

Government of Jammu and Kashmir  
Finance Department

**COMPENDIUM 2002**

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**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

**(CODIFICATION CELL)**

**ANNUAL COMPENDIUM  
2002**



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**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

**Subject :- Regularisation of the candidates appointed against migrant vacancies from time to time—Constitution of Committee.**

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**CIRCULAR**

Attention is invited to Government Order No. 1304 of GAD of 2001 dated 9-11-2001, (copy enclosed) whereunder a Committee of Officers has been constituted to scrutinise the cases of candidates working against migrant vacancies and necessary orders of regularisation of these candidates shall be issued by the concerned administrative departments on the recommendations of the said Committee.

The undersigned is directed to request all the Financial Commissioners, Principal Secretary to Government, Commissioner/Secretary to Government to kindly submit proposal for regularisation of such of the eligible candidates who are working against migrant posts as per proforma enclosed.

(Sd.) .....

Director Codes,  
Finance Department.

No. A/139(01)-962

Dated 07-01-2002.

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Copy to the :-

Standard endorsements.

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**PROFORMA FOR REGULARISATION OF CANDIDATES  
APPOINTED AGAINST MIGRANT VACANCIES**

S.No.	Name of Migrant Employee	Date of birth	Designation/ Scale of pay	Place of posting at the time of migration
1	2	3	4	5
	Qualification and mode of rectt. prescribed for the post as per Rectt. Rules	Name, parentage and address of incumbent holding the migrant vacancy	Permanent reference No. and date of the original appointment order (attested photocopy to be enclosed)	
	6	7	8	
Date of birth of incumbent	Qualification of incumbent (attested photocopies to be enclosed)	Designation and scale to which appointed	Remarks	
9	10	11	12	

Certified that :—

- (I) Incumbent from S. No.....to.....have been in continuous service from the date of their appointment till date.
- (II) Following certificates have been checked and found in order (attested photocopies enclosed).
- State Subject Certificate.
  - Date of Birth/Matriculation Certificate.
  - Qualification.
  - Appointment Order.
  - Verification of Character and Antecedents Certificate.
  - Health Certificate.
- (III) If migrant employee has retired or left service or died, the fact should be mentioned in the remarks column.

Seal and signature of HOD

**GOVERNMENT OF JAMMU AND KASHMIR  
GENERAL ADMINISTRATION DEPARTMENT**

**Subject :— Regularisation of the candidates appointed against migrant vacancies from time to time—Constitution of a Committee.**

**Reference :—Cabinet Decision No. 158/13 dated 23-10-2001.**

Government Order No. 1304-GAD of 2001

Dated 09-11-2001

Whereas several stop-gap appointments have been made in Kashmir Valley against migrant vacancies from time to time ; and

Whereas a No. of Writ Petitions have been filed in the Hon'ble High Court by the concerned appointees seeking regularisation on these posts ; and

Whereas the Hon'ble High Court of Jammu and Kashmir vide its judgement dated 28-06-2001 disposed of SWP No. 1309/98 and all other connected Writ Petitions with the following consent order :—

- "The State Government shall allow all the petitioners appointed against migrant vacancies to continue till an appropriate scheme for their regularisation is formulated or till the concerned migrant employees return to their duties in Kashmir Valley whichever happens earlier.
- In the event of any of the migrant vacancy post becoming a clear vacancy on any count, or any of such post having already become clear vacancy post, those petitioners, who are already working on those migrant vacancy posts, shall be considered for regularisation on such posts in accordance with law.
- In the event any of the petitioners is required to give up the job due to the return of the migrant to the Valley or for any other reason (except in disciplinary proceedings), the order



of his ouster shall not be given effect to for a period of one month to enable the petitioner concerned to avail of such remedy as may be available to him under the law including approaching this Court."

Whereas the case was further considered by the Government in consultation with Law & Finance Departments and it was decided that an Empowered Committee shall be constituted to scrutinize the cases of the concerned candidates working on migrant vacancies and necessary orders of regularisation of these candidates shall be issued by the concerned Departments on the recommendations of the said Committee.

Now, therefore, sanction is accorded to :—

the constitution of the following committee to consider regularisation of the candidates appointed from time to time on adhoc basis against the migrant vacancies in accordance with the principles outlined in the orders passed by the Hon'ble High Court in SWP No. 1309/98 and the connected petitions on 28-06-2001 :—

- (i) Financial Commissioner, Finance Department ... Chairman
- (ii) Concerned Administrative Secretary ... Member
- (iii) A representative of the General Administration Department ... Member
- (iv) Director Codes Finance Department ... Member-Secretary

It is further ordered that :

- (i) Necessary proposals shall along with all relevant details be submitted by the respective Administrative Departments to the Finance Department for placing the same before the Committee ;

- (ii) The Committee shall scrutinize the service rules of the concerned service and see if the candidates(s) fulfill the requisite qualification as prescribed under rules and other requirements and make necessary recommendations about regularization of eligible candidates to the respective Administrative Department ;
- (iii) The Administrative Department shall issue necessary orders of regularization in the light of the recommendations made by the Committee ;
- (iv) The Administrative Department shall be authorized to relax the lower/upper age limit and qualification wherever necessary and wherever recommended by the Committee ; and
- (v) Copies of orders shall be forwarded by the concerned Administrative Department to the General Administration Department and the Finance Department for record.

By order of the Government of Jammu and Kashmir.

(Sd.) .....

Commissioner/Secretary to Govt.,  
General Administration Department.



**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

Notification

Jammu, the 10th January, 2002

SRO-17.—In exercise of the powers conferred by proviso to section 124 of the Constitution of J&K, the Governor is pleased to direct that the following amendments shall be made in the Jammu and Kashmir Civil Service Regulations, Volume I :—

In the said Regulations ;

The note (inserted vide SRO-409 dated 23-09-1999) below Article 185-D(II) shall be recast as under :—

“where a Central Government employees has joined State Service as a direct recruit by applying through proper channel or by resigning with proper permission and has been in State Service on 23-9-1999 or joined/joins as such thereafter, the service rendered in the Central Government shall be taken into account alongwith the State Service subject to the conditions that the total clubbed service does not exceed the required maximum qualifying service for his/her eligibility for full pensionary benefits”.

“Provided that ad hoc service/contract service/period of probation rendered under the Central Government shall not be counted as service for this purpose”.

(Sd.) J. A. KHAN,

Financial Commissioner,  
Finance Department.

No. A/36(83)-974

Dated 10-01-2002.

Copy to the :—

Standard endorsements.

**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

Subject :— Renewal of Group Janta Personal Accident Policy Scheme.

Government Order No. 9-F of 2002

Dated 11-01-2002

Sanction is hereby accorded to the :—

- (i) Renewal of Group Janta Personal Accident Policy for a further period of one year with effect from 15-1-2002 to 14-1-2003 covering 3.30 lakh employees of all categories of State Government Departments/PSUs/Autonomous Bodies (including Local Bodies)/including such of the Daily Rated Workers as have been engaged up to 31-1-1994 and continued as such in the respective departments/organisations on existing terms and conditions.
- (ii) The drawal of an amount of Rs. 1.65 crores as premium at Rs. 50 per employee per year (Rs. 44 to be subsequently recovered from each employee from the salary bill for the month of January, 2002 and Rs. 6 in respect of each employee as contribution by the Government debitable to the funds placed at the disposal of Finance Department under the following heads of account to the extent shown against each :—

a) MH 2235-Social Security & Welfare State Contribution to Janta Insurance Policy	Rs. 19,80,000 (Amount of contribution by Government)
(b) MH 8235-General and Other Revenue Fund 105-Insurance Fund Janta Ins. Policy	Rs.1,45,20,000 (Amount of recoverable from the employees)



The amount of premium of Rs. 1.65 crores being payable in the ratio of 55 : 45 to the National Insurance Co. Ltd. Srinagar and New India Assurance Co. Ltd., Jammu (jointly running the scheme) as per details indicated below against each :-

Sr. Divisional Manager, National Insurance Co. Ltd. Srinagar. Rs. 90.75 lakh

Sr. Divisional Manager, New India Assurance Co. Ltd. Jammu. Rs. 74.25 lakh

By order of the Government of Jammu and Kashmir.

(Sd.) S. AMRIK SINGH,

Director Codes,  
Nodal Officer,  
Finance Department.

No. FD/JI/A-VII(96-2002)MF/Part-III/4 Dated 11-01-2002.

