

No. FD/R/ 12082-12182 / 2016
AZAD GOVT. OF THE STATE OF JAMMU & KASHMIR
(FINANCE DEPARTMENT)

"MUZAFFARABAD"
Dated: 19th July, 2016

OFFICE MEMORANDUM

Subject: REVISION OF BASIC PAY SCALES & ALLOWANCES OF CIVIL SERVANTS OF THE AJ&K GOVERNMENT / EMPLOYEES OF CORPORATIONS / AUTONOMOUS / SEMI-AUTONOMOUS BODIES (2016).

The President Azad Jammu & Kashmir has been pleased to sanction the revision of Basic Pay Scales & Allowances with effect from 1st July, 2016 for the Civil Servants of Azad Government of the State of Jammu & Kashmir, as detailed in the following paragraphs:-

Part-I (Pay)

2. Revision of Basic Pay Scales:

The Basic Pay Scales-2016 shall replace the Basic Pay Scales-2015 with effect from 01-07-2016 as contained in the Annexure to this Office Memorandum.

3. Fixation of Pay of the existing employees:

- i) The basic pay of an employee in service on 30-06-2016 shall be fixed in the Basic Pay Scales-2016 on point to point basis i.e. at the stage corresponding to that occupied by him/her above the minimum of Basic Pay Scales-2015;
- ii) In case of Personal Pay being drawn by an employee as part of his/her basic pay beyond the maximum of his/her pay scale on 30-06-2016, he/she shall continue to draw such pay in the Basic Pay Scales-2016 at the revised rates.

4. Fixation of Pay on promotion:

In cases of promotion from a lower to higher posts/scale before introduction of these scales, the pay of the employees concerned in the revised pay 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. Annual increment:

Annual increment shall continue to be admissible, subject to the existing conditions, on 1st December each year.

Part-II (Allowances)

6. Ad-hoc Relief Allowances:

The following Ad-hoc Relief Allowances granted w.e.f. 01-07-2013, 01-07-2014 and 01-07-2015 shall cease to exist with effect from 01-07-2016:-

S. No	Name of Ad-hoc Relief Allowance	Office Memorandum and Date	Admissible Rates
i.	Ad-hoc Relief Allowance-2013 (01-07-2013)	No. FD/R/12070-12169/2013 dated 29-07-2013	10% of the basic pay on BPS-2011
ii.	Ad-hoc Relief Allowance-2014 (01-07-2014)	No. FD/R/16955-17054/2014 dated 18-08-2014	10% of the basic pay on BPS-2011
iii.	Ad-hoc Relief Allowance-2015 (01-07-2015)	Para-8 of Finance Department's Office Memorandum No. FD/R/14269-14319/2015 dated 27-07-2015	7.5% of the basic pay on BPS-2015

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7. Ad-hoc Allowance-2010 (If admissible):

- i) The Ad-hoc Allowance-2010 @ 50% of the basic pay of Basic Pay Scales-2008 (where admissible to the Civil employees) shall continue to stand frozen at the level of its admissibility/drawn as on 30-06-2016;
- ii) All the new entrants shall be allowed Ad-hoc Allowance-2010 @ 50% of the minimum of relevant Basic Pay Scales-2008 (if admissible in that organization) on notional basis with effect from 01-07-2016, till further orders, and shall stand frozen at the same level;

8. Ad-hoc Relief Allowance-2016:

- i) An Ad-hoc Relief Allowance-2016 @ 10% of the running basic pay of BPS-2016 to the Civil Servants of the AJ&K Government including contract employees employed against civil posts in Basic Pay Scales on standard terms and conditions of contract appointment shall be allowed with effect from 01-07-2016 till further orders;
- ii) The Ad-hoc Relief Allowance will be subject to the Income Tax;
- iii) The Ad-hoc Relief Allowance will be admissible during leave and entire period of LPR except during extra ordinary leave;
- iv) The Ad-hoc Relief Allowance will not be treated as part of emoluments for the purpose of calculation of Pension/Gratuity and recovery of House Rent;
- v) The Ad-hoc Relief Allowance will not be admissible to the employees during the tenure of their posting/deputation abroad;
- vi) The Ad-hoc Relief Allowance will be admissible to the employees on their repatriation from posting/deputation abroad at the rate and amount which would have been admissible to them, had they not been posted aboard;
- vii) The Ad-hoc Relief Allowance will be admissible during the period of suspension;
- viii) The term "Basic Pay" will also include the amount of Personal Pay granted on account of annual increment(s) beyond the maximum of the existing pay scales.

9. Qualification Pay:

The rates of Qualification Pay shall be revised as under:-

Sr.#	Qualification	Existing Rates (per month)	Revised Rates (per month)
a	SAS/PFA	Rs. 800/-	Rs. 1,200/-
b	ICMA/ICWA (part-III)	Rs. 800/-	Rs. 1,200/-
c	ICMA/ICWA/CIMA/ACCA*	Rs. 2,100/-	Rs. 3,150/-
d	Chartered Accountant	Rs. 2,300/-	Rs. 3,450/-
e	Staff College/NMC/NDC	Rs. 2,000/-	Rs. 3,000/-
f	NIPA Advanced Course / Senior Management Course	Rs. 1,000/-	Rs. 1,500/-
g	Mid Career Management Course	Rs. 500/-	Rs. 750/-

(*Note: CIMA and ACCA qualified employees may henceforth be allowed Qualification Pay at the same rate as admissible for ICMA/ICWA.)

