- vii) The qualifications meriting grant of incentive should be recognized by University Grants Commission, respective regulatory bodies like AICTE, Medical Council of India, etc. set up by Central/State Government or recognized by the Government.
- viii) The incentive shall be limited to maximum two times in an employee's career, with a minimum gap of two years between successive grants.
- ix) The Government servant should prefer the claim within six months from the date of acquisition of the higher qualification.
- x) The incentive as per this Government Order will be admissible for above qualifications acquired on or after 31st October, 2019.

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- xi) Government Servants, who have acquired the fresh higher qualification on or after 31st October, 2019 till the date of issuance of this Government Order, may also claim these incentives within six months from the date of issuance of this Government Order.

By order of the Lieutenant Governor,

s/d
(Dr. Arun Kumar Mehta)IAS,
Financial Commissioner,
Finance Department.

No. A/02(2018)-UT-1169

Dated 28-11-2019

Copy to the:-

1. Advocate General, J&K High Court Jammu/Srinagar.
2. All Financial Commissioners.
3. Principal Accountant General J&K Jammu/Srinagar.
4. All Principal Secretaries to Government.
5. Director General Police, Police Headquarter, J&K.
6. Principal Secretary to Lieutenant Governor.
7. Principal Resident Commissioner, 5-Prithvi Raj Road New, Delhi.
8. Chief Electoral Officer, J&K.
9. All Commissioner/ Secretaries to Government.
10. Divisional Commissioner Jammu/Kashmir.
11. Principal Secretary to Chief Justice J&K High Court Jammu/Srinagar.
12. Registrar General, J&K High Court Jammu/Srinagar.
13. Director Anti Corruption Bureau, J&K.
14. Director General Accounts and Treasuries.
15. Director General, Audit and Inspections.
16. Director General, J&K Funds Organization.
17. Director General, Budget Division J&K.
18. Director Local Fund Audit & Pensions, J&K.
19. Director Information, J&K.
20. All Head of Departments/ Managing Directors/ Chief Executives of State PSU's/ Autonomous Bodies/ Societies.
21. Secretary, J&K Public Service Commission.
22. Secretary, J&K Legislative Assembly.
23. All Directors of Finance/Financial Advisors & CAOs.
24. General Manager, Govt. Press Jammu/Srinagar for publication in Government Gazette.
25. Private Secretary to Hon'ble Advisor (S/F) to the Lieutenant Governor.
26. Private Secretary to Chief Secretary.
27. Private Secretary to Financial Commissioner, Finance Department.
28. All Treasury Officers.

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29. President Jammu & Kashmir Civil Secretariat Non-Gazetted Employees Union, Jammu / Srinagar.
30. I/C website, Finance Department (www.jakfinance.nic.in).
31. I/C website, GAD (www.jkgad.nic.in).
32. Government Order File (W2scs).



**(S. L. Pandita),
Director General (Codes),
Finance Department.**