



**THE
JAMMU & KASHMIR GOVERNMENT GAZETTE**

Vol. 122] Jammu, Wed., the 15th April, 2009/25th Chai., 1931. [No. 2-aa

Separate paging is given to this part in order that it may be filed as a separate compilation.

PART III

Laws, Regulations and Rules passed thereunder.

GOVERNMENT OF JAMMU AND KASHMIR
FINANCE DEPARTMENT

Notification

Jammu, the 15th April, 2009.

SRO-93.—In exercise of the powers conferred by the proviso to section 124 of the Constitution of the Jammu and Kashmir, the Governor is pleased to make the following rules, namely:-

1. *Short title and commencement.*—(1) These rules shall be called the Jammu and Kashmir Civil Services (Revised Pay) Rules, 2009.

(2) These rules shall come into force with effect from 1st January, 2006 with effective date of implementation from 1st July, 2009.

2. *Categories of Government servants to whom the rules apply.*—
(1) Save as otherwise provided by or under these rules, these rules shall

apply to persons appointed to civil services and posts in connection with the affairs of the state including those paid from contingencies or charged to works whose pay is debitable to the Consolidated Fund of the State including those on deputation to other Governments/Organisations.

(2) These rules shall not apply to :-

- (i) members of All India Services;
- (ii) persons to whom the Jammu and Kashmir Government Degree Colleges (UGC) Pay Rules, 2002 apply;
- (iii) persons not in whole time employment;
- (iv) persons paid otherwise than on monthly basis including those paid on piece rate basis;
- (v) persons whose services are obtained on deputation;
- (vi) Persons employed on contract basis, except where contract provides otherwise;
- (vii) Posts which carry consolidated rate of pay ; and
- (viii) And any other class or category of posts or persons whom the Government may, by order, specially exclude from the operation of all or any of the provisions contained in these rules.

3. Definitions- In these rules, unless the context otherwise requires,-

- (a) “existing basic pay” means pay drawn in the prescribed existing scale of pay, including stagnation increment(s), but does not include any other type of pay like ‘special pay’ etc.
- (b) “existing scale” in relation to a Government servant means the present scale applicable to the post held by the Government servant (or, as the case may be, personal scale applicable to him) as on 1st day of January 2006 whether in a substantive or officiating capacity.

Explanation : In the case of a Government servant who was on first day of January, 2006 on deputation or on leave or on foreign service or on training, existing scale includes the scale applicable to the post which he would have held but for his being on such deputation, leave, foreign service or on training as the case may be.

- (c) “existing emoluments mean the sum of (i) existing basic pay, (ii) dearness pay appropriate to the basic pay and (iii) dearness allowance appropriate to the basic pay + dearness pay..

- (d) "present scale" means the scale of pay specified in column 2 of the First Schedule;
- (e) "pay in the pay band" means pay drawn in the running pay bands specified in column 4 of the First Schedule;
- (f) "grade pay" is the fixed amount corresponding to the pre-revised pay scale specified in column 5 of the First Schedule;
- (g) "revised pay structure" in relation to any scale of pay specified in column 2 of the First Schedule means the pay band and the grade pay specified against that pay scale specified in column 4 & 5 thereof, unless a different revised pay band and grade pay or pay scale is notified separately for that post;
- (h) "basic pay" in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of Government servants in the pay scale of Rs. 75500-80000, basic pay means the pay in the prescribed scale;
- (i) "revised emoluments" means the pay in the pay band plus the grade pay of a Government servant in the revised pay structure.
- (j) "schedule" means a schedule annexed to these rules.

4. *Scale of pay of posts.*—The pay band and grade pay or the pay scale, as applicable, in relation to the pay scale as specified in column 2 of the First Schedule shall be as specified against it in column 4 and 5 thereof.

5. *Drawal of Pay in the revised pay structure.*—Save as otherwise provided in these rules, a Government servant shall draw pay in the revised pay structure as applicable to the post to which he is appointed;

Provided that a Government servant may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale;

Provided further that in cases where a Government servant has been placed in a higher pay scale between 1.1.2006 and 1.7.2009 on account of promotion, upgradation of pay scale etc., the Government servant may elect to switch over to the revised pay structure from the date of such promotion, upgradation etc.

