

OFFICE OF THE FINANCIAL ADVISOR UNIVERSITIES  
CIVIL SECRETARIAT-FINANCE DEPARTMENT

No. A/78(88)II-503  
Dated 31-7-2009.

Office Memorandum.

In continuation to this Office Memorandum No. A/78(88)II-500 dated 31-7-2009 regarding the revision of the pay scales of the Teachers and Administrative Officers of all the Universities of the State, it is hereby clarified that the pay fixation of the existing Teachers and Administrative Officers, who were in position as on 1.1.2006, in various categories of posts shall be carried out in terms of the Fitment tables (Table 1 to 9) communicated by the Ministry of HRD (Department of Higher Education), Govt. of India vide their No. F.3-1/2009-U.I dated the 4th June, 2009.

(Sd.) SUDHANSHU PANDEY,  
Commissioner/Secretary to Govt.,  
Finance Department  
(Financial Advisor, Universities).

Vice-Chancellor,  
University of Jammu, Jammu.  
Vice-Chancellor,  
University of Kashmir, Kashmir.  
Vice-Chancellor, SKUAST-Jammu, Jammu.  
Vice-Chancellor, SKUAST-Kashmir, Kashmir.

Copy for information to the :-

1. Principal Secretary to Hon'ble Chief Minister.
2. Secretary to HE the Governor.
3. Commr./Secy. to Govt., Higher Education Department.
4. Spl. Assistant to Hon'ble Finance Minister.
5. Pvt. Secretary to Hon'ble Minister for Higher Education.

GOVERNMENT OF JAMMU AND KASHMIR  
CIVIL SECRETARIAT-FINANCE DEPARTMENT.

OM No. A/31(97)-687  
Dated 10-08-2009.

**Subject :-** Regulation of pay of Non-Gazetted employees at the time of functional promotion to Gazetted Services/posts when the In-situ promotion pay scale in the Non-Gazetted service/post happens to be higher as compared to the pay scale of the Gazetted services/posts.

Doubts have been expressed from various quarters with regard to the fixation of pay of the employees borne on the Non-Gazetted Services/posts of various departments consequent upon their promotion to the posts borne on the Gazetted Services, wherein the pay scales of the posts of Gazetted Services happens to be on lower side as compared to In-situ pay scales already availed by the employees in the Non-Gazetted subordinate services/posts in terms of J&K Civil Services (Higher Standard Pay Scale Scheme) Rules, 1996 as amended from time to time.

The matter was examined in the Finance Department in terms of J&K Civil Services (HSPSS) Rules, 1996 and the provisions of Art. 77-B of J&K CSRs and it is, accordingly, clarified as under :-

No employee, on his functional promotion, can be put to disadvantage as compared to the benefits he is already availing by way of promotion In-situ. A pay scale availed as a consequence of an In-situ promotion is "personal" to an employee granted to him by virtue of rules in vogue.

Accordingly, in case an official has got promotion In-situ under J&K Civil Services (HSPSS) Rules, 1996 to a pay scale higher than

the functional pay scale of the post borne on the Gazetted services to which he is subsequently promoted, such an employee shall continue to carry the higher In-situ pay scale in his personal capacity in the said Gazetted post.

(Sd.) .....

Director Codes,  
Finance Department.

Copy to the :-

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OFFICE OF THE FINANCIAL ADVISOR UNIVERSITY  
CIVIL SECRETARIAT-FINANCE DEPARTMENT

No. A/78(88)II-727

Dated 19-8-2009

Office Memorandum.

In continuation to this Office's Memorandum No. A/78(88)II-502 dated 31-7-09, it is hereby intimated that the revised version of existing pay scales namely Rs. 2750-4400 and Rs. 3500-5000 may be allowed to the relevant employees on the pattern of the Sixth Central Pay Commission recommendations, as accepted by Gol for its employees, as under :-

Existing Scales	Revised Pay Structure		
	Existing Pay Scales	Name of Pay band/scale	Corresponding Pay band
2750-70-3800-75 4400	PB-1	5200-20200	1800
3500-5000		5200-20200	2000

The revision of above existing pay scales in the manner as reflected in the above matrix shall be subject to the conditions as contained in this Office's OM No. A/78(88)II 502 dated 31-7-09.