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10. **Special Pay and Allowances:**

All the Special Pays, Special Allowances or the Allowances admissible as percentage of pay (excluding those which are capped by fixing maximum limit) including House Rent Allowance and the Risk Allowance equal to one month pay (initial of the relevant pay scales) granted to Police Employees and Special Judicial Allowance equal to three times of the initial of substantive pay scale granted to the employees of judiciary shall stand frozen at the level of its admissibility as on 30-06-2016.

11. **Option:**

- (i) All the existing Civil Servants of the AJ&K Government shall, within **30 days** from the date of issue of this Office Memorandum, exercise an option in writing and communicate it to the Accountant General AJ&K / District Accounts Office / DDO concerned, as the case may be, either to continue to draw salary in the scheme of Basic Pay Scales-2015 or in the scheme of Basic Pay Scales-2016 as specified in this Office Memorandum. Option once exercised shall be considered final.
- (ii) An existing employee, as aforesaid, who does not exercise and communicate his/her option within the specified time limit, shall be deemed to have opted for the scheme of Basic Pay Scales-2016.

12. All the existing rules/orders on the subject shall be considered to have been modified to the extent indicated above. All the existing rules/orders, not so modified, shall continue to be in force under this scheme.

13. **Anomalies:**

An Anomaly Committee shall be set up in the Finance Department (Regulations Wing) to resolve the anomalies, if any, arising out in the implementation of the Basic Pay Scales-2016.

14. The President Azad Jammu & Kashmir has also been pleased to sanction the revision of Basic Pay Scales & Allowances to the extent of admissibility with effect from 1st July, 2016 for the employees of Corporations / Autonomous / Semi-Autonomous Bodies working under Government of AJ&K which have adopted the AJ&K Government's Basic pay Scales Scheme in toto. The expenditure involved in this regard would be met by the respective Corporations / Autonomous / Semi-Autonomous Bodies from their own budget except Azad Jammu & Kashmir Small Industries Corporation, Development Authority Muzaffarabad / Bagh / Rawalakot / Kotli and Local Bodies.


(Inayat Ali Qazi)
Additional Secretary (Regs.)

Copy to the:

1. Secretary to the President, Azad Jammu & Kashmir.
2. Secretary to the Prime Minister, Azad Government of the State of Jammu & Kashmir.
3. Private Secretaries to all the Ministers / Advisors / Special Assistant, Azad Government of the State of Jammu & Kashmir.
4. Private Secretary to the Chief Secretary, Azad Government of the State of Jammu & Kashmir.
5. Private Secretary to Additional Chief Secretary (General), Azad Government of the State of Jammu & Kashmir.
6. Private Secretary to the Senior Member Board of Revenue, Azad Government of the State of Jammu & Kashmir.
7. Private Secretary to Additional Chief Secretary (Development), Azad Government of the State of Jammu & Kashmir.
8. Chairman Prime Minister's Inspection & Implementation Commission.
9. All Secretaries to the Government of Azad Jammu & Kashmir.
10. Registrar Supreme Court/ High Court/ Shariat Court/ Service Tribunal.
11. Ombudsman Azad Jammu & Kashmir.
12. Secretary Azad Jammu & Kashmir Legislative Assembly.
13. Secretary Azad Jammu & Kashmir Election Commission.
14. Accountant General Azad Jammu & Kashmir.
15. Director General Audit, Azad Jammu & Kashmir.
16. All Heads of the Attached Departments / Corporations / Autonomous / Semi-Autonomous Bodies.
17. Director Local Funds Audit.
18. Controller Govt. Printing Press.
19. Master File.


(Kh. Khurshid Ahmed)
Section Officer (Regs.)

Annexure to O.M No. FD/R/ 12082-12182 / 2016 dated 19-07-2016

BASIC PAY SCALES OF THE CIVIL SERVANTS

Basic Pay Scales-2015				Stages	Basic Pay Scales-2016		
BPS	MIN	INCR	MAX		MIN	INCR	MAX
1	6,210	195	12,060	30	7,640	240	14,840
2	6,335	220	12,935	30	7,790	275	16,040
3	6,535	260	14,335	30	8,040	325	17,790
4	6,730	300	15,730	30	8,280	370	19,380
5	6,985	340	17,185	30	8,590	420	21,190
6	7,235	375	18,485	30	8,900	470	23,000
7	7,490	415	19,940	30	9,220	510	24,520
8	7,750	455	21,400	30	9,540	560	26,340
9	8,015	495	22,865	30	9,860	610	28,160
10	8,275	544	24,595	30	10,180	670	30,280
11	8,540	595	26,390	30	10,510	740	32,710
12	9,055	650	28,555	30	11,140	800	35,140
13	9,700	715	31,150	30	11,930	880	38,330
14	10,340	790	34,040	30	12,720	980	42,120
15	10,985	905	38,135	30	13,510	1,120	47,110
16	12,910	1,035	43,960	30	15,880	1,280	54,280
17	20,680	1,555	51,780	20	25,440	1,930	64,040
18	25,940	1,950	64,940	20	31,890	2,400	79,890
19	40,155	2,075	81,655	20	49,370	2,560	100,570
20	46,705	3,050	89,405	14	57,410	3,750	109,910
21	51,885	3,375	99,135	14	63,780	4,150	121,880
22	55,755	3,960	111,195	14	68,540	4,870	136,720