Copy to the :-

Standard endorsements.

**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

Notification

Jammu, the 3rd January, 2002

SRO-02.-In exercise of the powers conferred by proviso to section 124 of the Constitution of J&K, the Governor is pleased to direct that the following amendments shall be made in the Jammu and Kashmir Civil Service Regulations, Volume I :-

In the said Regulations ;

The first para of Article 240-A(V) shall be recast as under :-

“Notwithstanding anything contained in the Article 240-A(I) to 240-A(IV) with regard to fixation of pension and maximum limits thereof, the amount of superannuation, special, retiring, compensation and invalid pension in respect of Government servants who opt for revised scales of pay of 01-01-1996 and retire on or after 01-01-1996, shall continue to be calculated at 50% of average emoluments as at present and shall be subject to a maximum to Rs. 12,500/P.M. ”

By order of the Governor.

(Sd.) J. A. KHAN,

Financial Commissioner,  
Finance Department.

No. A/13(98)-II-973

Dated 11-01-2002.

Copy to the :-

Standard endorsements.



**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

**CIRCULAR**

Subject :—Renewal of Group Janta Personal Accident Insurance Policy.

Pursuant of Government Order No. 9-F of 2002 dated 11-01-2002, Group Janta Personal Accident Insurance Policy of all categories of employees has been renewed for a further period of one year from 15-01-2002 to 14-1-2003, covering three lakh thirty thousand employees of all categories (including such of the Daily Rated Workers as have been engaged up to 31-1-1994 and continue as such) of State Government Departments/PSUs/Autonomous Bodies (including Local Bodies) at the revised rates of premium and existing terms and conditions.

2. Since out of premium of Rs. 50 per employee per year, while an amount of Rs. Six in respect of each employee has been contributed by the Government, the balance amount of Rs. 44 (Rs. Forty four only ) has got to be recovered from each employee by deduction from his salary bill for the month of January, 2002. However, where due to some administrative reasons the pay for the month of January, 2002 may not be drawn on due date he (the employee concerned) is required to remit the amount of premium in cash through the head of his office into the treasury concerned.

3. As regards the recovery of premium and remittance of the same in relation to employees of PSUs/Autonomous Bodies (including Local Bodies) the concerned MD/Chief Executives shall send the amount of premium by Bank Draft favouring Financial Commissioner (Finance) and supported by the schedules duly authenticated, containing all particulars i.e., Name, Parentage, Residential Address, Designation, Scale of Pay of the concerned employee. The Bank Draft alongwith supporting schedules should invariably be sent with covering letter addressed by name to the Director Codes, Finance Department (Nodal Officer).

4. While detailed instructions in relation to preparation of schedules of deduction of permium (with full particulars of employees) by the concerned DDO to accompany the salary bill for the month of

January, and subsequent submission of accounts by the Treasury Officers to District Treasury Officer concerned, then by District Treasury Officer concerned to Dy. Director Accounts & Treasuries concerned, for onward submission to the Nodal Officer (Director Codes, Finance Department) are already laid down in this department's circular instructions issued under No. FD-VII-4/2000/JIP dated 27-1-2000. The procedure has further been amplified vide this Departments circular instructions issued under No. FD/JI/A-VII(96)-2000/MF-II-570 dated 17-1-2001 wherein all the Treasury Officers have been impressed upon to **retain schedules of deductions in safe custody for record and reference as and when required and forward only the consolidated and duly compiled DDO-wise abstract of the accounts of deducation to the District Treasury Officer concerned, who will consolidate and compile the same treasury-wise and district level and then pass it on to the Dy. Director Accounts & Treasuries concerned for submission to the Nodal Officer duly consolidated and compiled treasury-wise at the divisional level, ensuring personal delivery in the Finance Department invariably by 15th of March, 2002.**

5. All the Financial Commissioners/Principal Secretaries/Commissioner/Secretaries to Government and HODs are requested kindly to ensure endorsement of these instructions to all the concerned DDOs under control of their department well in advance of the presentation of salary bills for the month of January, 2002 at respective treasuries and issue strict instructions also to concerned MDs/Chief Executive Officers of respective PSUs/Autonomous Bodies (including Local Bodies) under their administrative control for ensuring remittance of the deduction of the premium through Bank Draft to the Nodal Officer, Director Codes, Finance Department in the prescribed manner invariably by end of February, 2002.

6. Receipt of these circular instructions may kindly be acknowledged.

(Sd.) S. AMRIK SINGH,  
Director Codes (Nodal Officer).

No. FD/JI/A-VII(96-2002)MF-III-6

Dated 15-01-2002.

Copy to the :-

Standard endorsements.



**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

OM No. A/118(2001)-68  
Dated : 17-01-2002

**Subject :—**Fixation of pay in terms of J&K Civil Services Revised Pay Rules, 1998.

It is the primary and foremost responsibility of every Drawing and Disbursing Officer to draw correct payments on account of pay, TA and other establishment charges in favour of establishment of whom he is the drawing officer. The payments so made should be strictly in accordance with orders issued by the Government from time to time.

It has come to the notice of the Finance Department that Drawing and Disbursing Officers fix their pay and the pay of their establishment as per the ready reckoners being published by the various private publishing agencies without application of their own mind while doing so. As all Drawing and Disbursing Officers are personally responsible for correctness of every claim lodged in the Govt. Treasuries in terms of Codal provision, standing orders from time to time their reliance on the ready reckoners published privately shall not absolve them of their official responsibilities.

In order to arrest this tendency, all the Financial Commissioners/ Principal Secretaries to Government, Commissioner/Secretaries to Government, and Heads of Departments are requested once again to enjoin upon all the Drawing and Disbursing Officers not to unduly rely upon such ready reckoners while fixing pay of any member of their establishment. The pay fixation shall strictly be made in pursuance of the substantive provisions of Rules and orders issued by the Government. The Drawing and Disbursing Officers should also review the pay fixation of their establishment and ensure corret payment of establishment charges. For clarification of any doubt the Drawing and Disbursing Officers should seek Finance Department's clarification through their Administrative Departments.

(Sd.) .....  
Director Codes.

Copy to the :- \_\_\_\_\_  
Standard endorsements, \_\_\_\_\_

**GOVERNMENT OF JAMMU AND KASHMIR  
CIVIL SECRETARIAT—FINANCE DEPARTMENT**

**Subject :—**Regularisation of Ad hoc Appointments against Non-Gazetted posts by various departments.

A reference is invited to Government Order No. 1285-GAD of 2001 dated 06-11-2001 whereunder the Government has decided that all ad hoc appointees to Non-gazetted posts recruited from time to time beyond 29-12-1988 till the date of issuance of the above cited order who are still in service be considered for regularisation after completing seven (7) years of continuous service from the date of appointment dispensing with reference of post held by them to SSB.

The Government order *inter alia* provides that all Administrative Departments shall communicate to Service Selection Board the particulars of all such posts occupied by the ad hoc appointees which stand already referred to the Service Selection Recruitment Board and inform the Board that all such posts shall be deemed to have been withdrawn from it after particulars of such posts are received by them.

All the Administrative Departments are requested to furnish the details of such ad hoc appointees indicating the total No. in the department for their regularisation as per proforma enclosed so that their cases can be processed in Finance Department for placing them before the Empowered Committee.

(Sd.) .....  
Director Codes,  
Finance Department.

No. A/142(01)-1010

Dated 24-01-2002.

Copy to the :- \_\_\_\_\_  
Standard endorsements. \_\_\_\_\_



## PROFORMA

S.No.	Name & parent- age of ad hoc appointees	Date of birth	Min. qualification required for the post as per recruitment rules.	Qualification of incumbent
1	2	3	4	5

Date of appoint- ment as ad hoc appointee	Total No. of ad hoc appointees in the department	Appointing Authority	
		Ref. of the order No. and date	Salary paid From _____ to _____
6	7	8	9

- Certified that :-
1. Ad hoc appointee is a permanent resident of J&K State (attested copy of PRC enclosed).
  2. That on the date of his initial appointment his/her age was within the minimum age limit as prescribed for appointment in Government service (attested copy of DOB Certificate enclosed).
  3. The ad hoc appointee is not retiree from any State or Central Government Service or any Local Body, PSU or Autonomous Body in or outside the State.
  4. His/her work and conduct has remained satisfactory during the period he/she worked as ad hoc appointee and no disciplinary proceeding or vigilance case is pending against him/her.
  5. He/She has completed 7 (seven) years service as on \_\_\_\_\_.

