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NO: FD/ 8748- 8808 /83  
AZAD GOVERNMENT OF THE STATE OF JAMMU & KASHMIR,  
FINANCE DEPARTMENT

'Muzaffarabad'  
Dated the 29th August, 1983.

From:

MR. S. FAROGH NAVEED,  
Secretary to Government of  
Azad Jammu & Kashmir,  
Finance Department.

To

1. All Secretaries to Government,
2. All Heads of Attached Departments,  
Azad Government of the State of J&K,  
Muzaffarabad.

Subject: - REVISION OF PAY SCALES SCHEME OF BASIC  
PAY SCALES AND FRINGE BENEFITS OF THE AZAD  
JAMMU & KASHMIR GOVERNMENT EMPLOYEES (1983).

Sir,

I am directed to state that the President, Azad Jammu & Kashmir has been pleased to sanction, with effect from 1st July, 1983, a Scheme, as detailed below, of the Basic Pay Scales, Allowances and other Fringe Benefits, 1983, for the employees of the Azad Government of the State of Jammu & Kashmir.

PART I: BASIC SCALES AND ALLIED MATTERS

2. Basic Scales of Pay: The Basic Scales of Pay, 1983, as shown in Annexure I to this letter shall replace the existing Revised National Pay Scales.
3. Fixation of Pay in Basic Scales: The initial Pay of an existing Government servant, i.e. an employee who has been in Government service since before the 1st July, 1983, shall be fixed at the stage in the relevant Basic Pay Scales (i.e. the Basic Scale that corresponds to the Existing Revised National Pay Scale in Annexure I) which is as many stages above the minimum as the stage occupied by him above the minimum of the existing Revised National Pay Scale, provided that where the pay so determined does not give the employee concerned a minimum advantage of 10 per cent of his existing basic pay plus Dearness Allowance over and above the present emoluments drawn by him, his pay shall be fixed at the lowest stage in the Basic Scale that gives him that advantage; provided further that the maximum of the relevant Basic Scale shall not be exceeded in any case. In this fixation formula, "emoluments" would mean the sum of pay, Dearness Allowance and Local Compensatory Allowance, if any.



4. Annual Increment: Annual increment shall continue to be admissible, subject to existing conditions, on the 1st of December each year under this Scheme. However, the first annual increment of existing employees in the Basic Scales shall accrue on the 1st of December, 1983.

5. Move-over: (1) The existing provisions regulating the concession of move-over without promotion to the next higher pay scale of employees in Revised National Pay Scale 1 (B-1) to Revised National Pay Scale 16 (B-16) shall continue to be applicable in this Scheme.

(ii) The existing concession of 'Move-over' of employees from Revised National Pay Scale 16 (B-16) to Revised National Pay Scale 17(B)-17) and Revised National Pay Scale 17(B-17) to Revised National Pay Scale 18(B-18) shall be extended upto B-- 20 and regulated as under:-

(a) The existing conditions of the period of stay of three years at the maximum of pay scales B-16 and B-17 in the case of non-technical and non-professional categories shall continue to be applicable.

(b) No move-over beyond B-18 in the case of the categories of employees mentioned at (a) above shall be permissible.

(c) The move-over in the case of technical and professional categories, e.g. Doctors, Engineers, Educationists, Economists, Management Accountants, Scientists, Archaeologists, Geologists, Meteorologists, experts of Agriculture, Animal Husbandry and Forestry, shall be permissible upto B-20 without the condition of stay at the maximum for three years.

(d) Move-over shall be allowed in cases where an employee, who is otherwise considered fit for promotion to higher post, cannot be promoted for want of a vacancy.

(e) Normal promotion procedure as is observed in cases of promotion through the competent authority shall be followed in the move-over to Basic Scales 19 and 20.

6. (A) Modification of Scales in case of certain posts:  
(a) In the case of posts shown in column 1 of Annexure-II, the Basic Scales indicated against each in column 3 shall be allowed instead of the Basic Scales corresponding to their Existing Revised National Pay Scales.