The University authorities may issue the necessary orders on the above lines accordingly.

(Sd.) SUDHANSHU PANDEY,

Commissioner/Secretary to C.Jvt.,  
Finance Department  
(Financial Advisor, Universities).

Vice-Chancellor,  
University of Kashmir.

Vice-Chancellor,  
University of Jammu.

Copy for information to the :-

1. Principal Secy. to Hon'ble Chief Minister.
2. Secretary to HE the Governor.
3. Commr/Secy. to Govt., Hr. Education Department.
4. Spl. Asstt. to Hon'ble Finance Minister.
5. Pvt. Secy. to Hon'ble Minister for Hr. Education.

GOVERNMENT OF JAMMU AND KASHMIR  
CIVIL SECRETARIAT-FINANCE DEPARTMENT

O.M. No. A/28(2009)-730  
Dated 20-08-2009.

Circular

**Subject :-Revision of pay scales of Public Sector Undertakings.**

Attention is invited to the Government order No. 92-F of 2009 dated 24-4-2009 whereunder pay scales of the employees of Public Sector Enterprises (PSE) have been revised from 1-1-2006 with effective date of implementation from 1-7-2009.

2. In the context, it is clarified that the State Government vide the G.O. ibid has merely provided model of pay revision and fitment benefits/pay fixation formula in regard to the revision of pay scales of employees of PSE, the implementation whereof is subject to the approval of respective Board of Directors as is the case in all policy matters involving the PSE Employees.
3. Accordingly, the Managements of all the PSEs are requested to kindly place the above model of pay revision of PSEs employees before respective Board of Directors and its financial implication for consideration of the Board depending upon resources of the organization.
4. It is further clarified that the provisions of SRO-93 dated 15-4-2009, vide which the pay scales of State Government employees have been revised, are applicable to persons appointed to civil services and posts in connection with the affairs of the state including those paid from contingencies or charged to works whose pay is debit to the Consolidated Fund of the State including those on deputation to other Governments/Organizations.
5. In respect of the employees of Organizations such as Autonomous Bodies, Societies etc., which are not covered under the provisions

of SRO-93/2009, the revision of pay scales would have to be carried out separately for which management of these organizations may appropriately represent to their Administrative Departments.

(Sd.) .....

Director (Codes),  
Finance Department.

Copy to the :-

1. Managing Directors of all the Public Sector Enterprises.
2. Special Assistant to Hon'ble Finance Minister for inf. of Hon'ble Minister.
3. Pvt. Secy. to Commr./Secy. to Government, Finance Department.

GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT

Notification

Srinagar, the 31st Aug., 2009.

SRO-266.—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 in the Jammu and Kashmir Civil Services (Revised Pay) Rules, 2009, the following amendments shall be made namely :-

In the said rules, rule 8 shall be recast *ab-initio* as under :-

“8. *Fixation of pay in the revised pay structure of employees appointed as fresh recruits on or after 1-1-2006.*— The following tables indicate the entry level pay in the pay band at which the pay of direct recruits to a particular post carrying a specific grade pay will be fixed on or after 1-1-2006. In such cases, where the emoluments in the pre-revised pay scale (s) (i.e. basic pay in the pre-revised pay scale (s) plus dearness pay plus-dearness allowance applicable on the date of joining) exceeds the sum of pay fixed in the revised pay, structure and the applicable dearness allowance thereon, the difference shall be allowed as personal pay to be absorbed in future increments in pay.

-IS (Rs. 4440-7440)

Grade pay	Pay in the Pay band	Total
1300	4440	5740 ✓
1400	4790	6190
1650	4930	6580

## PB-1 (Rs. 5200-20200)

Grade pay	Pay in the Pay band	Total
1800	5200	7000
1900	5830	7730
2000	6460	8460
2400	7440	9840
2800	8370	11170

## PB-2 (Rs. 9300-34800)

Grade pay	Pay in the Pay band	Total
4200	9300	13500
4600	12540	17140
4800	13350	18150
5200	14160	19360
5400	14700	20100

By order of the Governor.