6. That SSRB has been intimated by the Administrative Department that the post held by ad hoc appointee which stands already referred to SSRB have been withdrawn from it and a note of it has been made by SSRB vide their No. \_\_\_\_\_ dated \_\_\_\_\_.
7. That attested copies of qualification certificate are enclosed.

Head of Department.

\_\_\_\_\_



**GOVERNMENT OF JAMMU AND KASHMIR  
CIVIL SECRETARIAT—FINANCE DEPARTMENT**

Notification

Dated Jammu, the 4th March, 2002.

SRO-96.—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 Rule 6-A of J&K Civil Services (Medical Attendance-cum-Allowance) Rules, 1990 :-

Acharya Shri Chander College of Medical Sciences and Hospital, Jammu and "The Heart Centre", New Delhi are inserted at serial (xiv) and (xv) of the list of hospitals given in rule 6-A in the J&K Civil Services (Medical Attendance-cum-Allowance) Rules, 1990 with a provision as under :-

Provided that :-

- (a) The re-imbusement in the Hospital at serial No. (xiv) shall be levelled with that of Medical College, Jammu and for a facility which is not available within the Medical College Hospitals but is available in the SKIMS, the charges in that case shall be re-imbursed as per the rates of SKIMS.
- (b) The re-imbusement in case of Hospitals listed both at serial No. (xiv) and (xv) for facilities not available in the State shall be available at the rates applicable in AIIMS.

This will be effective from the date of issue of Government Order No. 250-F of 2001 dated 09-11-2001.

(Sd.) J. A. KHAN,  
Financial Commissioner,  
Finance Department.

Dated 04-03-2002.

No. A/7(94)-173

Copy to the :-

Standard endorsements.

**GOVERNMENT OF JAMMU AND KASHMIR  
CIVIL SECRETARIAT—FINANCE DEPARTMENT**

Notification

Dated Jammu, the 13th March, 2002.

SRO-104.—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 J&K Civil Services Regulations, Volume I, namely :-

In the said Regulations :-

In the Government Instruction No. 4 below Art. 77-B of J&K Civil Services Regulations the words "General Department" shall be replaced by the words "Finance Department".

By order of the Governor.

(Sd.) J. A. KHAN,  
Financial Commissioner,  
Finance Department.

Dated 13-03-2002.

No. A/54(82)-III-174

Copy to the :-

Standard endorsements.



GOVERNMENT OF JAMMU AND KASHMIR  
CIVIL SECRETARIAT—FINANCE DEPARTMENT

Notification

Dated Jammu, the 20th March, 2002.

SRO-107.—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 Service Regulations, Volume I :—

In the said Regulations ;

The following shall be inserted as proviso after the end of Note 7 to Article 185 :—

“Provided that w.e.f 01-04-2002, no leave salary and pension contribution shall be payable by the State owned PSUs/ Autonomous Bodies/Corporations/Companies/Institutions in respect of the State deputationists and vice versa”.

Pending cases if any, on the date of issue of order shall be decided accordingly.

By order of the Governor.

(Sd.) .....

Financial Commissioner,  
Finance Department.

Dated 20-03-2002.

No. A/163(96)-236

Copy to the :—

Standard endorsements.

GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT

O.M. No. A/44(85)-IV-326  
Dated 8th April, 2002.

Subject : Notification regarding COLA to the employees/workers of State owned PSUs 1-1-2002.

1. Whereas COLA to the employees of PSUs is released in relation to increase in All India Industrial Consumer Price Index Level notified by the Labour Bureau, Simla and the price index has been received from the concerned quarter ;
2. Whereas the Government has been also extending the financial assistance/budgetary support to the PSUs despite its own financial constraints, and the same has been decided to be converted into loan assistance from the year 2001-2002 ;
3. Whereas under an MOU signed with the Government of India, the total budgetary support to the PSUs is required to be gradually reduced by 10% every year ;
4. Whereas the PSUs are required to generate adequate resources for making payment of wages and pending instalments of “COLA” to its employees ;
5. Now therefore, the Government hereby notifies that eight instalments of COLA have become due to the employees of PSUs calculated as per movement of average CPI from January, 2001 to December 2001 effective from 01-01-2002 and as such, the rates, on the restructured rate of COLA are indicated in the table given below :—

S.No.	Pay range (after last Revision)	Restructured rate of COLA per instalment	Amount of COLA (pm) corresponding to 8 Instalments
1	2	3	4
1.	Up to Rs. 2549	13.00	Rs. 104.00
2.	2550-3100	17.00	Rs. 136.00



1	2	3	4
3.	3101-3600	20.00	Rs. 160.00
4.	3601-4000	23.00	Rs. 184.00
5.	4001-4600	26.00	Rs. 208.00
6.	4601-5300	30.00	Rs. 240.00
7.	5301-6000	34.00	Rs. 272.00
8.	6001-6600	38.00	Rs. 304.00
9.	6601-7600	43.00	Rs. 344.00
10.	7601-8800	50.00	Rs. 400.00
11.	8801-10000	57.00	Rs. 456.00
12.	10001-11200	65.00	Rs. 520.00
13.	11201-12400	72.00	Rs. 576.00
14.	13601-14800	80.00	Rs. 640.00
15.	13601-14800	87.00	Rs. 696.00
16.	14801-16000	95.00	Rs. 760.00
17.	16001-17200	102.00	Rs. 816.00
18.	17201-18400	109.00	Rs. 872.00
19.	18401-20000	118.00	Rs. 944.00
20.	Above Rs. 20000	129.00	Rs. 1032.00

6. The State owned PSUs to whom Wage Committee Report is applicable may accordingly pass appropriate orders with the approval of their competent authority, in keeping with their resource position viz-a-viz, rates notified. The PSUs shall have to accommodate the additional expenditure out of their own resources. However, budgetary support in the shape of loan as per their entitlement as per para 4 above (after reduction of 10% over last year support) shall continue to be considered by the Government on merits of the case.

(Sd.) J. A. KHAN,  
Financial Commissioner,  
Finance Department.

Copy to the :-

Standard endorsements.

**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

O.M. No. A/44(85)-IV-430  
Dated 8th April, 2002.

**CORRIGENDUM TO O.M. NO. A/44(85)-IV-326  
DATED 8-4-2002**

**Subject : Notification regarding COLA to the employees/workers of  
State owned PSUs 1-1-2002.**

At Sl. No. 14 of the table given below para 5 of the above  
referred O.M. kindly read (12401-13600) instead of (13601-14800).

(Sd.) .....

Director (Codes),  
Finance Department.

Standard endorsements.



**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

**Subject : Payment of Dearness Allowance to State Government Employees.**

**Government Order No. 64-F of 2002**

**Dated 8-4-2002**

In partial modification of Government Order No. 176-F of 2001 dated 23-7-2001, it is hereby ordered that all State Government Employees including Work Charged and Whole Time Contingent Paid Employees working in the regular time scale of pay, shall be paid Dearness Allowance at the following rates w.e.f 01-07-2001.

Date from which payable	Rate of Dearness Allowance per month (including previous instalments)
01-07-2001	45% of Basic Pay.

2. The term "pay" for the purpose of calculation of Dearness Allowance shall be the pay drawn in the prescribed scale of pay including stagnation personal pay but shall not include any other type(s) of pay like personal pay granted for promotion of small family norms etc. In the case of those employees who have opted to retain the pre-revised pay scale(s) of pay, if any it will include in addition to pay in the pre-revised scale of pay, Dearness Allowance and Interim relief appropriate to that pay admissible under orders in existence 01-01-1996.

3. The Dearness Allowance will continue to be a distinct element of remuneration and will not be treated as pay.

4. The payment on account of Dearness Allowance involving a fraction of a rupee equal to or more than 50 paise shall be rounded up to the next rupee and below 50 paise shall be ignored.

5. The provisions of this Order shall also apply, *mutatis mutandis*, in the case of All India Service Officers serving in connection with the affairs of the State.

By order of the Government of Jammu and Kashmir.

(Sd.) J. A. KHAN,

Financial Commissioner,  
Finance.

No. A/24(2K)-352

Dated 08-04-2002.

Standard endorsements.



