

Government of Jammu and Kashmir
Finance Department

COMPENDIUM 1992

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Compendium 92



Pay Revision
1992

GOVERNMENT OF JAMMU AND KASHMIR

FINANCE DEPARTMENT

(Codes Section) 1-1-82

Pay Revision 87 vide S.R.O. 370 dt. 17.7.87
" 92 vide S.R.O. 95 dt. 30.3.92

NOTIFICATION SROs, GOVERNMENT ORDERS,
CIRCULAR - OFFICE MEMORANDA
(1-1-1992 to 31-12-1992)

GOVERNMENT OF JAMMU AND KASHMIR,
FINANCE DEPARTMENT.

Subject:—Increase in wages of daily wagers employed in
Government Departments,

Government Order No. 309-F of 1992

Dated 19-2-1992.

It is hereby ordered that daily wagers in all Government Departments, including the seasonal labourers employed in Gulmarg and Pahalgam Project Organisations as presently in receipt of Rs. 22/- per day shall be paid wages at the rate of Rs. 25/- (Rupees twenty-five) per day. The increase in wages shall have immediate effect.

By order of the Government of Jammu and Kashmir.

(Sd.) J. A. KHAN,

Additional Chief Secretary (Finance),
Finance Department.

No. A/66 (75)—14

Dated 19-2-1992.

Copy to the.—

1. All Comms/Secretaries to Government/All Heads of Deptts.
2. Secretary to Governor/Advisors to Governor/Public Service Commission.
3. Secretary Legislative Assembly/Council.
4. Accountant General, A&E/Audit, Srinagar/Jammu.
5. Personnel Officer, General Adm. Department.
6. Advocate General, J&K High Court, Srinagar.
7. Comptroller, Agriculture University, Kashmir.
8. Director/Dy. Director Accounts and Treasuries, Srinagar/Jammu.
9. Director/Dy. Director, Funds Org., Srinagar/Jammu.
10. Director of Information, J&K, Srinagar.
11. All District Dev. Commissioners/All Treasury Officers.
12. Financial Adviser and Chief Accounts Officer, Power Projects, Srinagar.
13. Principal Northern Zonal Accountancy Training Institute, Jammu/Principal, Accountancy Training Institute, Srinagar.
14. Financial Advisers and Dy. Financial Advisers.
15. General Manager, Government Press, Jammu for publication in the Government Gazette.
16. _____

(Sd.) B. L. KHAR,

Director (Codes)
Finance Department.

GOVERNMENT OF JAMMU AND KASHMIR,
FINANCE DEPARTMENT.

Subject:—Grant of honorarium of Rs. 250/—P. M. by Government of India to Deputy Director Funds, Jammu.

Reference:—General Administration Department No. GDC-99/CM-91 dated 26-2-1992.

Government Order No. 323-F of 1992

Dated 13-3-1992.

It is hereby ordered that the words and figures "up to end of March, 1991" appearing in Government Order No. 236-F of 1991 dated 5-9-1991 issued vide Finance Department endorsement No. A/81(90)-876 dated 5-9-1991, be substituted by the words, "till the scheme lasts and the work is looked after by the Officer viz. Deputy Director, Funds Organisation, Jammu".

By order of the Government of Jammu and Kashmir.

(Sd.) B. L. KHAR,

Director (Codes),
Finance Department.

Dated 13-3-1992.

No. A/81 (90)-36

Copy to the :-

1-14-XXXXXXXXXX

GOVERNMENT OF JAMMU AND KASHMIR,
FINANCE DEPARTMENT.

Notification

Jammu, the 13th of March, 1992.

LTC

SRO-53.—In exercise of the powers conferred by proviso to section 124 of the Constitution of Jammu and Kashmir the Governor is pleased to direct that the Jammu and Kashmir (Leave Travel Concession) Rules, 1990 issued vide SRO-139 dated 10-4-1990 shall remain in-operative for a period of three months from the date of issue of this notification and as such concession admissible under the provisions of the said rules shall not be available to the Government employees to whom these rules apply for the aforesaid period of three months.

By order of the Governor.

(Sd.)

Additional Chief Secretary,
Finance Department.

No. A/45/(90)-110

Dated 13-3-1992.

GOVERNMENT OF JAMMU AND KASHMIR,
FINANCE DEPARTMENT.

Notification.

Dated Jammu, the 24th March, 1992.

SRO-65.—In exercise of the powers conferred by section 118 of the Constitution of Jammu and Kashmir, the Governor is pleased to make the following amendments in the Jammu and Kashmir Financial Code Volume II, namely:—

In Appendix 6 of the said Code:—

I. In 'Exception' below rule (6) the words and figures "Rs. 45/-" and "Rs. 30/-" appearing under the caption "Cost of stitching charges" shall be substituted by the words and figures "Rs. 75/-" and "Rs. 50/-" respectively. These rates shall also be applicable to Gate Supervisor, Estates Deptt. (Civil Secretariat).