(Sd.) .....

Commissioner/Secretary to Government,  
Finance Department.

No. A/51(2009)

Dated 31-08-09.

Copy to the :-

1. Standard endorsement

GOVERNMENT OF JAMMU AND KASHMIR  
CIVIL SECRETARIAT-FINANCE DEPARTMENT

**Subject :-** Payment of Dearness Allowance to State Government Employees— Revised rate effective from 01-01-2009.

**Reference :-** Cabinet Decision No. 111/10/2009 dated 29-08-2009.

Government Order No. 187-F of 2009

Dated 31-08-2009.

In continuation of Government Order No. 156-F of 2009 dated 01-07-2009, it is hereby ordered that all the Government servants including Work Charged and Whole Time Contingent paid employees working in regular pay bands/scale shall be paid Dearness Allowance as under :-

Existing Rate of DA	Revised Rate of DA	Date from which applicable
16%	22%	01-01-2009

- The additional instalment of Dearness Allowance shall be paid in cash w. e. f. 01-07-2009 and the issue of payment of arrears from 01-01-2009 to 30-06-2009 shall be settled along with the issue of pay revision arrears in terms of the Government Decision already taken in the matter.
- The basic pay for the purpose of this order shall mean the basic pay as defined in Note below Article 27(aa) of J&K Civil Service Regulations plus stagnation personal pay which has been allowed to be treated as part of the pay for Dearness Allowance as per Government Order No. 226-GR/F of 1990 dated 31-10-1990.
- The payment of Dearness Allowance involving a fraction of 50 paise and above shall be rounded to the next higher rupee and the fraction of less than 50 paise shall be ignored.

5. The provisions of this order to the extent of release of D. A. Instalment shall also apply, *mutatis-mutandis*, in the case of All India Service Officers serving in connection with affairs of the State.

By order of the Government of Jammu and Kashmir.

(Sd.) SUDHANSHU PANDEY,

Commissioner/Secretary to Govt.,  
Finance Department.

No. A/24(2k)III-773

Dated 31-08-2009.

Copy to the :-

1. Standard endorsements.

GOVERNMENT OF JAMMU AND KASHMIR  
CIVIL SECRETARIAT-FINANCE DEPARTMENT

Subject :- Payment of Dearness Allowance in favour of State Pensioners/  
Family Pensioner-Revised rate effective from 01-01-2009

Reference :- Cabinet Decision No. 111/10/2009 dated 29-08-2009.

Government Order No. 188-F of 2009

Dated 31-08-2009.

In continuation of Government Order No. 157-F of 2009 dated 08-07-2009, it is hereby ordered that all the Government Pensioners/  
Family Pensioners shall be allowed Dearness Allowance on pension/  
family pension as under :-

Existing Rate of DA	Revised Rate of DA	Date from which applicable
16%	22%	01-01-2009

6. The additional instalment of Dearness Allowance shall be paid in cash w. e. f. 01-07-2009 and the issue of payment of arrears from 01-01-2009 to 30-06-2009 shall be settled along with the issue of pension revision arrears in terms of the Government Decision already taken in the matter.
7. Pension/Family pension in the case of pre 01-01-2006 retirees shall mean the consolidated pension/family pension in terms of Government Order No. 86-F of 2009 dated 15-04-2009.
8. Pension/family pension in the case of those pensioners who have retired/died while in service on or after 01-01-2006 shall mean the pension as admissible in terms of SRO-94 dated 15-04-2009.
9. The payment of Dearness Allowance involving a fraction of 50 paise and above shall be rounded to the next higher rupee and the fraction of less than 50 paise shall be ignored.
10. Other provisions governing grant of Dearness Allowance on pension/family pension such as regulation of Dearness Allowance