



**GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT, CIVIL SECRETARIAT**

*Subject: SWP NO. 2043/2018 IA No.1/2018 titled Firdous Ahmad  
Mir & Ors V/s State of JK & Ors.*

Government Order No: 560-F of 2018  
Dated: 28-12-2018

Whereas the petitioners (Firdous Ahmad Mir & Ors) had approached Hon'ble High Court of J&K through subject cited service writ petition with the prayer that the respondents (State of JK & Ors) may be directed to upgrade the post of Library Assistant from Pay Band of Rs. 5200-20200+GP1900 to Pay Band of Rs. 9300-34800+GP4200 at par with the Library Assistants of other Departments of the State by effecting suitable amendments to the relevant Recruitment Rules from the date of appointment of the respondent(s).

**2.** Whereas the Hon'ble High Court vide Order dated 30.08.2018 disposed of the case/ petition with direction to the respondents to consider the claim of the petitioner(s) for upgradation of their Pay Level from Pay Band of Rs. 5200-20200 +GP1900 to Pay Band of Rs. 9300-34800+GP4200 in accordance with the law & rules governing the field.

**3.** Whereas the Jammu & Kashmir Higher Education (Subordinate) Service Recruitment Rules, 2009 prescribe the pay scale of Rs.3050-4910(PR) revised to Pay Band of Rs. 5200-20200+GP 1900.

**4.** Whereas the posts of appointees/petitioners were advertised in the applicable pay scales as per the prescribed service recruitment rules, as such they cannot claim higher pay scales for no justified reasons.

**5.** Whereas the claim was further examined in light of the applicable Service Recruitment Rules of relevant Departments, viz Libraries Department, School Education Department & Higher Education Department wherein the pay structure of the post of **Library Assistant** is as under:-

(i) Libraries Department as per departmental Subordinate Service Recruitment Rules, 1989.

Library Assistant= 800-1500(PR) revised to  
950-1500(PR) revised to  
3050-4910(PR) revised to  
5200-20200+GP1900(PR)

(ii) School Education Department as per departmental Subordinate Service Recruitment Rules, 2008.

Library Assistant= 3050-4910(PR) revised to  
5200-20200+GP1900(PR)

(iii) Higher Education Department as per departmental Subordinate Service Recruitment Rules, 2009.

Library Assistant= 3050-4910(PR) revised to  
5200-20200+GP1900(PR)

**6.** Whereas the pay structure of the post of Library Assistant in Higher Education Department, besides being in conformity with the pay structure of Libraries Department & School Education Department, has a well defined hierarchy as well as career progression structure & promotional avenues through following hierarchical structure:-

- (i) Library bearer in pay scale 4440-7440+1300;
- (ii) Library Assistant in pay scale 5200-20200+1900;
- (iii) Junior Librarian in pay scale 5200-20200+2400;
- (iv) Librarian in pay scale 9300-34800+4200;
- (v) Senior Librarian in pay scale 9300-34800+4280.

**7.** Whereas, universities are neither State Government Departments, nor their pay scales are determined by the State Government, and even the magnitude of work in Universities and Colleges has no comparison.



8. Whereas, on consideration & in view of the above facts, it has been observed that demand for upgradation of the post of the petitioner(s) is neither genuine, nor justified, besides any concession in the matter will open Pandora box and will give rise to similar claim from other employees of the Department and even from other departments.

9. Now, therefore, in compliance with the orders of the Hon'ble High Court dated 30.08.2018, the claim/case of the petitioner(s) for upgradation of his posts has been considered in Finance Department and has been found devoid of any merit in light of the above stated facts, hence rejected.

**By order of Government of Jammu and Kashmir.**

**Sd/-**

(Navin K. Choudhary) IAS,  
Principal Secretary to Government,  
Finance Department.

Dated: 28-12-2018

No. A/PA(2018)-1316

Copy to the:

1. Advocate General J&K High Court Srinagar/Jammu.
2. Principal Accountant General J&K Srinagar/Jammu.
3. Principal Secretary to Hon'ble Governor.
4. Secretary to Government, Higher Education Department.
5. Secretary to Government, School Education Department.
6. Director General, Information J&K.
7. General Manager, Government Press, Srinagar/ Jammu for publication in Government Gazette.
8. Private Secretary to Advisor (S) to Governor.
9. Private Secretary to Chief Secretary.
10. I/C website, FD ([www.jkfinance.nic.in](http://www.jkfinance.nic.in)).
11. I/C website, GAD website ([www.jkgad.nic.in](http://www.jkgad.nic.in)).
12. Government Order File(Wzscs).

  
Director General (Codes),  
Finance Department.