II. In Note 1 and Note 2 below Serial 2 of Annexure 'A' of Appendix 6, the words and figures "Rs. 30" and "Rs. 45/-" appearing therein shall be substituted by the words and figures "Rs. 50/-" and "Rs. 75/-" respectively.

III. In Note 1 below Serial 9-A of Annexure 'A' of Appendix 6 the words and figures "Rs. 40/-" and "Rs. 80/-" appearing therein shall be substituted by the words and figures "Rs. 60/-" and "Rs. 125/-" respectively.

IV. In Note 4 below Serial 9-A of the said Annexure the words and figures "Rs. 80/-" appearing therein shall be substituted by the words and figures "Rs. 125/-".

By order of the Governor.

(Sd.) J. A. KHAN,

Additional Chief Secretary (Finance).

No. A/6(62)-91

Dated 24-3-1992.

Copy to the:—

1. All Comms./Secretaries to Government/All Heads of Departments.
2. Secretary to Governor/Advisors to Governor/Public Service Commission.
3. Secretary, Legislative Assembly/Council.
4. Accountant General, A&B/Audit, Srinagar/Jammu.

5. Personnel Officer, General Adm. Department (Services).
6. Advocate General J&K, Jammu.
7. Comptroller, Agriculture University, Kashmir.
8. Director/Dy Director, Accounts and Treasuries, Srinagar/Jammu.
9. Director/Dy. Director Funds Org., Jammu/Srinagar.
10. Director of Information J&K, Jammu.
11. All District Dev. Commissioners/All Treasury Officers.
12. Principal, Northern Zonal Accountancy Training Institute, Jammu./Principal Accountancy Training Institute, Srinagar.
13. Financial Advisors and Chief Accounts Officer, Power Projects, Srinagar.
14. Financial Advisors/Chief Accounts Officers ———.
15. ———.

-(Sd.) B. L. KHAR,

Director (Codes),
Finance Department.

GOVERNMENT OF JAMMU AND KASHMIR,
FINANCE DEPARTMENT.

Notification.

Dated Jammu, the 30th March, 1992

SR-75. -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 :-

SHORT TITLE AND COMMENCEMENT :

1. These rules shall be called the Jammu and Kashmir Civil Services (Revised Pay) Rules, 1992.
2. They shall be deemed to have come into force on the first day of April, 1990.

CATEGORIES OF GOVERNMENT SERVANTS TO WHOM THESE RULES APPLY :

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

These rules shall not apply to :-

- (a) Members of the 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 rates 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.

DEFINITIONS :

4. In these rules unless the context otherwise requires :-

- (a) "Existing basic pay" means basic pay in the "existing scale" excluding special pay, personal pay, N. P. A. and all other allowances but including stagnation personal pay.
- (b) "Existing Scale" means the relevant pay scale prescribed under Jammu and Kashmir Civil Services (Revised Pay) Rules, 1987.

EXPLANATION :

In case of a Government Servant who was on the relevant date on deputation or on leave or on foreign service or on training or under suspension, "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 or under suspension as the case may be.

- (c) "Existing Pay Rules" means the Jammu and Kashmir Civil Service (Revised Pay), Rules 1987.
- (d) "Revised Scale" or "Revised Pay Scale" means the scale of pay prescribed under these rules.
- (e) "Schedule" and "Appendix" means the "Schedule" or an "Appendix" annexed to these rules.

SCALE OF PAY OF THE POST :

5. As from the date of commencement of these rules viz. 1-4-1990, the scale of pay of each post specified in column 3 of the Schedule shall be as specified against it in column 4 thereof.

FIXATION OF PAY IN THE REVISED SCALE :

6. (1) The initial pay of a Government servant who was in service on 1-4-1987 and to whom "Existing Pay Rules" applied shall be fixed notionally w. e. f. 1-4-1987 in the following manner, namely :-
 - (a) If the "existing basic pay" in the "existing pay scale" as on 1-4-1987 [to the exclusion of benefit provided under Note (3) below Rule (9) of Jammu and Kashmir Civil Services (Revised Pay) Rules, 1987, if any] ;
 - (i) is less than the minimum of the revised pay scale, the pay shall be fixed notionally at that minimum ;
 - (ii) coincides with a stage in the revised pay scale, the pay shall be fixed notionally at that stage ;

- (iii) falls between the two stages in the revised pay scale the pay shall be fixed notionally at the next stage.
- (b) To the initial pay thus notionally fixed as per sub-clause (a) above, shall be notionally added such number of increments in the revised scale as were availed of by him or were due to him in the "existing pay scale" to arrive at his basic pay in the revised scale as on 1-4-1990:

Provided that any such employee may elect to opt for a date later than 1-4-1987 but up to 31-3-1990, for notional fixation of his pay in the "revised pay scale" in which case provisions of sub-clauses (a) and (b) of sub-rule (1) of this rule shall apply to him from such date opted for:

Provided further that an employee may opt for a date later than 31-3-1990 for fixation of his pay in revised pay scale, in which case provisions of sub-clause (a) of sub-rule (1) shall apply to him from such date opted for.