(b) In the case of posts of artisans, such as Carpenters, Welders, etc., and Storekeepers, which require different level of expertise and responsibilities in different organizations appropriate Basic Pay Scales may, with the approval of the competent authority, be allowed in different organizations or even in the same organization while taking into account the market value of such artisans and their level of competence.

(B) Fixation of Pay in cases under (A) above: In cases where the scale is higher than the scale



corresponds to the Revised National Pay Scale have been allowed, initial fixation of pay of the employee concerned shall first be made in the Basic Scale corresponding to his existing Revised National Pay Scale in the light of the fixation of pay formula mentioned in para 3 above, and thereafter his pay in the higher Basic Scale shall be fixed at the next higher stage.

7- Special pays: (a) The existing special pays admissible to officials of various categories working as Private Secretaries and Personal Assistants shall be revised as under:-

<u>Name of the Post</u>	<u>Existing</u> Rs	<u>Revised</u> Rs
Private Secretary to Ministers/ Chief Secretary.		
1) From the cadre of Private Secretaries in B-16	150	200
ii) From other sources in B-17	220	250
Private Secretaries to Secretaries.	100	150
iii) Personal Assistant to Ministers	60	100
Personal Assistant to Chief Secretary/Additional Chief Secretary/Secretaries.	50	75

PART II - ALLOWANCES

8. 1) Dearness Allowances, Local Compensatory Allowance and Rest & Recreation Allowance: As from 1st of July, 1983, following allowances shall cease to be admissible to a Government servant who draws pay in the Basic Pay Scales:-

- (a) Dearness Allowances sanctioned in this department's letters No.FD/41/11207-11208/81 dated the 15th July, 1981 and No.FD/7906-7976/82 dated the 11th July 1982.
- (b) Local Compensatory Allowance, where admissible, sanctioned in this department's letter No.FD/5253-5304/77 dated the 25th May, 1977.
- (c) Rest and Recreation Allowance sanctioned in this Department's letter No:FD/II/1129-1229/77 dated the 10th August, 1977.

ii) All other existing allowances shall continue to be admissible at the existing rates and under the existing rules and orders.

9. Entertainment Allowance: Entertainment Allowance shall be admissible at the following fixed rates to officers drawing pay in B - 20 to B - 22:-

1) B-20	Rs.400/- p.m.
2) B-21	Rs.450/-p.m.
3) B-22	Rs.650/-p.m.

(Contd.....F/4)



10- Non-Practising Allowance: The existing rates of non-practising Allowance shall be revised as under:-

Doctors drawing pay in B-17 and B-18.

Rs. 500/- p.m.

Doctors drawing pay in B-19 and above.

Rs. 700/- p.m.

This allowance shall also be admissible to doctors working on administrative and Secretariat posts. Any other order issued in this behalf shall be deemed to have been withdrawn with effect from 1st July, 1983.

All other existing rules/orders regulating the admissibility of Non-Practising Allowance shall continue to be in force.

11. Practice Compensatory Allowance: Doctors posted in rural areas below Town Committee level, and allowed private practice, shall be allowed Practice Compensatory Allowance at the following rates:-

- 1) Male doctors Rs. 200/- p.m.
- ii) Female doctors Rs. 300/- p.m.

12. Teaching Allowance: (a) Secondary School Teachers who hold a Bachelor's degree in basic/natural sciences (including Mathematics) and teach basic/natural science subjects shall be allowed Science Teaching Allowance at the rate of Rs. 100/- p.m.

b) Junior Instructors in Polytechnic Institutes who possess Technical Teachers Diploma shall be allowed Technical Teaching Allowance at the rate of Rs. 100/- p.m.