Explanation 1.—The option to retain the existing scale under the provisos to this rule shall be admissible only in respect of one existing scale.

Explanation 2.-The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January 2006, whether for the first time in Government service or by transfer from another post and he shall be allowed pay only in the revised pay structure

Explanation 3.-Where a Government servant exercises the option under the provisos to this rule to retain the existing scale in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale, his substantive pay shall be substantive pay which he would have drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, which ever is higher.

6. *Exercise of Option*.- (1) The option under the provisos to Rule 5 shall be exercised in writing in the form appended to the Second Schedule so as to reach the authority mentioned in sub-rule (2) within three months of the date of publication of these rules or where an existing scale has been revised by any order made subsequent to that date, within three months of the date of such order.

Provided that :-

- a. In the case of a Government servant who is, on the date of such publication or, as the case may be, date of such order, out of State on leave or deputation or foreign service or active service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in the State; and
- b. Where a Government servant is under suspension on the 1st day of January, 2006, the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this sub-rule.

(2) The option shall be intimated by the Government servant to the Head of his office.

(3) If the intimation regarding option is not received within the time mentioned in sub-rule (1), the Government servant shall be deemed to have elected to be governed by the revised pay structure with effect on and from the 1st day of January 2006.

(4) The option once exercised shall be final.

Note-1 Persons whose services were terminated on or after the 1st January, 2006 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge or disciplinary grounds, are entitled to the benefits of this rule.

Note-2 Persons who have died on or after the 1st day of January, 2006 and could not exercise the option within the prescribed time limit are deemed to have opted for the revised pay structure on and from the 1st day of January, 2006 or such later date as is most beneficial to their dependents, if the revised pay structure is more favourable.

Note-3 Persons who were on earned leave or any other leave on 01.01.2006 which entitled them to leave salary will be allowed the benefits of this rule.

7. *Fixation of initial pay in the revised pay structure.*-(1) The initial pay of a Government servant who elects, or is deemed to have elected under sub-rule (3) of rule 6 to be governed by the revised pay structure on and from the 1st day of January, 2006, shall, unless in any case the Government by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner namely :

(A) In the case of all employees :-

- (i) the pay in the pay band/ pay scale will be determined by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.
- (ii) If the minimum of the revised pay band/ pay scale is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the revised pay band/ pay scale.

Provided further that: -

Where, in the fixation of pay, the pay of Government servants drawing pay at two or more consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised pay structure at the same stage in the pay band, then, for every two stages so bunched, benefit of one increment shall be given so as to avoid bunching of more than two stages in the revised running pay bands. For this purpose, the increment will be calculated on the pay in the pay band. Grade pay would not be taken into account for the purpose of granting increments to alleviate bunching.

In case of pay scales in the pay band PB-4, benefit of increments due to bunching shall be given taking into account all the stages in different pay scales in this grade. In the case of posts carrying scale of Rs. 75500-80000, benefit of one increment for every two stages in the pre-revised scale will be granted in the revised pay scale.

If by stepping up of the pay as above, the pay of a Government servant gets fixed at a stage in the revised pay band/ pay scale (where applicable) which is higher than the stage in the revised pay band at which the pay of a Government servant who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former.

(iii) The pay in the pay band will be determined in the above manner. In addition to the pay in the pay band, grade pay corresponding to the existing scale will be payable.

Note – Illustration 1 on the above is provided in the Second Schedule to these Rules.

(B) In the case of employees who are in receipt of special pay/ allowance in addition to pay in the existing scale which has been recommended for replacement by a pay band and grade pay without any special pay/ allowance, pay shall be fixed in the revised pay structure in accordance with the provisions of clause (A) above.

Note-1 Where a post has been upgraded, the fixation of pay in the applicable pay band will be done in the manner prescribed in accordance with Clause (A) (i) and (ii) of Rule 7 by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding the resultant figure to the next multiple of ten. The grade pay corresponding to the upgraded scale will be payable in addition.