Note:

Where in the fixation of pay under sub-clause (b) of sub-rule (1) the pay of Government servants drawing pay at more than five 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 these Government servants who are drawing pay beyond the first five 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 6th up to the 10th stage in the existing scale—By one increment;
- (b) for Government servants drawing pay from the 11th up to the 15th stage in the existing scale, if there is bunching beyond the 10th stage—By two increments;
- (c) for Government servants drawing pay from the 16th up to the 20th stage in the existing scale, if there is bunching beyond the 15th stage—By three increments.

If by stepping up of the pay as above, the pay of a 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

- (2) In case of employees appointed on or after 1-4-1987 but before 1-4-1990, the provision of the above rule shall apply from such date of appointment instead of 1-4-1987.
- (3) All employees who joined service on or after 1-4-1990 shall be deemed to have been appointed directly in the corresponding revised scales.
- (4) All employees who have been promoted to an existing pay scale on or after 1-4-1990 shall be deemed to have been appointed by promotion to the corresponding revised scale only. However, such employees may also exercise option under proviso to sub-rule (1) of this rule.
- (5) From the date the basic pay of an employee gets fixed in the "revised pay scale" as per his option, all his subsequent promotions shall be and shall always be deemed to have been made only in the revised pay scales.
- (6) (i) Where the amount of pay arrived at as per sub-clause (b) of sub-rule (1) of this rule 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 increases of pay.
- (ii) Where a Government servant on 1-4-1990 was in receipt of personal pay a part or whole of which has not been absorbed in increases in his pay up to 31-3-1990 or the date of electing for the revised scale, such personal pay if any, shall not be absorbed in the increases in pay as a result of fixation of pay in the revised scale but shall be absorbed in the increments which may be earned in the revised scale after 30-4-1990.
- (iii) Where under these rules the pay of a Government servant who in the existing scale was drawing immediately before 1st of April, 1990 more or equal pay than another Government 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

EXERCISE OF OPTION:

7. (1) The option to retain an existing scale shall be exercised in writing in the form contained at Annexure 'A' 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 a Government employee 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 or training 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 1-4-1990 and the date of the issue of these rules, the option may be exercised within a period of 3 months from the date of issue of these rules; or
- (d) where a Government servant has retired between 30-4-1990 and the date of issue of these rules, the option shall be deemed to have been exercised for revised scale of pay from the 1st day of April, 1990 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 April, 1990 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 as it is more beneficial to his family; or
- (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 with effect from 1-4-1990;

- (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 option to retain the existing scale.

INITIAL HIGHER STARTING SALARY/ADVANCE INCREMENT(S) FOR HIGHER QUALIFICATION:

8. The existing provisions of rule (10) and rule (12) of the Jammu and Kashmir Civil Service (Revised Pay) Rules, 1987, relating to the benefit of higher starting salary/advance increment(s) for higher qualification, in respect of all Departments, except to the extent of the posts of Police Constables and Junior Engineers, as provided in rule 9 (d) and (f), shall remain inoperative temporarily for fresh recruits till such time as fresh orders are issued in this behalf by the Government.

SPECIAL TREATMENT FOR CERTAIN POSTS:

9. (a) Drivers:

All the Drivers in the existing pay scale of Rs. 800-1500 and Rs. 900-1830 shall be placed in the revised pay scale of Rs. 950-1500 and Rs. 1200-2040 respectively. The new appointments shall be made in the pay scale of Rs. 800-15-1010-EB-20-1150 and such appointees shall be placed in the scale of Rs. 950-1500 after five years of service.

(b) Patwaries:

All the Patwaries in the existing pay scale of Rs. 900-1830 will be placed in the pay scale of Rs. 1200-2040. Fresh appointment to the post of Patwaries will initially be made in the pay scale of Rs. 950-1500 and they will be placed in the pay scale of Rs. 1200-2040 after putting in eight years of service in the scale of Rs. 950-1500.

(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. 800-1500 will be placed in the revised scale of Rs. 950-1500. But the fresh recruitment to the post of Constables will be made in the pay scale of Rs. 825-15-01-EB-20-1200. The persons possessing minimum qualification of Matriculation will be given a higher start of Rs. 855/- in the said scale. Such Constables appointed in the pay

scale of Rs. 825-1200 will be placed in the scale of Rs. 950-1500 after completing five years of service.

(e) Teachers :

All the teachers carrying the existing pay scale of Rs. 900-1830 will be placed in the revised pay scale of Rs. 1200-2040. For future recruitment the pay scale of Rs. 1200-2040 will be available for Graduate Teachers. The Under-Graduate teachers will initially be recruited in the pay scale of Rs. 950-1500 and will be placed in pay scale of Rs. 1200-2040 after completing eight years of service in the pay scale of Rs. 950-1500.

