

NO. PD/57/ 8784.9885 / 91
 AZAD GOVERNMENT OF THE STATE OF JAMMU & KASHMIR
 FINANCE DEPARTMENT

(Unregistered)

Dated: 22, AUGUST, 1991.

To

1. The Additional Chief Secretaries, () Azad Government
2. The All Secretaries to the Government, () of the State of
3. All Heads of the Attached Departments, () Jammu & Kashmir.

SUBJECT: REVISION OF PAY SCALES AND FRINGE BENEFITS OF THE CIVIL EMPLOYEES IN BS-1 TO BS-15 OF THE AZAD GOVERNMENT OF THE STATE OF J&K.

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I am directed to state that the President of Azad Jammu and Kashmir has been pleased to sanction the revision of Basic Pay Scales for the employees of the Azad Jammu and Kashmir Government in BS-1 to BS-15 as detailed in following paragraphs. -

2. BASIC PAY SCALES: The existing modified and the revised basic pay scales are detailed in the Annex-I. The Revised Basic Pay Scales shall replace the Basic Pay Scales, 1987 and shall be effective from the first of June, 1991.

3. INITIAL FIXATION OF PAY: (i) The initial pay of the existing employees who have been in Government service since before the 1st June 1991, shall first be fixed in the modified basic scales at the stage having the same pay or if there is no such stage, at the next higher stage. Thereafter, the pay shall be fixed in the revised basic pay scales 'on point to point basis' i.e. at the stage in the relevant revised basic pay scale which is as many stages above the minimum as the stage occupied by him above the minimum of the modified basic scale.

(i) In the case of those employees whose pay is fixed in the revised basic scales at a stage which gives an increase of less than Rs.100/- in pay of May, 1991, a minimum increase of Rs.100/- in pay, over May, 1991 level, shall be allowed and, thereafter, pay fixed at the corresponding stage equal to this pay or if there is no such stage, at the next higher stage. The pay fixation formula has been illustrated through examples, I, II, & III in Annex-II.

(iii) The annual increment shall continue to be admissible subject to the existing conditions on the first of December each year. However, the first annual increment of the existing employees in the revised basic pay scales, in which their pay is fixed on the 1st June, 1991, shall accrue on 1st December, 1991.

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 iv) The increases allowed since 1-7-1988 as detailed below shall cease to be admissible from 1-6-1991:-

- a) Indexed Pay sanctioned vide Finance Department's letter No.FD/R/13571-13671/88 dated 30-8-1988,
- b) Adhoc increase of 5% of pay sanctioned vide Finance Department's letter No.FD/6347-6446/90 dated 5-5-1990.
- c) Adhoc increase of 10% sanctioned vide Finance Department's letter No.FD/R/12106/90 dated 6-8-1990.
- d) Dearness Allowance of Rs.200/- per month sanctioned vide Finance Department's letter No. FD/R/-1(370)/91 dated 2 2.1991.

4. FIXATION OF PAY ON PROMOTION.

In cases of promotion from a lower to higher post/scale before the introduction of these scales, the pay of the employee concerned in the revised basic scale may be fixed and so enhanced that it would not be less than the pay that would have been admissible to him if his promotion to the higher post/ scale had taken place after the introduction of these scales.

5. GRANT OF ADVANCE INCREMENTS TO OFFICIALS FOR POSSESSING/ATTAINING HIGHER EDUCATIONAL QUALIFICATION:

i) From 1-6-1991 onwards, advance increments shall be allowed without the condition of second Division to the officials in BS-1 to BS-15 for possessing or acquiring higher educational qualifications over and above prescribed qualifications in the relevant Recruitment Rules, to the extent given below, for each higher qualification:-

NUMBER OF ADVANCE INCREMENTS FOR

	Matric	FA/FSc	BA/BSc	MA/MSc.
a) ✓ Where the prescribed qualification is non-Matric	2	2	2	2
b) ✓ Where the prescribed qualification is Matric	x	2	2	2
c) ✓ Where the prescribed qualification is FA/FSc	x	x	2	2
d) ✓ Where the prescribed qualification is BA/BSc	x	x	x	2

ii) If an employee is in receipt of, or is entitled to, advance increments under any other rules or order in force for the time being, he shall be entitled to draw advance increments sanctioned in this letter, or advance increments under other rules or orders, whichever may be more beneficial to him.

iii) The advance increments shall be allowed at the time of recruitment/acquisition of higher qualification, whichever is later. In cases where the employee is already at the maximum of the scales he may be allowed the number of advance increments beyond the maximum of the scale as personal pay to be absorbed at the time of his move-over/ promotion. Those employees who had acquired higher qualification in 3rd Division prior to 1-6-1991 and were not granted advance increments earlier henceforth would be allowed advance increments w.e.f. 1.6.1991.