Note-2 In the case of merger of pay scales, pay in the revised pay bands will be fixed in the manner prescribed in accordance with Clause (A) (i) and (ii) of Rule 7 by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding the resultant figure to the next multiple of ten. The grade pay corresponding to the higher merged scale will be payable in addition.

Note-3 A Government servant who is on leave on the 1st day of January 2006 and is entitled to leave salary shall become entitled to pay in the revised pay structure from 1.1.2006 or the date of option for the revised pay structure. Similarly, where a Government servant

is on study leave on the first day of January, 2006, he will be entitled to the benefits under these Rules from 1.1.2006 or the date of option.

Note-4 A Government servant under suspension, shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure will be subject to the final order on the pending disciplinary proceedings.

Note-5 Where a Government servant is holding a permanent post and is officiating in a higher post on a regular basis, the pay shall be fixed under this sub-rule with reference to the officiating post only, and the pay so fixed shall be treated as substantive pay.

Note-6 Where the 'existing emoluments' exceed the revised emoluments in the case of any Government servant, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note-7 Where in the fixation of pay under sub-rule (1), the pay of a Government servant, who, in the existing scale was drawing immediately before the 1st day of January, 2006 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised pay band as that of the junior.

Note-8 Where a Government servant is in receipt of personal pay on the 1st day of January, 2006, which together with his existing emoluments exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increases in pay.

Note-9 In cases where a senior Government servant promoted to a higher post before the 1st day of January, 2006 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2006, the pay in the pay band of the senior Government servant should be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior Government servant subject to the fulfillment of the following conditions, namely: -

- (i) Both the junior and the senior Government servants should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.

- (ii) The pre-revised scale of pay and the revised grade pay of the lower and higher posts in which they are entitled to draw pay should be identical.
- (iii) The senior Government servants at the time of promotion should have been drawing equal or more pay than the junior.
- (iv) The anomaly should be directly as a result of the application of the provisions of Article 77-B of J&K CSRs or any other rule or order regulating pay fixation on such promotion in the revised pay structure. If even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him, provision of this Note need not be invoked to step up the pay of the senior officer.

(2) Subject to the provisions of rule 5, if the pay as fixed in the officiating post under sub-rule (1) is lower than the pay fixed in the substantive post, the former shall be fixed at the same stage as the substantive pay.

8. Fixation of pay in the revised pay structure of employees appointed as fresh recruits on or after 1.1.2006. – The entry-level pay in the revised pay band of direct recruits appointed on or after 1.1.2006 shall be the minimum of the pay in the revised pay band and the applicable grade pay.

In such cases, where the emoluments in the pre-revised pay scale (s) (i.e. basic pay in the pre-revised pay scale(s) plus Dearness Pay plus Dearness Allowance applicable on the date of joining) exceeds the sum of the pay fixed in the revised pay structure and the applicable dearness allowance thereon, the difference shall be allowed as personal pay to be absorbed in future increments in pay.

9. Rate of increment in the revised pay structure – The rate of increment in the revised pay structure will be 3 % of the sum of the pay in the pay band and grade pay applicable, which will be rounded off to the next multiple of 10. The amount of increment will be added to the existing pay in the pay band. Illustration 2 in this regard is in the Second Schedule to these Rules.

10. Date of next increment in the revised pay structure- There will be a uniform date of annual increment, viz. 1st July of every year. Employees completing 6 months and above in the revised pay structure as on 1st day of July will be eligible to be granted the increment. The first increment after fixation of pay on 1.1.2006 in the revised pay structure will be granted on 1.7.2006 for those employees for whom the date of next increment was between 1st July 2006 to 1st January 2007.

Provided that in the case of persons who had been drawing maximum of the existing scale for more than a year as on the 1st day of January, 2006, the next increment in the revised pay structure shall be allowed on the 1st day of January, 2006. Thereafter, the provision of Rule 10 would apply.

Provided further that in cases where an employee reaches the maximum of his pay band, he shall be placed in the next higher pay band after one year of reaching such a maximum. At the time of placement in the higher pay band, benefit of one increment will be provided. Thereafter, he will continue to move in the higher pay band till his pay in the pay band reaches the maximum of PB-4, after which no further increments will be granted.