(f) Junior Engineers :

All Junior Engineers, presently in the scale of Rs. 1300-2550 will be placed in the revised pay scale of Rs. 1760-3200. The fresh recruitment to the posts of Junior Engineers (both Diploma and Degree Holders) will be made in the pay scale of Rs. 1400-4th-1800-EB-50-2300 and they will be placed in the higher revised pay scale of Rs. 1760-3200 after putting in eight years of service in the former pay scale. The Degree Holders will be entitled to eight advance increments on their initial appointment in the pay scale of Rs. 1400-2300.

(g) Assistant Engineers/ Assistant Executive Engineers/ Executive Engineers :

The Assistant Engineers and the Assistant Executive Engineers shall not cross Efficiency Bar at Rs. 2800/- in the revised scale so long as among other requirements the requirement of passing the accountancy examination is not fulfilled. Similarly Executive Engineers who have not passed the accountancy examination will be stopped at the stage of Rs. 4000/- in the revised pay scale of Rs. 3000-4500.

(h) Dental Surgeons :

The Dental Surgeons appointed in the scale of Rs. 2200-4000 shall remain at the minimum of the grades for two years excluding apprentice period and get their first increment thereafter.

QUALIFICATION BAR:

10. Notwithstanding anything contained in these rules the departmental tests and 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.

EFFICIENCY BAR :

11. (1) Subject to the conditions laid down in Article 76 of the Jammu and Kashmir Civil Service Regulations and the Government Instructions thereunder, no Government servant shall be allowed to cross the efficiency bar prescribed in a scale, unless he possesses the qualification if any, prescribed for holding the scale.
- (2) 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.
- (3) No sanction to cross the efficiency bar in the revised scale will be required in the following cases :—
- (a) When there are one or more than one efficiency bars in the existing scale and an equal number of efficiency bars in the revised scale, and the officer has crossed all the efficiency bars in the existing scale;
- (b) When there are two efficiency bars in the existing scale, but only one in the revised scale, an officer who has crossed both the efficiency bars in the existing scale;
- (4) If there is only one efficiency bar in the existing scale but two efficiency bars in the revised scale, the officer who has crossed the only efficiency bar in the existing scale shall be required to cross the other efficiency bar in the revised scale.

Note :—

The expression "existing scale" appearing in this rule shall mean the pre-1-1-1982 pay scale or pre-1-4-1987 pay scale, or pre-1-4-1990 pay scale, as the case may be. Accordingly, a Government servant who has crossed one or two efficiency bars while holding a particular post (same post) the pay scale of which has been revised w. e. f. 1-1-1982, 1-4-1987 and 1-4-1990 shall be deemed to have crossed the equal number of efficiency bars in the "Revised Scale" in terms of the provisions of this rule.

DATE OF NEXT INCREMENT :

12. (1) The next increment of a Government servant whose pay has been fixed in the revised scale in accordance with the rule (6) shall be granted on the date he would have drawn his increment had he continued in the existing scale :

Provided that in case of a Government servant who has been drawing the maximum of the existing scale on 1-4-1990 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 a stagnation increment in the existing scale in usual course (under the rules for grant of stagnation pay as per Article 74-CC of Jammu and Kashmir Civil Services Regulations Volume I as it stood on 31-3-1990) subsequent to 1st April, 1990 but before 1-4-1991 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 April, 1990 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.

STIPEND AND SCHOLARSHIP :

13. Stipend and Scholarship granted for trainings in various institutions in or outside the State shall not be effected by these rules :

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

EXTENSION OF RULES TO WORK-CHARGED AND CONTINGENT PAID ESTABLISHMENT.

14. Employees engaged on Work-charged or Contingent paid establishment on whole-time basis in time-scale of pay, will be placed in the revised scale applicable to the corresponding posts borne on regular establishment.

CREATION OF NEW POSTS :

15. No post shall be created in future under the Government except in one of the revised scales shown in the Schedule. All posts created or upgraded on or after 1-4-1990 to the date of issue of these rules shall be deemed to have been created or upgraded in the corresponding revised scales for those posts.

DELEGATION OF POWERS :

16. 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.

RELAXATION OF RULES :

17. In cases where the Government is satisfied that the operation of any of these rules causes undue hardship the Government may by order, dispense with, or relax the requirement of these rules to such extent and subject to such conditions as may be considered necessary for dealing with the cases in a just and equitable manner.

OVER-RIDING EFFECT OF THE RULES :

18. In all cases, where the pay of the Government employees is regulated under these rules, the provisions of the Jammu and Kashmir Civil Services Regulations shall not apply to the extent they are inconsistent with these rules.

ILLUSTRATION :

19. Illustrations in respect of certain representative categories of cases of pay fixation are given in the Annexure 'B'.

APPENDICES :

20. Appendices to these rules containing departmentwise details of posts shall be issued by Finance Department.

By order of the Governor.

(Sd.) J. A. KHAN,

Additional Chief Secretary (Finance),
Finance Department.

No. A/2 (92)-149

Dated 30-3-1992.