**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

**Subject : Payment of Dearness Allowance to State Pensioners/Family Pensioners.**

Government Order No. 65-F of 2002

Dated 8-4-2002

In partial modification of Government Order No. 177-F of 2001 dated 23-7-2001, it is hereby ordered that the State Government Pensioners/Family Pensioners shall be paid Dearness Allowance at the following rates w.e.f 01-07-2001.

Date from which payable	Rate of Dearness Allowance per month (including previous instalments)
01-07-2001	45% of Basic Pension/Family Pension.

2. Pension/Family Pension in the case of pre-01-01-1996 retirees and where family pension was sanctioned prior to 1-1-1996 means the consolidated pension/family pension as the case may be effective from 1-1-1996 in terms of Government Order No. 46-F of 1998 dated 19-1-1998 read with Government Order No. 275-F of 1998 dated 14-10-1998 and Government Order No. 276-F of 1998 dated 14-10-998.

3. In the case of pensioners who have retired from service on or after 1-1-1996 and in the case of family pensioners whose family pension has been sanctioned for the first time on or after 1-1-1996 pension/family pension shall mean basic pension/family pension admissible in terms of SRO-19 dated 19-1-1998 read with SRO-122 dated 28th March, 2001.

4. The payment on account of DA involving a fraction of a rupee shall be rounded to the next rupee.

5. Personal pension, if any, will not be taken into account for determining DA on pension.

6. The DA shall be shown as a distinct element.

7. The other provisions governing grant of DA on pension/family pension such as regulation of DA during employment/re-employment, regulation of DA where more than one pension is drawn etc. and other provisions of the existing orders/rules (as are not in conflict to the provisions of this order) shall continue to retain in force.

8. The Dearness Allowance as per this order shall be paid by the concerned Treasury Officer/Paying branches of the J&K Bank without waiting for further authorisation from the Accountant General/General Manager, J&K Bank, as per the practice in vogue.

By order of the Government of Jammu and Kashmir.

(Sd.) J. A. KHAN,

Financial Commissioner,  
Finance.

No. A/24(2K)-253

Dated 08-04-2002.

Standard endorsements.



**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT.**

O.M. No. A/133(91)-375

Dated 10th April, 2002.

**Subject : Special Provisions of Career Advancement Schemes/Advance Increment—their tenability in the Revised Pay Rules issued from time to time.**

Attention is invited towards the provisions of Rule 13(VIII) (b) of J&K Civil Service (Revised Pay) Rules, 1973, read with Rule 13(b) of J&K Civil Service (Revised Pay) Rules, 1982, and Rule even of J&K Civil Service (Revised Pay) Rules, 1987 with regard the placement of Librarian in the higher pay scale subject to the fulfilment of the conditions as had been laid therein.

It has come to the notice of the Finance Department that the above benefits are being allowed to the Librarian even after issuance of J&K Civil Service (Revised Pay) Rules, 1992 and J&K Civil Service (Revised Pay) Rules, 1998 which do not contain such provisions.

Every new set of pay rules is a self contained document and de jure, supersedes the old sets of pay rules and as such any special provision pertaining to any allowance, treatment, career advancement increment, advance increment etc. and the like gets replaced by new provisions if any incorporated in the new rules except to the extent expressly protected. The mere fact that the new rules do not contain a corresponding provision or are silent over a particular aspect does not amount to protection or continuation of old rules to that extent.

The undersigned is accordingly directed to request all Financial Commissioners/Principal Secretaries/Commissioners/Secretaries/Head of the Departments to take stock of the position immediately and

Identify the cases wherein the Librarians have been placed in the higher pay scales after the General Pay Revision of 1992 and General Pay Revision of 1998 and to withdraw such orders to put stop to recurrence of such irregularities.

(Sd.) .....

Director Codes,  
Finance Department.

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**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

Notification

Dated Jammu, the 16th April, 2002.

SRO-151.—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 Jammu and Kashmir Civil Service Regulations Volume I, namely :—

- A. The following shall be added as Exception below the fourth proviso to Article 77-D(I)(a) :—

**Exception :**

In respect of an inservice Government Officer who is inducted into KAS against technical quota from any other service in terms of Rule 5 (I)(c) of J&K Administrative Service Rules, 1979, such induction shall not mean appointment to a lower post for fixation of pay in time scale of KAS regardless of the pay scale enjoyed by such officer in his previous service.

- B. The following shall be inserted as Article 77(E) :

**Art. 77(E) :**

The provisions contained in Article 77(D)(i)(a) shall apply *mutatis mutandis* in respect of employees working in PSUs/ Autonomous Bodies with the modification that the following formula shall govern the fixation of pay in the cases where COLA was payable as against DA.

The basic pay and COLA drawn in PSU/Autonomous Body shall be converted into basic pay on appointment/induction into Govt. service as under :

$$\frac{100 \times (\text{basic pay} + \text{COLA in PSU})}{100 + \text{DA \%age}} = \text{Basic pay in new scale}$$

(fraction of rupee to be omitted)

However in respect of PSUs/Autonomous Bodies following Government pay scales and Government rate of DA, the method of fixation of pay shall be the same as in case of Government employees as per provisions contained in Art. 77(D).

The pay should be accordingly fixed in the pay scale in the Government service at the corresponding stage as per the aforesaid formula. In case there is no such stage or the basic pay arrived at is less than the minimum of the pay scale, the pay shall be fixed at the immediate lower stage or at the minimum of the pay scale as the case may be. In the first eventuality the difference between the basic pay arrived at as per the formula and the immediate lower stage at which pay is actually fixed shall be available to the officer as personal pay to be absorbed in his future increases. Such personal pay shall count as basic pay for purpose of DA. In case the basic pay so arrived is more than the maximum of the pay scale in the Government, the officer shall be granted the maximum of the scale, and the difference shall be allowed as personal pay to be absorbed in future increase of pay by way of promotion revision of pay scale etc.

This notification shall have retrospective effect from 1-1-1998.

. By order of the Governor.

(Sd.) J. A. KHAN,  
Financial Commissioner,  
Finance Department.

No. A/36(2K)-237

Dated 16-04-2002.

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**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

Subject : Enhancement of Move TA

Government Order No. 72-F of 2002

Dated 17th April, 2002.

Sanction is hereby accorded to the enhancement of the existing rate of Move TA from Rs. 2300 (Rs. two thousand three hundred) to Rs. 2500 (Rs. two thousand five hundred) per employee applicable w.e.f. the move of offices from Jammu to Srinagar in April, 2002.

By order of the Government of Jammu and Kashmir.

(Sd.) J. A. KHAN,  
Financial Commissioner,  
Finance Department.

No. A/114(91)-397

Dated 17-04-2002.

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**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

Notification

Dated Jammu, the 17th April, 2002.

SRO-152.-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 Jammu and Kashmir Civil Service Regulations, Volume I :-

In the said Regulations ;

The existing proviso shall be numbered as proviso I and the following shall be inserted as proviso 2 after I proviso to clause (a) of Art. 41(G) :

“Provided further that with effect from 01-05-2002 the TMA shall be allowed @ 250 p.m.”

By order of Governor.

(Sd.) J. A. KHAN,  
Financial Commissioner,  
Finance Department.

No. A/114(91)-398

Dated 17-04-2002.

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( 32 )

**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

Subject : Regularisation of Migrant DRWs/Work Charged Employees.

Government Order No. 73-F of 2002

Dated 22nd April, 2002.

The words "redeployment/re-engagement appearing in para I & II of Government Order No. 27-F of 1997 dated 14-1-1997 endorsed vide No. A/33(92)-1278 dated 14-12-1997 shall be deemed to have been deleted.

This issues with the concurrence of General Administration Department conveyed vide their No. GAD (Admn)58/2000-I dated 18-01-2002.

(Sd.) J. A. KHAN,  
Financial Commissioner,  
Finance Department.

No. A/158(94)-II-418

Dated 22-04-2002.

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( 33 )

**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

Notification

Dated Jammu, the 18th April, 2002.

SRO-153.--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 Service Regulations, Volume II, namely :-

In the said Regulation the following shall be inserted as an explanation below Rule 5(d) of J&K House Rent Allowance-cum-City Compensatory Allowance Rules, 1992 as forming Schedule XXII of such regulations :-

**Explanation.**--Such of the employees of Tehsil/District/Division/State Level Offices (including move offices) which are normally required to be located within municipal limits of Jammu or Srinagar city but are housed outside Municipal limits/Urban conglomerate of Srinagar or Jammu city due to lack of accommodation within the respective municipal limits shall be eligible to receive House Rent Allowance/City Compensatory Allowance at the rates applicable to the offices located within the respective municipal limits.

