

NO. PD/37/ 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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