Note.—In cases where two existing scales, one being a promotional scale for the other, are merged, and the junior Government servant, now drawing his pay at equal or lower stage in the lower scale of pay, happens to draw more pay in the pay band in the revised pay structure than the pay of the senior Government servant in the existing higher scale, the pay in the pay band of the senior government servant shall be stepped up to that of his junior from the same date and he shall draw next increment in accordance with Rule 10.

11. *Fixation of pay in the revised pay structure subsequent to the 1st day of January 2006.*—Where a Government servant continues to draw his pay in the existing scale and is brought over to the revised pay structure from a date later than the 1st day of January 2006, his pay from the later date in the revised pay structure shall be fixed in the following manner : —

(i) Pay in the pay band will be fixed by adding the basic pay applicable on the later date, the dearness pay applicable on that date and the pre-revised dearness allowance based on rates applicable as on 1.1.2006. This figure will be rounded off to the next multiple of 10 and will then become the pay in the applicable pay band. In addition to this, the grade pay corresponding to the pre-revised pay scale will be payable.

Note.—The fixation of pay of a Government servant in terms of the above rule on a date subsequent to the 1st day of January 2006 shall be done with reference to the fitment tables annexed to these rules. The pre-revised pay to be reckoned in such cases will be the pay of the Government servant on the day of such fixation.

12. *Fixation of pay on reappointment after the 1st day of January, 2006 to a post held prior to that date.*—A Government servant who had officiated in a post prior to the 1st day of January, 2006 but was not holding that post on that date and who on subsequent appointment to that post draws pay in the revised pay structure shall be allowed the benefit to the extent it would have

been admissible had he been holding that post on the 1st day of January, 2006 and had elected the revised pay structure on and from that date.

13. *Fixation of pay on promotion on or after 1.1.2006.*— In the case of promotion from one grade pay to another in the revised pay structure, the fixation will be done as follows :—

(i) One increment equal to 3% of the sum of the pay in the pay band and the existing grade pay will be computed and rounded of to the next multiple of 10. This will be added to the existing pay in the pay band. The grade pay corresponding to the promotion post will thereafter be granted in addition to this pay in the pay band. In case where promotion involves change in the pay band also, the same methodology will be followed. However, if the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum.

(ii) In the case of promotion from PB-4 to the pay scale of Rs. 75500-80000, after adding one increment in the manner prescribed in Rule 9, the pay in the pay band and existing grade pay will be added and the resultant figure will become the basic pay in the higher scale. This shall not exceed Rs. 80,000, the maximum of the scale. For Government servants in receipt of NPA, pay plus NPA will not exceed Rs. 85,000.

Explanation.—On promotion from one grade to another / financial upgradation under Time Bound Promotion Scheme, a Government servant shall have an option to get his pay fixed in the higher post either from the date of his promotion or from the date of his next increment viz. 1st July of the year. The pay will be fixed in the following manner in the revised pay structure :—

(a) In case the Government servant opts to get his pay fixed from his date of next increment, then, on the date of promotion, pay in the pay band shall continue unchanged, but the grade pay of the higher post will be granted. Further re-fixation will be done on the date of his next increment i.e. 1st July. On that day, he will be granted two increments, one annual increment and the second on account of promotion. While computing these two increments, basic pay prior to the date of promotion shall be taken into account.

(b) In case the Government servant opts to get his pay fixed in the higher grade from the date of his promotion, he shall get his first increment in the higher grade on the next 1st July if he was promoted between 2nd July and 1st January. However, if he was promoted between 2nd January and 30th June of a particular year, he shall get his increment on 1st July of next year.

14. Fixation of pay of Government servants who were on deputation and got promoted in the cadre subsequently while still on deputation :-

(i) In case the Government servant was on deputation on 1.1.2006 and got promoted to a higher post in his cadre after 1.1.2006, but was not granted proforma promotion under the 'Next Below Rule', his pay will get fixed w.e.f. 1.1.2006 in the grade, which he was holding on 1.1.2006.