Copy to the :—

1. All Commis./Secretaries to Government/All Heads of Departments.
2. Secretary to Governor/Advisers to Governor/Public Service Commission.
3. Secretary, Legislative Assembly/Council.
4. Accountant General, A&E/Audit, Srinagar/Jammu.
5. Personnel Officer, General Adm. Department (Services).

6. Advocate General, J&K, Jammu.
7. Comptroller, Agriculture University, Kashmir.
8. Director/Dy. Director, Accounts and Treasuries, Srinagar/Jammu.
9. Director/Dy. Director, Funds Organisation, Srinagar/Jammu.
10. Director of Information, J&K, Jammu.
11. All District Commissioners/All Treasury Officers.
12. Principal, Northern Zonal Accountancy Training Institute, Jammu/Principal, Accountancy Training Institute, Srinagar.
13. Financial Adviser and Chief Accounts Officer, Power Projects, Srinagar.
14. Financial Adviser/Dy. Financial Advisors-----.
15. Instructor, Secretariat Training Class, Jammu.
16. President, Civil Secretariat Employees Union, (Non-Gazetted).
17. _____

(Sd.) B. L. KHAR,

Director (Codes),
Finance Department.

ANNEXURE 'A'

(See rule 7)

FORM OF OPTION

To

The-----

Sir,

*(i) I-----hereby elect the revised pay scale of pay under rule-----of the J&K Civil Service (Revised Pay) Rules, 1992.

*(ii) I-----hereby elect to retain, the existing scale of pay of my substantive/officiating post viz.-----up to-----under proviso-----to rule-----thereafter for the revised scale.

*(iii) I hereby elect to retain under rule-----the existing scale of my substantive/officiating post mentioned below :-

Existing Scale-----

Yours faithfully,

Dated-----

Station-----

Signature

Name-----

Designation-----

Note :-Option (iii) is applicable to Government servants who do not want to option for the revised scale at all.

*To be scored off if not applicable under the signature of Government servant concerned.

SCHEDULE

S No.	Existing Pay Scale	Revised Pay Scale
1.	630-940	750-12-870-EB-14-940
2.	745-1025	775-12-955-EB-14-1025
3.	800-1400	950-20-1150-EB-25-1400
4.	800-1500	950-20-1150-EB-25-1500
5.	1030-1670	1300-30-1390-EB-40-1870
6.	1075-1735	1340-40-1460-EB-40-1940
7.	900-1830	1200-30-1560-EB-40-2040
8.	1150-1910	1400-40-1800-EB-50-2300
9.	1150-2050	1400-40-1600-50-2300-EB-60-2600
10.	1200-2170	1600-50-2300-EB-60-2660
11.	1075-2325	1340-60-2600-EB-75-2900
12.	1235-2325	1640-60-2600-EB-75-2900
13.	1300-2550	1760-60-2600-EB-75-3200
14.	1550-2550	2000-60-2300-EB-75-3200
15.	1650-2800	2000-60-2300-EB-75-3200-100-3400
16.	1700-2900	2000-60-2300-EB-75-3200-100-3500
17.	1900-3200	2125-75-2800-EB-100-3600
18.	2000-3500	2200-75-2800-EB-100-3800
19.	1900-4000	2200-75-2800-EB-100-4000
20.	2200-3650	2500-75-2800-EB-100-4000
21.	2350-4050	3000-100-3500-125-4500
22.	2700-4250	3000-100-3500-125-5000
23.	3150-4500	3700-125-4700-150-5000
24.	3000-5050	4100-125-4850-150-5300
5.	3300-5050	4500-150-5700
26.	4300-5700	5100-150-6800

*Executive Engineers who have not passed the Accountancy Examination will be stopped at the stage of Rs. 4000 [Rule 9 (g)]

(Sd.) B. L. KHAR,

Director (Codes),
Finance Department.

ANNEXURE 'B'

ILLUSTRATION-1

Existing Pay Scale	Revised Scale	Existing Pay Scale	Revised Scale
630-12-870-14-940	750-12-870-EB-14-940	630	750
745-12-955-14-1025	775-12-955-EB-14-1025	642	750
800-1400	950-20-1150-EB-25-1400	654	750
800-1500	950-20-1150-EB-25-1500	666	750
1030-1670	1300-30-1390-EB-40-1870	678	750
1075-1735	1340-40-1460-EB-40-1940	690	750
900-1830	1200-30-1560-EB-40-2040	702	750
1150-1910	1400-40-1800-EB-50-2300	714	750
1150-2050	1400-40-1600-50-2300-EB-60-2600	726	750
1200-2170	1600-50-2300-EB-60-2660	738	750
1075-2325	1340-60-2600-EB-75-2900	750	750
1235-2325	1640-60-2600-EB-75-2900	762	762
1300-2550	1760-60-2600-EB-75-3200	774	774
1550-2550	2000-60-2300-EB-75-3200	786	786
1650-2800	2000-60-2300-EB-75-3200-100-3400	798	798
1700-2900	2000-60-2300-EB-75-3200-100-3500	810	810
1900-3200	2125-75-2800-EB-100-3600	822	822
2000-3500	2200-75-2800-EB-100-3800	834	834
1900-4000	2200-75-2800-EB-100-4000	846	846
2200-3650	2500-75-2800-EB-100-4000	858	858
2350-4050	3000-100-3500-125-4500	870	870
2700-4250	3000-100-3500-125-5000	884	884
3150-4500	3700-125-4700-150-5000	898	898
3000-5050	4100-125-4850-150-5300	912	912
3300-5050	4500-150-5700	926	926
4300-5700	5100-150-6800	940	940

*Plus stagnation increment(s) under rules.