13. Charge Allowance: Charge Allowance to principals of Colleges and Polytechnic Institutes shall be admissible at the following rates:-

- a) Principals of Degree Colleges/ College of Technology. Rs. 200/- p.m.
- b) Principals of Intermediate Colleges/Polytechnic Institutes. Rs. 100/- p.m.

14. Warden Allowance: Teachers who are assigned the duty of Hostel Wardens in Colleges and Polytechnic Institutes shall be allowed a Warden Allowance of Rs. 100/- p.m.

15. Advance Increments to School Teachers on attaining higher qualifications: Primary, Middle and High School Teachers who possess or acquire while in service:-



1. PRIMARY SCHOOLS

- i) A teacher who possesses or acquires FA/F.Sc. shall be allowed two advance increments.
- ii) A teacher who (in addition FA/F.Sc) also possesses or acquires C.T. shall be allowed one additional advance increment.
- iii) A teacher who possesses or acquires a degree of B.A/B.Sc shall be allowed three additional advance increments.

II. MIDDLE SCHOOLS:

A teacher who possesses or acquires a degree of B.A/B.Sc. shall be allowed three advance increments.

III. HIGH SCHOOLS:

A teacher who possesses or acquires Master's degree shall be allowed three advance increments. In case of a teacher who possesses or acquires Master's degree in Education (M.Ed) and also a Master's degree in any academic subject shall be allowed ~~six~~ advance increments.

Provided that a Primary, Middle or High School teacher, as the case may be, who has already drawn increments for possessing higher educational qualifications shall be allowed increments equal to shortfall in the number of increments, if any, between the increments drawn by him and the increments which have now been prescribed.

16. Advance Increments to Technical and Professional Categories on possessing/acquiring higher qualifications: Doctors, Engineers, Educationists, Economists, Management Accountants, Scientists, Geologists, Metrologists, Archaeologists, Experts in Agriculture, Animal Husbandry and Forestry, working in universities, Colleges, Research Institutions or Technical Departments shall be allowed advance increments on possessing/acquiring higher qualifications as under:-

- 1) In case a technical/professional employee of the above category possesses D.Sc/Ph.D degree from a foreign University, he shall be allowed six advance increments on entry into service in B-17.



(ii) Those of the above categories of employees who while in service obtain a degree shall be allowed four increments in case of (i) above and two advanced increments in case of (ii) above.

Provided that if a Government servant belonging to the above mentioned categories has already drawn advance increments for possessing or acquiring the higher qualifications indicated in (i) and (ii) above, he shall be allowed increments equal to shortfall in the number of increments, if any, between the increments already drawn by him and the increments being sanctioned now.

17. The orders contained in para 16 above shall not effect any other instructions regarding grant of advance increments already in force before the 1st July, 1983. All such instructions shall continue to be applicable unless amended or rescinded by the competent authority.

18. Design Allowance: Engineers holding University degree in engineering and working full time in the Design Offices shall, in lieu of the existing special pays, if any, be allowed a Design Allowance at the following rates:-

- i) Engineers drawing pay in B - 17 Rs. 400/- p.m.
- ii) Engineers drawing pay in B - 18 Rs. 500/- p.m.
- iii) Engineers drawing pay in B - 19 Rs. 600/- p.m.
- iv) Engineers drawing pay in B - 20 Rs. 700/- p.m.

19. Daily Allowance: The pay limits for admissibility of Daily Allowance notified vide the Department's Letter No. FD/8080-8150/82 dated 14.7.1982 shall be revised as under:-

Pay Limits	Special Rates	Ordinary Rates
Rs. 3200 and above	90	75
From Rs. 2100 to Rs 3199	75	65
From Rs. 1001 to Rs 2099	50	40
From Rs. 501 to Rs 1000	40	35
Up to Rs. 500	25	20

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20- (a) Cost of Blood Transfusion: The cost of Blood transfusion shall henceforth be reimbursable to the Government employees and their families in accordance with the procedure laid down for re-imbursment of cost of medicines, etc.