(ii) In case the Government servant had been granted proforma promotion under the 'Next Below Rule', his pay will be fixed using the provisions of 'Next Below Rule' as explained in (iii) below.

(iii) In the revised pay structure, the pay of a Government servant would be regulated in the following manner on grant of proforma promotion to him under 'Next Below Rule':

(a) In case a Government servant on deputation to a post gets promoted in his cadre to a post in a higher grade, his pay in the pay band will be fixed with reference to the pay in the pay band of the employee immediately junior to him in the cadre of his service. However, the Government servant in question would continue to draw the grade pay attached to the deputation post for the remaining duration of the deputation.

(b) In case a Government servant on deputation to a post in PB-4 gets promoted in his cadre to a post in the scale of Rs. 75500-80000 (Max.), his basic pay will be fixed with reference to the basic pay of the employee immediately junior to him in the cadre of his service, but the total of pay in the pay band and grade pay of the deputation post will not exceed Rs. 79,000.

15. Fixation of pay of Government servants who go on deputation to a lower post.

(i) In case a Government servant goes on deputation to a post carrying a lower grade pay, his pay in the pay band would continue unchanged, but he will be granted the grade pay of the lower post for the entire duration of the deputation.

(ii) In case a Government servant in the scale of Rs. 75500-80000 (Max.) goes on deputation to a lower post in PB-4, his basic pay in the deputation post will be fixed at a stage equal to his basic pay in the cadre of his service, but the total of pay in the pay band and grade pay of the deputation post will not exceed Rs. 79,000.

16. Procedure for placing employees in upgraded scales in case of merger of scales /upgradations.

(i) Where the posts in one or more pre-revised scales are merged with a higher pre-revised scale and given a common replacement scale/ grade pay, the suitability of the incumbents need not to be assessed for granting them the higher replacement scale/ grade pay and the incumbents will automatically be granted the replacement pay scale/ grade pay. Their pay will be fixed in accordance with the fitment table annexed herewith.

(ii) Similarly, in the case of upgradations i.e where all posts in a particular grade have been granted a higher replacement pay scale/ grade pay, the suitability of the incumbents need not be assessed for granting them the higher replacement scale/ grade pay. The incumbents will automatically be granted the replacement pay scale/ grade pay. Their pay in the pay band will be fixed with reference to the fitment table corresponding to pre-revised pay scale. However, the grade pay corresponding to the upgraded post will be granted.

17. *Qualification Bar.*—Notwithstanding anything contained in these rules, the departmental tests/technical qualifications prescribed for appointment to the posts or for promotion from one post to another or for drawl of increments shall continue to be operative as heretofore for the revised Pay Bands/scales also.

18. *Stipend and Scholarship.*—Stipend and/or scholarship granted for trainings in various institutions in or outside the state shall not be effected by these rules:

Provided that where a Government servant under training is allowed stipend in lieu of and equal to his pay, his pay shall be regulated under these rules and stipend allowed at the rate equal to his pay in the revised pay band/ scale.

19. *Extension of Rules to Work Charged and Contingent paid establishment.*—Employees engaged on work charged or contingent paid establishment on whole time basis in time scale of pay will be placed in the revised pay bands applicable to the corresponding post(s) borne on regular establishment.

20. *Creation of new posts.*—No post shall be created in future under the Government except in one of the revised pay bands/scales shown in the schedule appended to these rules. All posts created or upgraded on or after 1.1.2006 to the date of issue of these rules shall be deemed to have been created or upgraded in the corresponding revised pay bands/ scales for those posts.

21. *Delegation of powers.*—Delegation of powers in respect of transfer, sanction of leave etc. shall be exercised in the corresponding revised pay

bands/ scales by the authorities to whom these powers stand delegated at present.

22. *Mode of payment of arrears.*—

The mode of payment of arrears and modalities thereof shall be notified separately.

23. *Determination of Admissibility of Perks and Payment of other allowances relatable to pay.*—Admissibility of any perks and payments of any other allowances, related to pay and not specifically provided for in these rules or specific orders of the Government on the subject, shall continue to be regulated and drawn on the basis of notional pay in the existing pay scale in accordance with the existing rules until such time as the final orders thereon are issued separately by the Government.