This explanation shall be deemed to have come into force w.e.f. 19-10-1998 being the date of issue of SRO-20 dated 19-01-1998.

(Sd.) J. A. KHAN,  
Financial Commissioner,  
Finance Department.

No. A/92(88)-366

Dated 18-04-2002.

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**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

Notification

Dated Srinagar, the 9th May, 2002.

SRO-175.—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 “Jammu and Kashmir Government Degree Colleges (Adoption to U.G.C. Revised Pay Scales) Rules, 2002”.

2. These rules shall be deemed to have come into force on the first day of January, 1996.

3. *Application.*—These rules shall apply to the employees of Degree Colleges who, on 1-1-1996 were holding, in substantive or officiating capacity or, but for their deputation or posting outside their parent cadre, would have held, in substantive or officiating capacity, the permanent or temporary posts of :—

- (a) Lecturer, Lectures (Senior Scale), Lecturers (Selection scale), Readers (whenever created) or principals ;
- (b) Librarians, Librarians (Senior Scale) or Librarians (Selection Scale) ;
- (c) Instructors in Physical Education, Instructors in Physical Education (Senior Scale) or Instructors in Physical Education (Selection Scale).

4. *Definition.*—In these rules unless the context otherwise requires :—

- (a) “Basic Pay” means the pay as defined in Art. 27(a) of J&K CSRs excluding “Special Pay” and “Personal Pay” but

included stagnation personal pay drawn in the existing scales (1991) as on 1-1-1996 ;

- (b) “College Teacher” means a Lecturer, Lecture (Senior Scale) Lecturer (Selection Grade), Reader (whenever created) or a Principal of a Degree College ;
- (c) “Degree College” means a Government Degree College named by the Government as such and includes a Govt. College of Physical Education ;
- (d) “Librarian” means a Librarian of a Degree College as specified in rule 3(b) ;
- (e) “Instructor in Physical Education” means an Instructor of Physical Education of a Degree College as specified in rule 3 (c) ;
- (f) “Existing Scales” means pay scales as prescribed under the Jammu and Kashmir Government Degree College (UGC Pay) Rules, 1991 ;
- (g) “Existing Rules” means the J&K Government Degree College (UGC Pay) Rules, 1991 ;
- (h) “UGC Pay Scale” means the pay scales prescribed by University Grants Commission and adopted by the Government of India w.e.f. 1-1-1996.

5. *Structure of pay scales :* (1) The following shall be the revised pay structure of the College Teachers, Librarians and Instructors in Physical Education based on the Pay Scales recommended by the UGC and adopted by the Government of India for the College Teachers, Librarians and Instructors in Physical Education w.e.f. 1-1-1996.

Post	Pay scale in 1991 Rules	Revised pay scales
1	2	3
<i>College Teachers</i>		
Lecturer	2200-75-2800-100-4000	8000-275-13500
Lecturer (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200



1	2	3
Lecturer (Sel. Scale)	3700-125-4950-150-5700	12000-420-18300
Reader (whenever created)	3700-125-4950-150-5700	12000-420-18300
Principal	4500-150-5700-200-7300	16400-450-20900- 500-22400
<i>Librarians</i>		
Librarians	2200-75-2800-100-4000	8000-275-13500
Librarians (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200
Librarians (Selection Scale)	3700-125-4950-150-5700	12000-420-18300
<i>Instructors in Phy. Edu.</i>		
Instructors in Physical Education	2200-75-2800-100-4000	8000-275-13500
Instructors in Physical Education (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200
Instructors in Physical Education (Selection Scale)	3700-125-4950-150-5700	12000-420-18300

(2)(a) The minimum qualifications and experience for appointment to the posts shown in the first column in the table given above shall be those as prescribed by the UGC from time to time and notified by the State Government as such.

(b) The minimum qualification for appointment to the posts of Lecturers, Librarians and Instructors in Physical Education in the pay scale of Rs. 8000-13500 as currently laid down by the UGC, shall be Master's Degree with at least 55% marks or its equivalent grade of "B" in the 7 point scale with latter grades O, A, B, C, D, E and F of the Master's Degree level in the relevant subject from an Indian University or an equivalent degree from an Indian/Foreign University.

## SEVEN POINT SCALE

Grade	Grade Point	Percentage point
"O"=Outstanding	5.50-6.00	75-100
"A"=Very Good	4.50-5.49	65-74
"B"=Good	3.50-4.49	55-64
"C"=Average	2.50-3.49	45-54
"D"=Below Average	1.50-2.49	35-44
"E"=Poor	0.50-1.49	25-34
"F"=Fail	0.0-0.49	0-24

Provided that following shall be the minimum qualification required for future appointment in case of :

**(i) Lecturer in Journalism or Mass Communication.**

At least 55% of marks or an equivalent grade of 'B' in the 7 point scale with latter grades O, A, B, C, D, E and F at the Master's Degree level in Communication/Mass Communication/Journalism from an Indian University or an equivalent degree from a Foreign University.

OR

At least 55% of marks or an equivalent grade of B in the 7 point scale with latter grades O, A, B, C, D, E and F at the Master's Degree level in Humanities, Social Science/Science with a 2nd Class Bachelor's Degree or Post-Graduate Diploma in Communication/Mass Communication/Journalism from a recognised Indian University/National Institute.

**(ii) Lecturer in Music**

Good academic record with at least 55% of marks or an equivalent grade of B in the 7 point scale with latter grades O, A, B, C, D, E and F at the Master's Degree level in the relevant subject or an equivalent Degree from an Indian/Foreign University.

OR

A traditional or a professional artist with a highly commendable professional achievement in the concerned subject.



(iii) For professional subject like Education, Social work and Performing Arts etc. a separate detailed regulation on qualification would be issued. Till then, the regulations hitherto in force for direct recruitment to the post of Lecturer will continue.

(iv) **Librarians :**

Master's Degree in Library Science/Information Science/Documentation or an equivalent professional degree with at least 55% of marks or its equivalent grade of B in the UGC 7 point scale plus a consistently good academic record, computerisation of library.

However, M. Phil/Ph.D. Degree in Library Science/Information Science/Documentation/Archives and Manuscript keeping will be the desirable qualification.

(v) **Instructors in Physical Education :**

(i) Master's Degree in Physical Education (2 years course) or Master's Degree in Sports or an equivalent Degree with at least 55% of marks or its equivalent grade of B in the 7 point scale plus a consistently good academic record.

(ii) Record of having represented the College at the inter college competitions or the State in national championships.

(iii) Passed physical fitness test.

(c) Notwithstanding anything contained in rule 2(b), the minimum requirements of marks at Master's Degree level shall be 50% for candidates belonging to Scheduled Caste and Scheduled Tribe categories and for such Ph. D. Degree holders as have passed their Master's Degree before 19-9-1991.

(d) In addition to the qualifications prescribed in rule 2(b) or rule 2(c) as the case may be, passing of National Eligibility Test (NET) as prescribed by the University Grants Commission or an equivalent State Level Eligibility Test (SLET) accredited by the University Grants

Commission shall be an essential qualification for eligibility to such appointment.

6. *Drawal of pay in revised scale.*—A College Teacher, Librarian or an Instructor in Physical Education shall draw pay in the Revised UGC Pay Scale applicable to the post to which he is appointed or is deemed to have been appointed, in the manner prescribed under these rules.

7. *College Teachers, Librarians, Instructors in Physical Education appointed from 1-1-1996 to the date of issue of these rules.*—College Teachers, Librarians and Instructors in Physical Education appointed as such from 1-1-1996 up to the date of issue of these Rules shall be retrospectively placed in the Revised UGC Pay Scale [as per Rule 5(1)] w.e.f. the date of appointment as such.