(b) Definition of "Family" The word "family" for the purpose of medical treatment shall also include parents of the Government servant residing with and dependant on him.

21. Encashment of Leave Preparatory to Retirement: At present encashment of Leave Preparatory to Retirement upto six months is permissible to Government servants, provided the Leave Preparatory to Retirement is refused by Government in Public interest. Henceforth, the option for encashment of Leave Preparatory to Retirement shall rest with the Government servant concerned. In case of Government servant opts <sup>not</sup> to take Leave Preparatory to Retirement he shall be allowed leave salary for the period for which Leave Preparatory to Retirement is admissible subject <sup>to</sup> a maximum of six months.

22. General: All existing rules and orders on the subject shall be deemed to have been modified to the extent indicated above, all existing rules and orders not so modified shall continue to be in force under this scheme. Amendments <sup>in</sup> the relevant rules, incorporating the above provisions, and new rules regarding revision of Pay scales, shall be issued later.

23. The additional amount required in this behalf shall be provided in Revised Estimates 1983-84. Financial implication in the enclosed proforma (Annexure III) may kindly be furnished to this Department before 1st October, 1985 positively.

Yours obedient servant

(Raja Mohammed Farooq Niaz)  
Deputy Secretary (Regulations)  
for Secretary Finance.



BASIC SCALES OF PAY

No.	Existing Revised National Pay Scales	Basic Pay Scales
1.	250-5-280/6-340-7-375	B 1. 440-10-640
2.	260-6-302/7-365-8-405	B 2. 460-12-700
3.	270-7-326/8-390-9-435	B 3. 480-14-760
4.	280-8-352/9-415-12-475	B 4. 500-16-820
5.	290-10-350/12-470-14-540	B 5. 520-18-880
6.	315-12-399/14-525-16-605	B 6. 540-20-940
7.	335-14-447/16-575-18-665	B 7. 560-23-1020
8.	370-16-514/18-640-22-750	B 8. 590-26-1110
9.	390-20-590/22-700-24-820	B 9. 620-29-1200
10.	410-22-520/24-760-28-900	B 10. 660-32-1300
11.	430-24-550/28-830-30-980	B 11. 700-35-1400
12.	460-28-600/30-900-32-1060	B 12. 750-40-1550
13.	490-30-790/32-950-35-1125	B 13. 800-45-1700
14.	520-30-730/35-1010-40-1210	B 14. 850-50-1850
15.	550-35-900/40-1100-50-1350	B 15. 900-55-2000
16.	625-40-825/50-1325-60-1625	B 16. 1050-80-2250
17.	900-50-1150/60-1750-100-2250	B 17. 1600-120-3040
18.	1350-75-1650/100-2650	B 18. 2100-150-3600
19.	2250-100-3050	B 19. 3200-160-4480
20.	2600-125-3600	B 20. 3800-180-5240
21.	3000-150-4200	B 21. 4200-225-6000
22.	3250-200-4850	B 22. 4500-250-6500

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147  
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147  
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Name of Post Existing Scale Basic Scale