24. *Overriding effect of the Rules.*—In all cases where the pay of the Government employees is regulated under these rules, the provisions of the Jammu and Kashmir Civil Services Regulations shall not apply to the extent they are inconsistent with these rules.

25. *Power to relax.*—Where the Government is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, the Government may, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as may be considered necessary for dealing with the case in a just and equitable manner.

26. *Illustration.*—Illustrations in respect of certain representative categories of cases of pay fixation are given in Schedule II appended to these rules.

27. *Interpretation.*—If any question arises relating to the interpretation or clarification of any of the provisions of these rules, it shall be referred to the Government in the Finance Department for decision.

By Order of the Government of Jammu and Kashmir

(Sd.)

Commissioner /Secretary to Government,
Finance Department.

No. A/23(2008)-323 Dated : 15-4-2009

Copy to the :

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. All Head of Departments / Managing Directors/ Chief Executive of State PSUs/Autonomous Bodies.
15. Secretary J&K Public Service Commission.
16. Secretary, J&K Legislative Assembly / Legislative Council.
17. All District Development Commissioners.
18. Director General Budget, Finance Department
19. Director General, Audit & Inspections.
20. Director/ Joint Director, Accounts & Treasuries Srinagar /Jammu.
21. Director/ Joint Director, Funds Organisation Srinagar /Jammu.
22. FA&CAO, Flood Control Organisation Srinagar /Jammu.
23. Director Information J&K Srinagar /Jammu.
24. Principal Northern Zonal Accountancy Training Institute Jammu.
25. Principal Accountancy Training School Srinagar.
26. All Financial Advisors & CAOs.
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)

(Sd.) M. I. KHANDAY

Director Codes
Finance Department.

The First Schedule

(See Rules 3 & 4)

Section I

**STATEMENT SHOWING EXISTING SCALES (AS PER
REVISED PAY RULES, 1998) AND THE REVISED
VERSION W.E.F 1-1-2006.**

(In Rupees)

<i>Existing Scales</i>		<i>Revised Pay Structure</i>		
<i>S. No.</i>	<i>Existing Pay Scales</i>	<i>Name of Pay Band/ Scale</i>	<i>Corresponding Pay Bands/Scales</i>	<i>Corresponding Grade pay</i>
(1)	(2)	(3)	(4)	(5)
1.	2550-55-2660-60-3200	-1S	4440-7440	1300
2.	2610-60-3150-65-3540		4440-7440	1400
3.	2650-65-3300-70-4000		4440-7440	1650
4.	2750-70-3800-75-4400	PB-1	5200-20200	1800
5.	3050-75-3950-80-4590		5200-20200	1900
6.	3050-75-3950-80-4910		5200-20200	1900
7.	4200-75-5325		5200-20200	2100
8.	4300-100-5900		5200-20200	2300
9.	4000-100-6000		5200-20200	2400
10.	4500-125-7000		5200-20200	2800
11.	5000-150-8000	PB-2	9300-34800	4200
12.	5150-150-8300		9300-34800	4200
13.	5500-175-9000		9300-34800	4200
14.	5600-175-9100		9300-34800	4200
15.	5700-200-10100		9300-34800	4200
16.	6500-200-10500		9300-34800	4200
17.	6700-200-10700		9300-34800	4300
18.	6700-200-10900		9300-34800	4400
19.	7450-225-11500		9300-34800	4600
20.	7500-250-12000		9300-34800	4800
21.	8000-275-12950		9300-34800	5200
22.	8000-275-13500	9300-34800	5400	

(1)	(2)	(3)	(4)	(5)
23.	9000-300-14100	PB-3	15600-39100	5600
24.	10000-325-15200		15600-39100	6600
25.	12000-375-16500		15600-39100	7600
26.	14300-400-18300	PB-4	37400-67000	8700
27.	16400-450-20000		37400-67000	8900
28.	18400-500-22400		37400-67000	10000
29.	22400-525-24500		37400-67000	12000
30.	23250-550-26000	-	75500-80000 (Maximum)	Nil

The Second Schedule
Form of Option

(See Rule 6)

(i) I _____ hereby elect the revised pay structure with effect from 1st January 2006.