8. *Fixation of pay in the UGC Pay Scales.*—(1) The initial pay of the College Teachers, Librarians and Instructors in Physical Education covered under the existing rules and/or appointed to the existing pay scale of Rs. 2200-4000, Rs. 3000-5000, Rs. 3700-5700 and Rs. 4500-7300 before 1-1-1996 shall be fixed in the Revised UGC Pay Scales of Rs. 8000-13500, Rs. 10000-15200, Rs. 12000-18300 or Rs. 16400-22400 respectively in the manner prescribed in the Notification SRO-18 dated 19-1-1998 [J&K Civil Services (Revised Pay) Rules, 1998] as amended from time to time :

Provided that the fixation of pay of Readers/Lecturers (Selection Grade) in the pre-revised scale of Rs. 3700-125-4950-150-5700 who were selected in accordance with the rules and regulations framed by the UGC and who were in position as Readers/Lecturers (Selection Grade) as on 1-1-1996 will be made in a manner that they get their pay fixed at the stage of Rs. 14940 in the revised scale of Rs. 12000-420-18300 as and when they complete five years in the grade :

Provided further that if the pay of Principals working in the pre-revised scale of Rs. 4500-7300, gets fixed in the revised scale of Rs. 16400-22400 at a stage less than Rs. 17300 on 1-1-1996, it shall be stepped up to the stage of Rs. 17300.

(2) The matter relating to 'Exercise of option', 'Date of next increment' and 'Bunching' etc. shall be governed, *mutatis mutandis*,



by the relevant provisions of the rules as contained in the J&K Civil Services (Revised Pay) Rules, 1998 as amended from time to time.

9. *Incentive for higher qualification.*—(1) In order to encourage research in continuation of Post-Graduate Studies, a candidate who at the time of recruitment as a Lecturer or Librarian or Instructor in Physical Education possesses Ph.D./D.Litt./D.Sc. or M. Phil./M.Litt. Degree (hereinafter to be called jointly as the "Research Degree") shall be sanctioned four and two advance increments, respectively, in the scale of Rs. 8000-13500 along with the benefit of two and one years of service respectively, for counting eligibility for the purpose of placement in the senior scale (Rs. 10000-15200).

(2) A Lecturer with M.Phil./M.Litt shall be sanctioned one advance increment if he acquires Ph.D./D.Litt./D.Sc. degree within two years of his recruitment.

(3) A Lecturer having Ph.D. Degree will be eligible for two advance increments when he/she moves into the selection grade/grade of Reader.

(4) The existing College Teachers, Librarians and Instructors in Physical Education without research degree and those similarly situated recruited in future will be eligible for a similar benefit in the length of service qualifying for the purpose of placement/promotion and shall be sanctioned two advance increments as and when they acquire Ph.D./D.Sc./D.Litt. degree in their service career.

#### 10. *Career Advancement*

(1) *Placement of Lecturers in the Senior Scale of Rs. 10000-15200.*—Every Lecturer in regular service will be eligible for placement in the Senior Scale of Rs. 10000-15200 through a process of selection on the recommendations of DPC/PSC which shall be assisted by experts as may be decided by the PSC keeping in view the corresponding provisions of UGC guidelines applicable to the Universities, if he/she has—

- (i) 4 years teaching experience with Ph.D.
- or
- 5 years teaching experience with M.Phil.
- or
- 6 years teaching experience without M.Phil or Ph.D.

*Note.*—Teaching experience of College Service only shall be considered, provided the incumbent was in the UGC pay scale of Lecturer and possessed the qualifications as prescribed by the UGC for appointment as Lecturer.

- (ii) consistently satisfactory performance appraisal reports ;
- (iii) participated in one orientation course and one refresher course of at least 3–4 weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the UGC. Those with Ph.D. Degree would be exempted from one refresher course. However where the requirement of orientation/refresher course has remained incomplete, the promotion would not be held up but these must be completed within two years from the date of promotion.

(2) *Placement of Lecturers (Sr. Scale) in the Selection Grade of Rs. 12000-18300.*—Lecturers in the Senior Scale who do not possess Ph.D. Degree shall be eligible for placement in the Selection Grade of Rs. 12000-18300 through a process of selection on the recommendations of DPC/PSC which shall be assisted by experts as may be decided by the PSC keeping in view the corresponding provisions of UGC guidelines applicable to the Universities, if he/she has—

- (i) 5 years teaching experience in the senior scale.
- (ii) not acquired Ph.D. Degree but has proven record of outstanding teaching and contributed to the University corporate life ;
- (iii) possessed consistently good performance appraisal reports ;
- (iv) participated in two refresher courses/summer institutes as Senior Lecturer of at least 3–4 weeks duration. However, where the requirement of refresher courses has remained incomplete, the promotion would not be held up but these must be completed within two years from the date of promotion.

(3) Preceding provisions of sub-rules (1) & (2) of this rule shall apply, *mutatis mutandis*, in respect of Librarians and Instructors in



Physical Education, in the matter of placement from the UGC Pay Scale of 8000-13500 to the respective UGC Senior Scale (Rs. 10000-15200) from Senior Scale to Selection Scale (Rs. 12000-18300) provided they meet the conditions of qualifications etc. prescribed under these rules preceding and fulfil such other conditions as are/may be prescribed in this behalf.

*Note.*—The preceding provisions of sub-rules (1), (2) & (3) shall be deemed to have come into effect from 27-7-1998.

(4) On placement of a College Lecturer or a Librarian or an Instructor in Physical Education from lower scale (Rs. 8000-13500) to the Senior Scale (Rs. 10000-15200) and from the latter to the Selection Scale (Rs. 12000-18300) initial pay in the Senior Scale or Selection Scale, as the case may be, shall be at the same stage at which the pay was drawn in the lower scale. In the event of such a stage not existing in the Senior Scale or in the Selection Scale, as the case may be, the pay shall be fixed at the stage next below that pay plus personal pay equal to the difference, until such time as he/she would have received an increment in the lower scale. But if the minimum pay of the senior/selection scale is higher than his substantive pay in the lower scale, he/she will draw that minimum as initial pay. The date of increment shall remain unchanged.

11. *Enabling provision for promotion to the post of Reader (wherever created).*

- (a) A Lecturer in the senior scale will be eligible for promotion to the post of Reader, if she/he has—
- (i) completed 5 years of service in the senior scale ;
  - (ii) obtained a Ph.D. Degree or has equivalent published work ;
  - (iii) made some mark in the areas of scholarship as evidence e.g. by self-assessment, reports of referees, quality of publications, contribution to educational innovation, design of new courses and curricula and extension activities.

- (iv) after placement in the senior scale participated in two refresher courses/summer institutes of approved duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the University Grants Commission ; and
- (v) possessing consistently good performance appraisal reports.

- (b) promotion to the post of Reader will be through a process of selection on the recommendations of DPC/PSC which shall be assisted by experts as may be decided by the PSC keeping in view the corresponding provisions of UGC guidelines applicable to the Universities.

12. *Promotion to the post of Principal.*—The posts of Principals of Degree College will be filled up by selection from amongst Reader/Selection Grade Lecturers who have completed a minimum period of eight years service as such :

Provided that Lecturer who were due for placement in the selection grade before 27-7-1998 shall be eligible for promotion by selection to the post of Principal after they complete a minimum of five years of service in the pay scale of Rs. 12000-18300.

13. *Work load and teaching norms.*—Colleges shall strive to arrange teaching work six days a week for thirty weeks in an academic session. This shall be achieved by constantly improvising an academic calendar in order to adjust the length of vacations, number of holidays and examination schedule.

14. It shall be mandatory for College Teachers to be available in the colleges for at least five hours a day on each working day and the workload of the College Teacher shall not be less than forty hours in a week.

15. *Delegation of powers.*—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.



16. *Over-riding effect of the rules.*—In all cases where the pay of the College Teachers, Librarians and Instructors in Physical Education is regulated under these rules, the provisions of the Jammu and Kashmir Civil Service Regulations regulating pay and allowances shall not apply to the extent they are inconsistent with these rules.

17. For Leave, TA, Pension and other service rules the College Teachers shall be governed by JKCSR's.

18. *Repeal and savings.*—On the commencement of these rules relevant provisions of "The Jammu and Kashmir Government Degree College (UGC Pay) Rules, 1991" issued vide Notification SRO-234 dated 30-7-1991, as amended from time to time, and all other rules and notifications corresponding to these rules which were in force immediately before the issue of these rules shall, in so far as they provide for any of the matters, contained in these rules cease to operate :

Provided that any order issued or action taken under the said rules and/or notifications issued thereunder shall be deemed to have been issued or taken under the corresponding provisions contained in these rules.

(Sd.) J. A. KHAN,  
Financial Commissioner,  
Finance Department.

No. A/78(88)-II-492

Dated 09-05-2002.

Copy to the :-

Standard endorsements.

GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT

Subject : Payment of Dearness Allowance to State Pensioners/Family Pensioners.