(Sd.) B. L. KHAR,

Director (Codes),
Finance Department.

ANNEXURE 'B'
ILLUSTRATION-2

Existing Pay Scale .. 745-14-1025		Revised Scale .. 775-12-955-EB-14-1025	
Pay in the existing scale as on 1-4-1987	Notional pay in the revised scale as on 1-4-1987	Pay in the revised scale as on 1-4-1990	Pay after "Bunching" as on 1-4-1990 [Note below Rule 6 (1)]
745	775	811	..
759	775	811	..
773	775	811	..
787	787	823	..
801	811	847	..
815	823	859	..
829	835	871	..
843	847	883	..
857	859	895	..
871	871	907	..
885	895	931	..
899	907	943	..
913	919	955	..
927	931	969	..
941	943	983	..
955	955	997	..
969	969	1011	..
983	983	1025	..
997	997	1025	..
1011	1011	1025*	..
1025	1025	1025*	..

*Plus stagnation increment (s) under rules.

(Sd.) B. L. KHAR,

Director (Codes),
Finance Department.

ANNEXURE 'B'
ILLUSTRATION-3

Existing Pay Scale .. 800-20-1000-1050-EB-30-1500		Revised Scale .. 950-20-1150-EB-25-1500	
Pay in the existing scale as on 1-4-1987	Notional pay in the revised scale as on 1-4-1987	Pay in the revised scale as on 1-4-1990	Pay after "Bunching" as on 1-4-1990 [Note below Rule 6 (1)]
800	950	1010	..
820	950	1010	..
840	950	1010	..
860	950	1010	..
880	950	1010	..
900	950	1010	1030
920	950	1010	1030
940	950	1010	1030
960	970	1030	..
980	990	1050	..
1000	1010	1070	..
1025	1030	1090	..
1050	1050	1110	..
1080	1090	1150	..
1110	1110	1175	..
1140	1150	1225	..
1170	1175	1250	..
1200	1200	1275	..
1230	1250	1325	..
1260	1275	1350	..
1290	1300	1375	..
1320	1325	1400	..
1350	1350	1425	..
1380	1400	1475	..
1410	1425	1500	..
1440	1450*	1500	..
1470	1475	1500*	..
1500	1500	1500*	..

*Plus stagnation increment(s) under rules.

(Sd.) B. L. KHAR,

Director (Codes),
Finance Department.

ANNEXURE 'B'

ILLUSTRATION 4

Existing Pay Scale .. 900-30-1200-35-1550-EB-40-1830
 Revised Scale .. 1200-30-1560-EB-40-2040

Pay in the existing scale as on 1-4-1987	Notional pay in the revised scale as on 1-4-1987	Pay in the revised scale as on 1-4-1990	Pay after "Bunching" as on 1-4-1990 [Note below Rule 6 (1)]
--	--	---	---

900	1200	1290	..
930	1200	1290	..
960	1200	1290	..
990	1200	1290	..
1920	1200	1290	..
1050	1200	1290	1320
1080	1200	1290	1320
1010	1200	1290	1320
1140	1300	1290	1320
1170	1200	1290	1320
1200	1200	1290	1350
1235	1260	1350	..
1270	1290	1380	..
1305	1320	1410	..
1340	1350	1440	..
1375	1380	1470	..
1410	1410	1500	..
1445	1470	1560	..
1480	1500	1600	..
1515	1530	1640	..
1550	1560	1680	..
1590	1600	1720	..
1630	1640	1760	..
1670	1680	1800	..
1710	1720	1840	..
1750	1760	1880	..
1790	1800	1920	..
1830	1840	1960	..

(Sd.) B. L. KHAR,

Director (Codes),
Finance Department.

ANNEXURE "B"

ILLUSTRATION-5

Existing Pay Scale .. 1150-40-1470-45-1650-EB-60-2050
 Revised Scale .. 1400-40-1600-50-2300-EB-60-2600

Pay in the existing scale as on 1-4-1987	Notional pay in the revised scale as on 1-4-1987	Pay in the revised scale as on 1-4-1990	Pay after "Bunching" as on 1-4-1990 [Note below Rule 6 (1)]
--	--	---	---

1150	1400	1520	..
1190	1400	1520	..
1230	1400	1520	..
1270	1400	1520	..
1310	1400	1520	..
1350	1400	1520	1560
1390	1400	1520	1560
1430	1440	1560	..
1470	1480	1600	..
1515	1520	1650	..
1560	1560	1700	..
1605	1600	1800	..
1650	1650	1800	..
1700	1700	1850	..
1750	1750	1900	..
1800	1800	1950	..
1850	1850	2000	..
1900	1900	2050	..
1950	1950	2100	..
2000	2000	2150	..
2050	2050	2200	..