(ii) I _____ hereby elect to continue on the existing scale of pay of my substantive/officiating post mentioned below until:

- the date of my next increment
The date of my subsequent increment raising my pay to Rs. _____.
I vacate or cease to draw pay in the existing scale.
The date of my promotion to _____.

Existing Scale _____.

Signature _____.

Name _____.

Designation _____.

Office in which Employed _____.

Date :

Station :

- To be scored out if not applicable.

Illustration 1 : Fixation of initial pay in the revised pay structure

1. Existing scale of pay	Rs. 4000-100-6000
2. Pay Band applicable	PB-1 Rs. 5200-20200
3. Existing basic pay as on 1.1.2006	Rs. 4800
4. Pay after multiplication by a factor of 1.86	Rs 8928 (Rounded off to Rs. 8930)
5. Pay in the Pay Band PB-1	Rs. 8930
6. Pay in the Pay Band after including benefit of bunching, if admissible	Rs. 8930
7. Grade Pay attached to the scale	Rs. 2400
8. Revised basic pay- total of pay in the pay band and grade pay	Rs. 11330

Illustration 2 : Pay Fixation on grant of increment in the revised pay structure

1. Pay in PB-2	Rs. 9300
2. Grade Pay	Rs. 4200
3. Total of pay + grade pay	Rs. 13500
4. Rate of increment	3% of 3 above
5. Amount of increment	Rs. 405 rounded off to Rs. 410
6. Pay in the pay band after increment	Rs. 9300+410
7. Pay after increment	Rs. 9710
8. Grade pay applicable	Rs. 4200

**JAMMU AND KASHMIR GOVERNMENT
FINANCE DEPARTMENT**

**J&K Civil Services (Revised Pay)
Rules, 2009**

READY RECKONER

FOR

PAY FIXATION

- Imp. 1.**—The pay fixation indicated in this reckoner, though exhaustive, should not be treated as conclusive and, accordingly, the calculations need to be fully re-verified by all the concerned DDOs with reference to relevant Government orders/Notifications and allied records
- 2.** Any errors and omissions may be brought to the notice of Finance Department.

Pre-revised Pay Scale Rs. 2550-55-2660-60-3200		Revised Pay Band + Grade Pay -1S Rs. 4440-7440 + 1300	
Pre-Revised Basic Pay	Revised Pay		Revised Basic Pay
	Pay in the pay band	Grade Pay	
2,550	4,750	1,300	6,050
2,605	4,850	1,300	6,150
2,660	4,950	1,300	6,250
2,720	5,060	1,300	6,360
2,780	5,180	1,300	6,480
2,840	5,290	1,300	6,590
2,900	5,400	1,300	6,700
2,960	5,510	1,300	6,810
3,020	5,620	1,300	6,920
3,080	5,730	1,300	7,030
3,140	5,840	1,300	7,140
3,200	5,960	1,300	7,260
3,260	6,070	1,300	7,370
3,320	6,180	1,300	7,480
3,380	6,290	1,300	7,590

Pre-revised Pay Scale **Revised Pay Band + Grade Pay**
Rs. 3050-75-3950-80-4590 **PB-1, Rs. 5200-20200+1900**
Rs. 3050-75-3950-80-4910

Pre-Revised Basic Pay	Revised Pay		
	Pay in the pay band	Grade Pay	Revised Basic Pay
3,050	5,880	1,900	7,780
3,125	6,060	1,900	7,960
3,200	6,060	1,900	7,960
3,275	6,100	1,900	8,000
3,350	6,240	1,900	8,140
3,425	6,380	1,900	8,280
3,500	6,510	1,900	8,410
3,575	6,650	1,900	8,550
3,650	6,790	1,900	8,690
3,725	6,930	1,900	8,830
3,800	7,070	1,900	8,970
3,875	7,210	1,900	9,110
3,950	7,350	1,900	9,250
4,030	7,500	1,900	9,400
4,110	7,650	1,900	9,550
4,190	7,800	1,900	9,700
4,270	7,950	1,900	9,850
4,350	8,100	1,900	10,000
4,430	8,240	1,900	10,140
4,510	8,390	1,900	10,290
4,590	8,540	1,900	10,440
4,670	8,690	1,900	10,590
4,750	8,840	1,900	10,740
4,830	8,990	1,900	10,890
4,910	9,140	1,900	11,040
4,990	9,290	1,900	11,190
5,070	9,430	1,900	11,330
5,150	9,580	1,900	11,480