EDUCATION DEPARTMENT

1. Primary School Teacher (Matric with JV/PTC)	NPS-6 Rs. 315-12-399/ 14-525-16-605	B-7 Rs. 560-23-1020 with selection grade equal to 1/3rd posts in B-10 (Rs. 660-32-1300)
2. Middle School Teacher (PA/PSc with CT or equivalent)	NPS-8 Rs. 370-16-514/ 18-640-22-750	B-9 Rs. 620-29-1200 with selection grade equal to 1/3rd posts in B-12 (Rs. 750-40-1550)
3. Physical Training Instructor (Middle Schools) PA with Diploma in Physical Education or equivalent.	-do-	-do-
4. Drawing Master (Middle School) PA with one year training in Drawing or equivalent professional qualification.	-do-	-do-
5. Secondary School Teacher (B.A./B.Sc B.Ed.)	NPS-14 Rs. 520-30-730/ 35-1010-40-1210	B-15 Rs. 900-55-2000 with selection grade equal to 1/3rd posts in B-17 (Rs. 1600-120-3040)
6. Head Masters/ Head Mistress High Schools.	NPS-17 Rs. 900-50-1150/ 60-1750-100-2250	B-17 Rs. 1600-120-3040 with 1/3rd posts as selection grade in B-18 (Rs. 2100-150-3600) minus Promotion posts.
7. Laboratory Assistant	NPS-5 Rs. 290-10-350/ 12-470-14-540	B-7 Rs. 560-23-1020 with 1/3rd posts as selection grade in B-10 (Rs. 660-32-1300)
8. Junior Instructor Polytechnic Institute.	NPS-14 Rs. 520-30-730/ 35-1010-40-1210	B-14 Rs. 850-50-1850 with selection grade in B-16 (Rs. 1050-80-2250) equal to 1/3rd posts.

(Contd.)



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Grading Scale Basic Scale

IRRIGATION/FORRESTS/  
AGRICULTURE/ANIMAL  
HUSBANDRY/COOPERATIVES  
ASSISTANTS.

- |                                                                        |                                            |                                                                                                   |
|------------------------------------------------------------------------|--------------------------------------------|---------------------------------------------------------------------------------------------------|
| 1. Field Assistant                                                     | NPS-5<br>Rs. 290-10-350/<br>12-470-14-540  | B-6<br>Rs. 540-20-940 with 1/3rd of<br>total posts at selection<br>grade in B-9 (Rs. 620-29-1200) |
| 2. Stock Assistant/<br>Poultry Supervisor/<br>Laboratory<br>Assistant. | -do-                                       | -do-                                                                                              |
| (a) Veterinary<br>Compounder                                           | -do-                                       | B-6<br>Rs. 540-20-940 with 1/3rd of<br>total posts at selection<br>grade in B-8 (Rs. 590-26-1110) |
| 3. Inspector<br>Cooperatives                                           | NPS-10<br>Rs. 410-22-520/<br>24-760-28-900 | B-11<br>Rs. 700-35-1400                                                                           |

POLICE DEPARTMENT.

- |                               |                                           |                                                                                                                                                                                   |
|-------------------------------|-------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Constable                  | NPS-2<br>Rs. 260-6-302/<br>7-365-8-405    | *B-2<br>Rs. 460-12-700                                                                                                                                                            |
| 2. Head Constable             | NPS-3<br>Rs. 270-7-326/<br>8-390-9-435    | *B-3<br>Rs. 480-14-760 with 30% posts<br>at selection grade in B-5<br>(Rs. 520-18-860)                                                                                            |
|                               |                                           | *Those constable and Head Constable who are Matriculated at the time of recruitment or acquire Matriculation certificate while in service may be allowed five advance increments. |
|                               |                                           | Ration Allowance to the lower Police Personnel shall be allowed at rates admissible to equivalent categories of Civil Armed Forces.                                               |
| 3. Assistant<br>Sub-Inspector | NPS-5<br>Rs. 290-10-350/<br>12-470-14-540 | B-5<br>Rs. 520-18-860 with 1/3rd post<br>at selection grade in B-7<br>(Rs. 560-23-1020)                                                                                           |

*Removal*



Name of Post	Existing Scale	Basic Scale
4. Sub-Inspector	NPS-7 Rs. 335-14-447/ 16-575-18-665	B-11 Rs. 700-35-1400 with graduation as minimum qualification.
5. Inspector	NPS-11 Rs. 430-24-550/ 28-830-30-980	B-14 Rs. 850-50-1850
6. Prosecuting Sub-Inspector	NPS-7 Rs. 335-14-447/ 16-575-18-665	B-11 Rs. 700-35-1400 Those who possess Law Degree five advance increments may be allowed.
7. Prosecuting Inspector	NPS-11 Rs. 430-24-550/ 28-830-30-980	B-14 Rs. 850-50-1850

REVENUE DEPARTMENT

1. Kanungo/ Girdawar	NPS-6 Rs. 315-12-399/ 14-525-16-605	B-9 Rs. 620-20-1200
2. Naib Tehsildar District Kanungo	NPS-9 Rs. 390-20-590/ 22-700-24-820	B-14 Rs. 850-50-1850

ALL GOVERNMENT DEPARTMENTS.