(Sd.) B. L. KHAR,

Director (Codes),
Finance Department.

ANNEXURE 'B'
ILLUSTRATION-6

Existing Pay Scale	.. 1550-50-1950-EB-60-2550
Revised Scale	.. 2000-60 2300-EB-75-3200

Pay in the existing scale as on 1-4-1987	Notional pay in the revised scale as on 1-4-1987	Pay in the revised scale as on 1-4-1990	Pay after "Bunching" as on 1-4-1990 [Note below Rule 6 (1)]
1550	2000	2180	..
1600	2000	2180	..
1650	2000	2180	..
1700	2000	2180	..
1750	2000	2180	..
1800	2000	2180	2240
1850	2000	2180	2240
1900	2000	2180	2240
1950	2000	2180	2240
2010	2060	2240	2240
2070	2120	2300	..
2130	2180	2375	..
2190	2240	2450	..
2250	2300	2525	..
2310	2375	2600	..
2370	2375	2600	..
2430	2450	2675	..
2490	2525	2750	..
2550	2600	2825	..

(Sd.) B. L. KHAR,
Director (Codes),
Finance Department.

ANNEXURE 'B'
ILLUSTRATION-7

Existing Pay Scale	.. 1900-60-2500-EB-75-2800-EB-100-3200
Revised Scale	.. 2125-75 2800-EB-100-3600

Pay in the existing scale as on 1-4-1987	Notional Pay in the revised scale as on 1-4-1987	Pay in the revised scale as on 1-4-1990	Pay after "Bunching" as on 1-4-1990 [Note below Rule 6(1)]
1900	2125	2350	..
1960	2125	2350	..
2020	2125	2350	..
2080	2125	2350	..
2140	2200	2425	..
2200	2200	2425	..
2260	2275	2500	..
2320	2350	2575	..
2380	2425	2650	..
2440	2500	2725	..
2500	2500	2725	..
2575	2575	2800	..
2650	2650	2900	..
2725	2725	3000	..
2800	2800	3100	..
2900	2900	3200	..
3000	3000	3300	..
3100	3100	3400	..
3200	3200	3500	..

(Sd.) B. L. KHAR,
Director (Codes),
Finance Department.

ANNEXURE 'B'
ILLUSTRATION-8

Existing Pay Scale .. 2350-75-280-1-100-3800-EB-125-4050
Revised Scale .. 3000-100-3500-EB-125-4500

Pay in the existing scale as on 1-4-1987	National pay in the revised scale as on 1-4-1987	Pay in the revised scale as on 1-4-1990	Pay after "Bunching" as on 1-4-1990 [Note below Rule 6(1)]
2850	3000	3300	..
2425	3000	3500	..
2500	3000	3300	..
2575	3000	3300	..
2650	3000	3300	..
2725	3000	3300	3400
2800	3000	3300	3400
2900	3000	3300	3400
3000	3000	3300	3400
3100	3100	3400	..
3200	3200	3500	..
3300	3300	3625	..
3400	3400	3750	..
3500	3500	3875	..
3600	3625	4000	..
3700	3750	4125	..
3800	3875	4250	..
3925	4000	4375	..
4050	4125	4500	..

(Sd.) B. L. KHAR,

Director (Codes),
Finance Department.

ANNEXURE 'B'
ILLUSTRATION-9

Existing Pay Scale .. 3150-125-3900-150-4500
Revised Scale .. 3700-125-4700-PB-190-5000

Pay in the existing scale as on 1-4-1987	National pay in the revised scale as on 1-4-1987	Pay in the revised scale as on 1-4-1990	Pay after "Bunching" as on 1-4-1990 [Note below Rule 6 (1)]
3150	3700	4075	..
3275	3700	4075	..
3400	3700	4075	..
3525	3700	4075	..
3650	3700	4075	..
3775	3825	4200	..
3900	3950	4325	..
4050	4075	4450	..
4200	4200	4575	..
4350	4450	4850	..
4500	4575	5000	..

(Sd.) B. L. KHAR,

Director (Codes),
Finance Department.

GOVERNMENT OF JAMMU AND KASHMIR,
FINANCE DEPARTMENT

Notification.

Dated Jammu, the 30th March, 1992.