5. SPECIAL PAYS. (i) The rate of Special pay of the Personal Assistants shall be enhanced as under:-

<u>Name of Post.</u>	<u>Existing Rs. P.M.</u>	<u>Revised Rs. P.M.</u>
PA to Minister.	Rs.100/-	Rs.150/-
P.A to Chief Secretary/ A.G.S /Secretaries/ P.A to Addl. Secretaries.	Rs. 75/-	Rs.120/- Rs. 120/-

(ii) The existing special pays admissible to those handling cash in Government Organizations shall be revised as under:-

a) Government Servants handling cash upto Rs.5,000/-P.M.	Rs. 25/- P.M.
b) Government Servants handling cash from Rs.5001/- to 25,000/-P.M.	Rs. 50/- "
c) Government Servants handling cash from Rs. 25001/-to 100,000/-P.M.	Rs. 60/ "
d) Government Servants handling cash above Rs. 100,000/- P.M.	Rs. 75/- "

7. TEACHING ALLOWANCE. Existing rates of Teaching Allowance shall be enhanced as under:-

a) For High School Science Teachers.	From Rs.100/- PM to Rs.200/- PM.
b) For Junior Instructors in Polytechnics.	From Rs.100/- PM to Rs.200/- PM.

8. MEDICAL ALLOWANCE.

Existing rate of Medical Allowance of Rs. 50/-PM admissible to the employees in E-1 shall be enhanced to Rs.60/-PM.

9. MESS ALLOWANCE. (A) The existing rate of Mess Allowance for nursing cadre (below BS-16) shall be enhanced from Rs.300 per month to 500/- per month.

(B) UNIFORM ALLOWANCE. The existing rate of Uniform Allowance for nursing cadre (below BS-16) shall be enhanced from Rs.125/-P.M to Rs.150/-P.M.

(C) WASHING ALLOWANCE ADMISSIBLE TO LIVERIED STAFF
The existing rate of Washing allowance shall be enhanced from Rs. 25/-P.M. to Rs.30/-P.M.

(D) OVERTIME ALLOWANCE ADMISSIBLE TO STAFF CAR DRIVERS.

Overtime Allowance presently admissible @ Rs.500/-P.M to the staff cars drivers/ despatch riders/ mechanics /garage supdt/supervisors working in Azad Jammu and Kashmir Civil Secretariat and Drivers attached with the Judges of Azad Jammu and Kashmir Supreme Court, High Court, Chairman Public Service Commission and Officers in regular BS-21 who are entitled to free private use of staff car will be enhanced to Rs.600/-P.M.

10. ANOMALIES. An anomalies Committee will be set up in the Finance Department to resolve the anomalies, if any, arising out of the issue of this letter.

11. APPLICABILITY. This Scheme of revised basic pay scale is applicable to regular Government Servants only and not to the employees in work charged establishment, the contingencies paid staff and those who are governed by the Industrial Relations Ordinance.

Your Obedient Servant

Abdul Rouf Khan 22/8/91

(ABDUL ROUF KHAN)

Private Secretary (Regulation).

No. & Dated: 22/8/91

Copy to:-

1. The Secretary to the President, Azad Jammu & Kashmir.
2. The Secretary to the Prime Minister, Azad Govt. of the State of J&K.
3. The Private Secretaries to the Ministers.
4. The Private Secretary to the Chief Secretary, A.J&K.
5. The Registrar Supreme Court/High Court/ Shariat Court/ Services Tribunal /AJK University, M'abad.
6. The Secretary to the Chief Election Commissioner, PSC/Islamic Council.
7. The Chairman PM Inspection Team/AKLASC/AKMIDC/DAM/MDA/KDA/Board of Education, Mirpur.
8. The DC, M'abad/Mirpur/Kotli/Poonch/Bagh.
9. The S.S.P M'abad/Kotli/Mirpur/Poonch/Bagh.
10. The Accountant General Azad Jammu & Kashmir M'abad, for information and necessary action.
11. The District Accounts Officers Poonch/Bagh/Kotli/Mirpur.
12. The Controller Govt. Printing Press, M'abad for publication in the Government Gazette.

Kh. Shafique Ahmed 22/8/91

(Kh. Shafique Ahmed)
Section Officer Finance,
(Regulation).

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EXISTING, MODIFIED AND THE REVISED PAY SCALES (BPS1-15)

BPS No.	Existing BPS 1-7-87.	Stages	Modified Scales	Stages	Revised BPS 1-6-1991.	Stages
1.	600-13-860	20	605-17-860	15	920-26-1310	15
2.	625-16-945	20	630-21-945	15	945-32-1425	15
3.	650-19-1030	20	655-25-1030	15	975-37-1530	15
4.	675-23-1115	20	680-29-1115	15	1005-43-1650	15
5.	700-25-1200	20	705-33-1200	15	1035-50-1770	15
6.	725-28-1285	20	730-37-1285	15	1065-54-1875	15
7.	750-31-1370	20	755-41-1370	15	1095-58-1995	15
8.	790-34-1470	20	795-45-1470	15	1140-65-2115	15
9.	830-38-1590	20	840-50-1590	15	1185-72-2265	15
10.	870-42-1710	20	870-55-1710	15	1230-79-2415	15
11.	910-46-1830	20	915-61-1830	15	1275-86-2565	15
12.	970-52-2010	20	975-69-2010	15	1355-95-2795	15
13.	1035-59-2195	20	1040-77-2195	15	1440-107-3045	15
14.	1100-64-2380	20	1105-85-2380	15	1530-117-3315	15
15.	1165-71-2585	20	1160-95-2585	15	1620-131-3585	15