1. Stenotypist/Junior Scale Stenographers Grade-II	NPS-8 Rs. 370-16-514/ 18-640-22-750	B-12 Rs. 750-40-1550 to be re-designated as stenographer.
2. Stenographer/ Junior Scale Stenographer Grade-I	NPS-10 Rs. 410-22-520/ 24-760-28-900	
3. Senior Scale Stenographer in Non-Secretariat Offices	NPS-12 460-28-660/ 30-900-32-1060	B-15 Rs. 900-55-2000 (with 25% posts as selection grade in B-16 Rs. 1050-80-2250)
4. Senior Scale Stenographer in Secretariat.	NPS-12 460-28-660/ 30-900-32-1060	B-15 Rs. 900-55-2000 with 25% posts as selection grade in B-16 (Rs. 1050-80-2250)
5. Personal Assistant in Secretariat	NPS-14 Rs. 520-30-730/ 35-1010-40-1210	The posts of Senior Scale Stenographers are merged with the posts of personal Assistants. 25% of their combined strength will be in the selection grade of B-16 (Rs. 1050-80-2250)

See page 14/15  
for Rs. 4, 7/12 - 14/15



Name of Post Existing Scale Basic Scale

HEALTH SERVICES

1. Assistant Midwife/ Nursing Aid	NPS-3 Rs. 270-7-326/ 8-390-9-435	B-4 Rs. 500-16-820
2. Operation Theatre Assistant	NPS-6 Rs. 315-12-399/ 14-525-16-605	B-6 Rs. 540-20-940 with selection grade equal to 25% of total posts in scale of Rs. 590-26-1110 (B-8)
3. Wardmaster	NPS-5 Rs. 290-10-350/ 12-470-14-540	B-6 Rs. 540-20-940
4. Sanitary Inspector	NPS-6 Rs. 315-12-399/ 14-525-16-605	B-6 Rs. 540-20-940 with 25% of posts as selection grade in B-8 (Rs. 590-26-1110)
5. Dispenser/ Dresser/ Senior Midwife.	NPS-6 Rs. 315-12-399/ 14-525-16-605	-do-
6. ENT/ECG/Dental Technician	NPS-6 Rs. 315-12-399/ 14-525-16-605	B-9 Rs. 620-29-1200 with 1/3rd posts as selection grade in B-11 (Rs. 700-35-1400)
7. Laboratory Technician	NPS-9 Rs. 390-20-590/ 22-700-24-820	B -do-
8. Lady Health Visitor	NPS-8 Rs. 370-16-514/ 18-640-22-750	B-9 Rs. 620-29-1200 with 25% of posts as selection grade in B-11 (Rs. 700-35-1400)
9. Medical Technician	-do-	-do-
10. Staff Nurse	NPS-11 Rs. 430-24-550/ 28-830-30-980	B-14 Rs. 850-50-1050. Staff Nurse Possessing Midwife certificate may be allowed two advance increments on initial induction.



Financial Implication as a result of implementation of Revision of Pay Scales Scheme of Basic Pay Scale and fringe benefits w.e.f. 1-7-1983 to 31-5-1984.

Name of Department	Total amount of Pay and Regular Allowances including Recreation Allowance provided in Budget Estimate 1983-84.	Total amount of Pay and Regular Allowances required as a result of introduction of scheme of basic pay scales w.e.f. 1-7-1983 to 31-5-1984.	Difference in column 2 and 3	Details of Allowances to be given seperately.
1	2	3	4	5



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'MUZAFFARABAD'

DAIED 4-1-84

To

1. All Secretaries to Government,
2. All Heads of attached departments,  
Azad Government of the State of J&K,  
Muzaffarabad.