Government Order No. 90-F of 2002

Dated 22-5-2002

In continuation to Government Order No. 65-F of 2002 dated 08-04-2002, it is hereby ordered that the State Government Pensioners/Family Pensioners shall be paid Dearness Allowance at the following rates w.e.f 01-01-2002.

Date from which payable	Rate of Dearness Allowance per month (including previous instalments)
01-01-2002	49% of Basic Pension/Family Pension.

2. Pension/Family Pension in the case of pre-01-01-1996 retirees and where family pension was sanctioned prior to 1-1-1996 means the consolidated pension/family pension as the case may be effective from 1-1-1996 in terms of Government Order No. 46-F of 1998 dated 19-1-1996 read with Government Order No. 275-F of 1998 dated 14-10-1998 and Government Order No. 276-F of 1998 dated 14-10-998.

3. In the case of pensioners who have retired from service on or after 1-1-1996 and in the case of family pensioners whose family pension has been sanctioned for the first time on or after 1-1-1996 pension/family pension shall mean basic pension/family pension admissible in terms of SRO-19 dated 19-1-1998 read with SRO-122 dated 28th March, 2001.

4. The payment on account of DA involving a fraction of a rupee shall be rounded to the next rupee.



5. The DA shall be shown as a distinct element.
6. The other provisions governing grant of DA on pension/family pension such as regulation of DA during employment/re-employment, regulation of DA where more than one pension is drawn etc. and other provisions of the existing orders/rules (as are not in conflict to the provisions of this order) shall continue to remain in force.
7. The Dearness Allowance as per this order shall be paid by the concerned Treasury Officer/Paying branches of the J&K Bank without waiting for further authorisation from the Accountant General/General Manager, J&K Bank, as per the practice in vogue.

By order of the Government of Jammu and Kashmir.

(Sd.) J. A. KHAN,

Financial Commissioner,  
Finance.

Dated 22-05-2002.

No. A/24(2K)-586

Standard endorsements.

**GOVERNMENT OF JAMMU AND KASHMIR,  
FINANCE DEPARTMENT**

Subject :- Payment of Dearness Allowance to State Government Employees.

Government Order No. 91-F of 2002

Dated 22-05-2002

In continuation to Government Order No. 64-F of 2002 dated 08-04-2002, it is hereby ordered that all State Government Employees including Work Charged and Whole Time Contingent Paid Employees working in the regular time scale of pay, shall be paid Dearness Allowance at the following rates w.e.f. 01-01-2002 :

Date from which payable	Rate of Dearness Allowance per month (including previous instalments)
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01-01-2002	49% of Basic Pay.
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2. The term "pay" for the purpose of calculation of Dearness Allowance shall be the pay drawn in the prescribed scale of pay including stagnation personal pay but shall not include any other type(s) of pay like personal pay granted for promotion of small family norms etc. In the case of those employees who have opted to retain the pre-revised pay scale(s) of pay, if any, it will include in addition to pay in the pre-revised scale of pay, Dearness Allowance and Interim relief appropriate to that pay admissible under orders in existence 01-01-1996.

3. The Dearness Allowance will continue to be a distinct element of remuneration and will not be treated as pay.

4. The payment on account of Dearness Allowance involving a fraction of a rupee equal to or more than 50 paise shall be rounded up to the next rupee and below 50 paise shall be ignored.



5. The provisions of this order shall also apply, *mutatis mutandis*, in the case of All India Service Officers serving in connection with the affairs of the State.

By order of the Government of Jammu and Kashmir.

(Sd.) J. A. KHAN,

Financial Commissioner,  
Finance.

No. A/24(2K)-585

Dated 22-05-2002.

Standard endorsements.

**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

O.M. No. A/28(82)-260  
Dated 10th June, 2002.

Subject : Recovery of Excess Pay.

A representation was made by Retd.inservice Private Secretaries to Hon'ble CM who had desired to examine the issue.

The brief of the case is as under :

Rule 8 of J&K Civil Services (Revised Pay) Rules, 1987 reads as under :

“In the case of a Government servant who opts for the revised scale, the amount of DA, ADA and Ad hoc Dearness Allowance calculated with reference to “basic pay” which a Government servant was in receipt of on 31-3-1987 (or the day with effect from which he elects for the revised pay scale) at the rates notified at the time of release of January, 1986 instalment vide Government Order No. 46-GR/F dated 15-4-1986 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 DA/ADA and Adhoc DA as they would draw in the normal course but for revision of pay scale.

The amount of DA/ADA and Ad hoc Dearness Allowance drawn already on “Special Pay” or “Personal Pay” (excluding Stagnation Personal Pay) or NPA or on “Deputation Allowance” will not be merged with pay. Such amount of DA/ADA and Ad hoc DA shall all together be omitted in the revised pay scale.”

Inspite of the above clear cut instructions it has come to the notice of the Finance Department that the pay has been fixed in various cases after merger of DA/ADA/Ad hoc DA drawn on the element of



“Special Pay” which has resulted in the wrong fixation of pay at the subsequent revisions/promotions.

The Finance Department is of the opinion that after categorical findings of A.G. rules will have to be enforced by A.G. if DDOs have fixed pay wrongly.

(Sd.) .....

Accounts Officer (Codes),  
Finance Department.

Commissioner/Secretary to Government,  
General Administration Department,  
Srinagar.

Standard endorsements. \_\_\_\_\_

**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

O.M. No. A/104(2002)-733  
Dated 28th June, 2002.

Subject : Stepping up of Pay. \_\_\_\_\_

The Finance Department have been receiving the step-up pay claim from various departments in pursuance of SRO-104 dated 13-3-2002. On examination of the cases, it has been noted that complete information is not enclosed with the case which in turn result in avoidable delay. In order to arrest the delay and speedy disposal of cases, it is impressed that information detailed below be enclosed with each case :

1. Original Service Book/Photostat copies of service book of Junior/Senior employee duly attested by concerned Drawing and Disbursing Officers.
2. Pay fixation statement on prescribed proforma of pay revision from 1982 onwards and In situ promotion duly checked by Drawing and Disbursing Officers and counter-signed by concerned Financial Advisor/Chief Accounts Officer who shall certify that the pay fixation of Junior/Senior official has been examined and found correct, as per acquittance roll and has been done in consonance with the rules.
3. The anomaly crept in between/among the Juniors/Seniors are working in same scale and belong to same cadre shall be clearly highlighted.
4. The pay anomaly is directly attributed to Art. 77-B of J&K CSR Vol-I.
5. That the senior was drawing same or higher pay than his junior before the anomaly has crept in as a result of application of Art. 77-B and Higher Standard Pay .Scale Scheme Rules, 1996.

(Sd.) S. AMRIK SINGH,  
Director Codes.

Standard endorsements. \_\_\_\_\_



**6. Pay Fixation Statement (1982)**

1. Existing Pay Scale.
2. Revised Pay Scale.
3. Basic pay in the existing scale on 1-1-1982 (excluding personal pay)
4. Personal Pay
5. Add minimum benefit @ 5% on (3) above.
6. Amount of DA and ADA to be merged

(i) DA/ADA admissible at basic pay excluding personal pay at the rates notified vide G.O. No. 12-F dated 8-1-1981.

DA           ...

ADA           ...

Total Sl. No. 3, 5 & 6 above

7. Pay to be fixed in the revised scale
8. Amount of DA/ADA left after merger
  - (a) Total amount of DA/ADA as on 31-12-1981 including Nov. 81 instalment sanctioned vide G.O. No. 96-F dated 18-3-1982 on pay and personal pay i.e. Rs.
  - (b) Deduct DA/ADA merged in pay

9. Balance to be treated as "DA" in the revised scale on 1-1-1982

Note : DA on special pay and personal pay is to be omitted during pay fixation.

Certified that entries made above in pay statement and service book have been verified and are correct.

Signature of DDO

Certified that the pay fixations made in case of.....have been verified and found correct.

FA/CAO  
Adm. Deptt.



**Pay Revision (1987)**

1. Existing Pay Scale.
2. Revised Pay Scale.
3. Basic pay in the existing scale on 31-3-1987
4. Stagnation Personal Pay
5. Total (items 3 and 4)
6. Add minimum benefit @ 10% on item (5) subject to minimum of Rs.....and maximum of Rs.....
7. (a) Amount of DA on item (5) as on 31-3-1987  
 (b) Amount of ADA as notified vide Order No. 46-GR/F of 1986 dated 15-4-1986 corresponding to price index of 608.  
 (c) Ad hoc DA on item (5) as on 1-1-1986.  
 (d) Monthly equivalent of Medical Allowance in excess of Rs.....
8. Total of 5, 6 and 7
9. Pay to be fixed in the revised scale

Certified that entries made above in pay statement and service book have been verified and are correct.