SRO-76.—In exercise of the powers conferred by proviso to section 124 of the Constitution of Jammu and Kashmir, the Governor is pleased to direct that the following amendments shall be made in the Jammu and Kashmir Civil Services Regulations Volume—I, namely:—

In the said Regulations the following shall be inserted as Article 41 (I) :—

41 (I)

Notwithstanding anything contained in Government Instructions below Article 41-G and in Article 41-H the House Rent Allowance and City Compensatory Allowance to all the Government Servants shall be regulated as per Jammu and Kashmir Civil Services (House Rent Allowance and City Compensatory Allowance) Rules, 1992, contained in Schedule XXII of these rules.

By order of the Governor.

(Sd.) J. A. KHAN,

Additional Chief Secretary (Finance),
Finance Department.

No. A/1 (92)-142

Dated 30-3-1992

SCHEDULE XXII

JAMMU AND KASHMIR CIVIL SERVICES
(HOUSE RENT ALLOWANCE AND CITY COMPENSATORY
ALLOWANCE) RULES 1992.

[Refer Article 41—(I)]

1. Short title :

These rules may be called the Jammu and Kashmir Civil Services (House Rent Allowance and City Compensatory Allowance) Rules, 1992. These rules shall come into force with effect from 1-1-1992.

2. Extent of application :

(1) These rules shall apply to :—

- (i) All State Government servants who are whole-time employees working either in permanent or quasi-permanent/temporary capacity.
- (ii) Government servants under suspension or on leave subject to limitations prescribed in these rules.
- (iii) Such other categories of services as may be specified by the Government from time to time.

(2) These rules shall not apply to :—

- (i) Members of all India Service.
- (ii) Government servants in part-time employment.
- (iii) Persons engaged on contract.
- (iv) Persons employed on work-charged establishment.
- (v) Government servants paid out of contingencies.

3. Definitions :

In these rules unless the context otherwise requires :—

- (a) "Pay" means the pay as defined in Article 27(a) (i) and will include Stagnation Personal Pay and N. P. A.
- (b) "Moving employee" means an employee of the State Government working in an office which moves with the headquarters of the Government periodically from Jammu to Srinagar and vice versa.

4. Rate of allowances shall be as under:—

(I) House Rent Allowance :

Pay Range	Amount of House Rent Allowance is Rs. P. M.		
	Srinagar	Jammu	All other places.
750—949	45/-	25/-	25/-
950—1499	75/-	36/-	25/-
1500—2799	135/-	66/-	30/-
2800—3599	180/-	90/-	45/-
3600—4499	240/-	120/-	60/-
4500 and above	300/-	150/-	90/-

Note 1 :—

These rates will not apply to the non-gazetted police personnel and moving employees or to any other category of employees who are entitled to House Rent Allowance under the existing rules/orders. House Rent Allowance will continue to be paid to them at the rates presently applicable to them or at the rates those may be separately notified by the Government.

Note 2 :—

The amount of House Rent Allowance presently drawn by the existing State Government employees posted outside the State will be protected. For the future incumbents, House Rent Allowance will be allowed at the rates applicable to the Central Government employees.

(II) City Compensatory Allowance for Jammu/Srinagar Cities :

1. The City Compensatory Allowance will be allowed to all the Government employees posted in the cities of Jammu and Srinagar at a uniform rate of Rs. 20/- P. M.
2. Government employees who are allowed the concession of free board and lodging or messing allowance as a condition of service will be entitled to city compensatory allowance at 50% of the above rates.

3. The provision of Note (2) below Table at (I) (House Rent Allowance) above will apply mutatis mutandis, in respect of City Compensatory Allowance also.

5. Area where admissible :

- (a) The limit of the locality within which these orders apply shall be those of the named municipality and shall include such of the sub-urban municipalities, notified areas or cantonments as are contiguous to the named municipality as indicated in the Annexures I and II or other areas as the Government may from time to time, notify.
- (b) A Government servant whose place of duty falls within the qualifying limits of a city shall be eligible for both the City Compensatory and House Rent Allowances irrespective of whether his place of residence is within such limits or outside.
- (c) Absence from place of duty during holidays, except those affixed to leave, will not affect the eligibility for the City Compensatory Allowance and House Rent Allowance.
- (d) For the purpose of City Compensatory Allowance, the limits of the locality shall be those of the named Urban Agglomeration adopted for the population census 1981, or, if the named place is not an Urban Agglomeration, the named Municipality. Accordingly City Compensatory Allowance will be made admissible to persons whose place of work falls within the cities/Urban Agglomerations, shown in Annexure-I.

6. The grant of House Rent Allowance shall be subject to the following conditions:—

- (a) Unless otherwise provided in these rules, House Rent Allowance is admissible without reference to the quantum of rent paid, to all employees without requiring them to produce any rent receipt.
- (b) A Government servant living in a house owned by him, his wife, children, father or mother shall also be eligible for house rent allowance under these rules.
- (c) To those Government servants who are eligible for Government accommodation, the allowance will be admissible only if they have applied for such accommodation in accordance with the prescribed procedure, if any, but have not been provided with it:

Provided that the Government servants posted in localities where no Government residential accommodation is available need not obtain and furnish "no accommodation" certificate in order to become eligible for house rent allowance.