Subject:- REVISION OF PAY SCALES - SCHEMES OF BASIC PAY SCALES AND FRINGE BENEFITS OF THE AZAD JAMMU AND KASHMIR GOVERNMENT EMPLOYEES (1983).

Sir,

I am directed to refer to this Department's letter No. FDR- No. FD/8748-8808/83 dated the 29th August, 1983 on the subject noted above and to say that some doubts have been expressed about the application of certain provisions of the letter in question. Relevant provisions of the letter under reference are clarified in the following paragraphs in order to put the matter beyond any doubt.

I- Paragraph 5: Move- Over.

2. The technical and professional categories of Government servants, e.g. Doctors, Engineers, Educationists, Economists, Management Accountants, Scientists, Archeologists, Geologists, Meteorologists, Experts of Agriculture, Animal Husbandry and Forestry, etc. have been allowed to move-over upto Basic Pay Scale-20 without the condition of staying at the maximum for 3 years.

3. Since the move-over does not constitute actual promotion to a higher post carrying higher Basic Pay Scale, the incidence of move-over should not be notified. The Government servant concerned shall be allowed to move-over to the next higher Basic Scale with effect from 1st December of the year following the year in which he reaches the maximum of his Basic Pay Scale as laid down in rule 8 (1) of the Azad Jammu & Kashmir Civil Servants Pay Revision Rules, 1977 in the case of move-over of employees in Pay Scales 1 to 15.

II- Paragraph 13: Charge Allowance.

4. Charge Allowance is admissible at the rate of Rs. 200/- per month to the Heads of all the institutions, which award degrees or diplomas equivalent to a Bachelor's degree and at the rate of Rs. 100/- per month to the Heads

(Contd. p/2)



of Institutions that award diplomas or certificate equivalent to an Intermediate Certificate.

III-Paragraph 15: Advance increments to School Teachers on attaining higher qualifications.

5. A number of teachers in different categories were drawing pay at the maximum of their pay scales on 1st July, 1983 and their pay has also been fixed at the maximum of their respective Basic Pay Scales. Such teachers would be deprived of the benefit of advance increments sanctioned in the Scheme of Basic Pay Scales even if they possessed the higher qualifications for which advance increments have been allowed. It has been decided that such teachers, who could not get the full benefit of advance increments provided for in the Scheme of Basic Pay Scales, shall be allowed the benefit of advance increments, if any, which they could not get on 1st July, 1983, in the next higher pay scale after their move-over to that pay scale with effect from the date of move-over to that pay scale with effect from the date of move-over under paragraph 5 of this Department's letter No. FD/8748-8808/83 dated the 29th August, 1983 read with paragraph 3 of this letter.

6. For the purpose of grant of advance increments for higher qualifications to the teachers, B.Com and other academic qualifications equivalent to B.A/B.Sc. shall be treated at par with B.A/B.Sc and M.Com/ other qualification equivalent to M.A/M.Sc shall be treated at par with M.A/M.Sc.

7. Government servants belonging to the cadre of Headmasters/Headmistresses of high schools would also be entitled to advance increments as admissible to other high school teachers for possessing higher qualifications provided that they were not appointed to the cadre by initial recruitment on the basis of qualifications for which advance increments have been sanctioned.

IV. Paragraph 16: Advance increments to Technical and Professional categories on possessing/acquiring higher qualifications.