Signature of DDO

Certified that the pay fixations made in case of.....have been verified and found correct.

FA/CAO  
Adm. Deptt.

**Pay Revision (1992)**

1. Existing Pay Scale.
2. Revised Pay Scale.

Pay in the existing scale 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 9 (i)]
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Certified that entries made above in pay statement and service book have been verified and are correct.

Signature of DDO

Certified that the pay fixations made in case of.....have been verified and found correct.

FA/CAO  
Adm. Deptt.



**Pay Revision (1996)**

1. Existing Pay Scale.
2. Revised Pay Scale.
3. Basic pay in the existing scale on 1-1-1996
4. Add as per rule 9(1) of J&K Civil Services Revised Pay Rules, 1998 :
  - (i) 40% of item No. 3.
  - (ii) Amount of DA on basic pay as notified vide G.O. No. 174 of 1996 dated 10-6-1996.
  - (iii) 1st instalment of Interim Relief as notified vide G.O. No. 7-F of 1995 dated 2-2-1995.
  - (iv) 2nd instalment of Interim Relief as notified vide G.O.No. 206-F of 1995 dated 18-9-1995.
5. Total of item Nos. 3 & 4.
6. Pay fixed in the revised pay scale.
7. Add increment(s) if admissible on account of bunching if any as per 1st proviso to rule 9
8. Pay fixed after adding the benefit of bunching as per item No. 7 if admissible.
9. Date of next increment.

Certified that entries made above in pay statement and service book have been verified and are correct.

Signature of DDO

Certified that the pay fixations made in case of.....have been verified and found correct.

FA/CAO  
Adm. Deptt.

**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

**Subject :-** Payment of arrears to the teachers of Jammu College of Engineering and Technology.

Government Order No. 124-F of 2002

Dated 10-07-2002

In pursuance of rule 10 of the Jammu College of Engineering and Technology Teachers (Revised Pay) Rules, 2000 as issued vide Notification SRO-136 date 28-4-2000, it is hereby ordered that the arrears of pay and allowances in favour of the concerned teachers of the Jammu College of Engineering and Technology with effect from 01-01-1996 to 31-12-1998 be paid in one lump sum reduced by any amounts/instalments, if paid earlier, subject to the conditions that the funds are available with the college for this purpose, duly appropriated, in the current year's plan.

By order of the Government of Jammu and Kashmir.

(Sd.) J. A. KHAN,

Financial Commissioner,  
Finance Department.

No. A/147(2000)-790

Dated 10-07-2002.

Copy to the :—

Standard endorsements.



**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

Subject :- Rate of interest on G.P. Fund Deposits for the Financial Year 2002-03.

Government Order No. 128-F of 2002

Dated 15-07-2002

In pursuance of reduction of interest rates by the Central Government on General Provident Fund Accounts of the Government Employees and in consideration of all relevant factors, it is hereby ordered that interest rates on G.P. Fund accumulations of State Government Employees shall be 9% per annum w.e.f. 01-04-2002.

By order of the Government of Jammu and Kashmir.

(Sd.) .....

Financial Commissioner,  
Finance Department.

No. A/52(61)-II-632

Dated 15-07-2002.

Copy to the :—

Standard endorsements.

**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

Notification

Srinagar, the 22nd July, 2002

SRO-260.—In exercise of the powers conferred by proviso to section 124 of the Constitution of J&K, the Governor is pleased to direct that the following amendment shall be made in the Jammu and Kashmir Civil Service Regulations, Volume I, namely :—

In the said Regulations ;

In Annexure "A" to Chapter III (Ref. Art. 41-BBBB) of J&K CSRs as inserted vide SRO-209 dated 11-6-1999, the following shall replace the existing text below S.No. IV District Kathua :—

- (a) Niabat Bani including Patwar Halqa Banjal (comprising of village Banjal, Kacheer, Siara, Kereroh, Challa and Dhanore) of Bani Block ;
- (b) Patwar Halqa Badnota (comprising of villages Kindli, Badnota and Thal including Lohai)
- (c) Patwar Halqa Malhar (comprising of village Malhar, Malad)

Patwar Halqa Dhar Dugnoo (comprising of villages Dhar, Dugnoo and Dhehota)

Patwar Halqa Baggan (comprising of villages Marhoon, Dhalean, Kanow, Sattar, Hoshear, Barel and Ludhorie) and village Huttar from Patwar Halqa Huttar.

Patwar Halqa Godu Flal (comprising of villages Goduflal Bhatodi, Bhatwal and Dhanu Parole).



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(d) Patwar Halqa Machedi (comprising of villages Parole, Machedi, Sadrota and Najote).

(Sd.) J. A. KHAN,

Financial Commissioner,  
Finance Department.

No. A/102(87)-822

Dated 22-07-2002.

Copy to the :-

Standard endorsements.

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**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT**

Notification

Srinagar, the 23rd July, 2002

SRO-266.—In exercise of the powers conferred by section 118 of the Constitution of Jammu and Kashmir, the Governor is pleased to direct that the following amendment shall be made in the Jammu and Kashmir Financial Code, Volume II :-

“In Annexure “A” of Appendix 6 serial No. 9-A(1) text below, the caption “pattern of winter uniform” sub. S. No. 3 (inserted vide SRO-303 of 12th June, 1980) shall be recast as under :

“Leather Jacket” replaceable after every six years”.

(Sd.) J. A. KHAN,

Financial Commissioner (Finance).

No. A/6/62-776

Dated 23-07-2002.

Copy to the :-

Standard endorsements.



**GOVERNMENT OF JAMMU AND KASHMIR  
CIVIL SECRETARIAT-FINANCE DEPARTMENT**

Subject : Grant of Honorarium to the Dy. Director Funds Organisation  
Jammu and to his Typist.

Government Order No. 152-F of 2002

Dated 09-08-2002

Sanction is hereby accorded to the payment of honorarium to the following officer/official of Fund Organisation, Jammu w.e.f. 01-04-2001 to 31-03-2002, for attending the work relating to disbursement of pension to Migrant Central Civil Pensioners of Kashmir Valley.

- 01. Dy. Director Funds, Jammu ... Rs. 2500.00
- 02. Typist ... Rs. 1500.00

The order is issued with the agreement of Chairman Controller of Pensioners, Government of India conveyed vide their sanction No. CPAO/Tech/Honorm/J&K/Vol-II/63 dated 23-4-2002. The expenditure is debitable to MH-2071-Pension and Other Retirement Benefit A-I (ii)-Other Expenditure.

By order of the Government of Jammu and Kashmir.

(Sd.) .....  
Director (Codes),  
Finance Department.

Dated 09-08-2002.

No. A/81(90)-734

Standard endorsements. \_\_\_\_\_  
\_\_\_\_\_

**GOVERNMENT OF JAMMU AND KASHMIR  
CIVIL SECRETARIAT-FINANCE DEPARTMENT**

**CIRCULAR**

Subject : Regularisation of Daily Rated Workers/Work Charge Employees.

In terms of SRO-64 dated 31-01-1994 all the Daily Rated Workers who were engaged prior to 31-01-1994 are eligible for regularisation w.e.f. 1st of April (of next year in which they have completed seven years "continuous working" period).

It is obvious that all the Daily Rated Workers engaged prior to 31-01-1994 have already become eligible for regularisation upto 01-04-2001.

It has been observed that the departments are submitting their proposals for approval of creation of temporary posts to Empowered Committee in piecemeal leaving thereby other eligible Daily Rated Workers aggrieved, who often resort to courts to redress their grievances. This has resulted in increase of avoidable litigation cases.

All the Heads of Departments are impressed upon to lodge pending proposals, as per guidelines issued by Finance Department from time to time, of all Daily Rated Workers in one go not later than the end of 12-2002. After this date Empowered Committee will not entertain any such proposal for consideration.

(Sd.) .....  
Director (Codes),  
Finance Department.

Dated 26-09-2002.

No. A/144(01)-1114

Standard endorsements. \_\_\_\_\_  
\_\_\_\_\_