

**Government of Jammu & Kashmir
Civil Secretariat, Finance Department.**

Subject: - Modalities for fixed salary mode of Recruitment in Non-Gazetted categories.

Reference:- Cabinet Decision NO.193/23/2011 Dated 19.10.2011.

**Government Order NO. 287 F of 2011
Dated: - 27 /10/2011**

Pursuant to the Cabinet decision referred to above where under recommendations of Standing Committee constituted vide G.O. No. 319-GAD of 2011 dated 10.03.2011 to examine modalities for proposed future recruitment in a fixed salary mode against class-IV, III and other Non-gazetted posts were accepted, it is hereby ordered that:-

1. For the initial period of five years of service, pay of direct recruits to the services to which these Rules apply, shall be regulated as per the fixed monthly salary shown in the Table below read with Note 1 and Note 2.
2. The direct recruits shall be entitled to:
 - I) The benefits under Medical Attendance rules, Leave Rules and shall also be governed by rules of probation, disciplinary rules and pension contribution under New Pension Scheme calculated on the fixed salary drawn as indicated in column 04 and column 07 of the table from the date of appointment.
 - II) Washing allowance, uniform allowance/ kit allowance, TMA and any other allowances wherever applicable in respect of uniformed forces shall also be admissible as per fixed

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monthly rates or in proportion to fixed salaries as the case may be.

TABLE

S.No.	Pay Band	Grade Pay	Fixed salary (₹ Per Month) for 1st two years.	Medical Allowance	Total Salary (₹ per month) during 1st two years	Fixed salary (₹ Per month) during next 3 years	Medical Allowance	Total Salary during next 3 years (₹ per month)
01.	02.	03.	04.	05.	06.	07.	08.	09.
1.	4440-7440 -1S	1300	2870	300	3170	4310	300	4610
02.	5200-20200 PB-I	1800 1900 2400 2800	3500 3550 3800 4000	300 300 300 300	3800 3850 4100 4300	5250 5330 5700 6000	300 300 300 300	5550 5630 6000 6300
03.	9300-34800 PB- II	4200 4240 4260 4280	6750 6770 6780 6790	300 300 300 300	7050 7070 7080 7090	10130 10160 10170 10190	300 300 300 300	10430 10460 10470 10490

Note 1:- If the new recruit is posted in move office he/she shall be entitled to the temporary move allowance. However other allowances like DA, HRA, CCA and annual increments shall start only after completion of 05 years service.

Note 2:- All employees who are appointed as a result of the advertisements issued after 1st November 2011, by the J&K Services Selection Recruitment Board (JKSSRB), Police Recruitment Board (PRB), District/Divisional Level Committees constituted for appointment to Class IV posts under various Government orders issued from time to time or any other Board or Committee shall be governed by the aforementioned TABLE.

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3. All the boards and the Committees shall make specific mention of the fixed monthly salary payable during the first five years of service while mentioning the Pay Band and the Grade Pay attached to the post so advertised. The Indenting Departments shall also communicate such information to the recruiting agency while communicating the number of vacancies.
4. As per budget cabinet decision, instructions had been issued in March 2011 to J&K SSRB to keep further advertisements of vacancies 'on hold' which are withdrawn now. All recruiting agencies, shall however, re-advertise the available vacancies under new pay rules in respect of such vacancies which have already been advertised by them earlier, but where recruitment process has not been actually started as yet.

By order of the Government of Jammu & Kashmir.

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27/10/11

Sd/-
(Sudhanshu Pandey)
Commr/Secy to Government
Finance Department

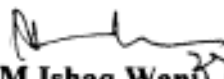
No. A/35(2011) - 1771

Dated: 27.10.2011

Copy to:-

1. Advocate General J&K.
2. Principal Resident Commissioner, 5-Prithvi Raj Road New, Delhi.
3. All Financial Commissioners.
4. All Principal Secretaries to Government.
5. Principal Secretary to Hon'ble Chief Minister.
6. Chief Electoral Officer, J&K Jammu.
7. All Commissioner / Secretaries to Government.
8. Secretary to HE the Governor.
9. Divisional Commissioner Kashmir/ Jammu.
10. Accountant General, J&K Srinagar/ Jammu.
11. Commissioner of Vigilance, J&K Srinagar.
12. Secretary to Chief Justice J&K High Courts Srinagar / Jammu.
13. Registrar General, J&K High Court Srinagar/ Jammu.
14. Director General Accounts & Treasuries / Budget.
15. Director Audit & Inspections.
16. Director Funds organization J&K.

17. All Head of Departments / Managing Directors/ Chief Executive of State PSU's / Autonomous Bodies.
18. Secretary J&K Public Service Commission.
19. Secretary, J&K Legislative Assembly / Legislative Council.
20. Joint Director Accounts & Treasuries / Funds organization.
21. Joint Director, Funds Organization Srinagar /Jammu.
22. FA&CAO, Flood Control Organization Srinagar /Jammu.
23. Director Information J&K Srinagar /Jammu.
24. Principal Accountancy Training School Srinagar.
25. Principal Northern Zonal Accountancy Training Institute Jammu.
26. All Financial Advisors & CAO's.
27. All Treasury Officers.
28. General Manager, Government Press for publication in Government Gazette.
29. Chief Accounts Officer, Examiner Local fund Audit Cell.
30. Private Secretary to Hon'ble Ministers/ Hon'ble Ministers of State for information of the Hon'ble Ministers.
31. Principal Private Secretary to Chief Secretary.
32. All officers / Section officers of Finance Department.
33. President Non Gazetted Employees Union Civil Secretariat Srinagar/ Jammu.
34. Government order file (W2scs)
35. Incharge Website, GAD.


(Dr. M. Ishaq Wani) 27/9/2011
Director (Codes)
Finance Department