8. Advance increments are admissible only to the professional and technical employees drawing pay in Scale B-17.

9. A number of technical and professional employees were drawing pay at the maximum of NPS-17 on 1st July, 1983 and their pay has also been fixed at the maximum of Basic Pay Scale-17. Such Government servants would be deprived of the benefit of advance increments sanctioned in the scheme of Basic Pay Scales even if they possessed the higher qualifications for which advance increments have been



allowed. It has been decided that such technical and professional employees, who could not get the full benefit of advance increments provided for in the Scheme of Basic Pay Scales, shall be allowed the benefit of advance increments, if any, which they could not get on 1st July, 1983, in Scale B-18 after their move-over to that pay scale with effect from the date of move-over under paragraph 5 of this Department's letter No.FD/8748-8808/83 dated the 29th August, 1983 and No.FD/9003-9060/83 dated the 31st August, 1983 read with paragraph 3 of this letter.

V-Paragraph 21: Encashment of Leave preparatory to Retirement.

10.

A Government servant who desires to get the benefit of encashment of LPR upto a period of six months must (a) submit his written option to do so at least three months before the date of commencement of his leave preparatory to retirement, and (b) surrender the whole leave preparatory to retirement due to him.

11. The condition mentioned at (a) in para 10 above is not applicable to the Government servants who were due to proceed on LPR before the 29th August, 1983 or whose LPR is due to commence within a period of three months from the date of issue of this letter. The following provisions would govern the cases of such Government servants:-

a) A person whose LPR was due to commence on or before the 29th August, 1983 but he did not proceed on LPR would be deemed to have exercised his option for encashment of LPR. However, the actual period of leave for the purpose of encashment will be counted from 1st July, 1983.

b)

A government servant who proceeded on LPR on or before the 29th August, 1983 would be deemed to have exercised his option to proceed on LPR. Thus he is not entitled to claim encashment of LPR by getting the un-expired LPR cancelled.

c) The Government servants whose LPR is due to commence within a period of three months from the date of issue of this letter may exercise their option any time before the commencement of LPR.

VI-Serial No.4 under the heading Police Department. in Annexure-II Basic Pay Scale of Sub-Inspector.

12. The minimum qualification of Graduation laid down for admissibility of Scale B-11 is applicable to the sub-Inspectors who are appointed by initial recruitment. The Sub-Inspectors of Police appointed by promotion are entitled to Scale B-11 irrespective of whether they are Graduates or



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not.

VII-Serial Nos 4 and 5 under the heading 'All Government Departments in Annexure-II: Selection Grade of Stenographers,

13. The existing entries in the last column against serial Nos. 4 and 5 under the heading 'All Government Departments' shall be substituted by the following:-

"B-15

Rs.900-55-2000

with Selection Grade in B-16( Rs. 1050-80-2250). The posts of Senior Scale Stenographers are merged with the posts of Personal Assistants. The number of selection Grade posts will be 25% of their combined strength minus the number of posts of Private Secretaries in Scale B-16"

Your obedient servant,

*Farooq Niaz*  
(Raja Mohammad Farooq Niaz)  
Deputy Secretary Finance  
(Regulations)

FD/278-338/84 Dated 4.1.84

Copy to:-

1. The Accountant General, Azad Jammu & Kashmir.
2. All Deputy Commissioners.
3. All District Accounts Officers.
4. Registrar, Supreme Court Azad Jammu & Kashmir Muzafferebad.
5. Registrar, High Court Azad Jammu & Kashmir Muzafferebad.
6. Chairmen, AKMIDC Muzafferebad.
7. Chairmen, Mirpur Development Authority Mirpur.
8. Secretary, Public Service Commission.
9. Chairmen, Board of Intermediate and Secondary Education, Mirpur.
10. Managing Director, AKIASC Muzafferebad.
11. Registrar, Azad Jammu and Kashmir University.
12. Secretary, Azad Jammu & Kashmir Legislative Assembly.
13. Superintendent, Government Printing Press for publication in the Government Gazette.

FD/R 220.111, 2/1/84  
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*Abdul Reuf Khan*  
(Abdul Reuf Khan)  
Section Officer Finance  
(Regulations)

*[Signature]*