Pre-revised Pay Scale Rs. 4200-75-5325		Revised Pay Band + Grade Pay PB-I, Rs. 5200-20200 +2100	
Pre-Revised Basic Pay	Revised Pay		
	Pay in the pay band	Grade Pay	Revised Basic Pay
4,200	7,820	2,100	9,920
4,275	7,960	2,100	10,060
4,350	8,100	2,100	10,200
4,425	8,240	2,100	10,340
4,500	8,370	2,100	10,470
4,575	8,510	2,100	10,610
4,650	8,650	2,100	10,750
4,725	8,790	2,100	10,890
4,800	8,930	2,100	11,030
4,875	9,070	2,100	11,170
4,950	9,210	2,100	11,310
5,025	9,350	2,100	11,450
5,100	9,490	2,100	11,590
5,175	9,630	2,100	11,730
5,250	9,770	2,100	11,870
5,325	9,910	2,100	12,010
5,400	10,050	2,100	12,150
5,475	10,190	2,100	12,290
5,550	10,330	2,100	12,430

Pre-revised Pay Scale Rs. 4300-100-5900		Revised Pay Band + Grade Pay PB-1, 5200-20200 + 2300	
Pre-Revised Basic Pay	Revised Pay		
	Pay in the pay band	Grade Pay	Revised Basic Pay
4,300	8,000	2,300	10,300
4,400	8,190	2,300	10,490
4,500	8,370	2,300	10,670
4,600	8,560	2,300	10,860
4,700	8,750	2,300	11,050
4,800	8,930	2,300	11,230
4,900	9,120	2,300	11,420
5,000	9,300	2,300	11,600
5,100	9,490	2,300	11,790
5,200	9,680	2,300	11,980
5,300	9,860	2,300	12,160
5,400	10,050	2,300	12,350
5,500	10,230	2,300	12,530
5,600	10,420	2,300	12,720
5,700	10,610	2,300	12,910
5,800	10,790	2,300	13,090
5,900	10,980	2,300	13,280
6,000	11,160	2,300	13,460
6,100	11,350	2,300	13,650
6,200	11,540	2,300	13,840

Pre-revised Pay Scale Rs. 4000-100-6000		Revised Pay Band + Grade Pay PB-I Rs. 5200-20200 +2400	
Pre-Revised Basic Pay	Revised Pay		
	Pay in the pay band	Grade Pay	Revised Basic Pay
4,000	7,440	2,400	9,840
4,100	7,630	2,400	10,030
4,200	7,820	2,400	10,220
4,300	8,000	2,400	10,400
4,400	8,190	2,400	10,590
4,500	8,370	2,400	10,770
4,600	8,560	2,400	10,960
4,700	8,750	2,400	11,150
4,800	8,930	2,400	11,330
4,900	9,120	2,400	11,520
5,000	9,300	2,400	11,700
5,100	9,490	2,400	11,890
5,200	9,680	2,400	12,080
5,300	9,860	2,400	12,260
5,400	10,050	2,400	12,450
5,500	10,230	2,400	12,630
5,600	10,420	2,400	12,820
5,700	10,610	2,400	13,010
5,800	10,790	2,400	13,190
5,900	10,980	2,400	13,380
6,000	11,160	2,400	13,560
6,100	11,350	2,400	13,750
6,200	11,540	2,400	13,940
6,300	11,720	2,400	14,120

Pre-revised Pay Scale Rs. 4500-125-7000		Revised Pay Band + Grade Pay PB-1 Rs. 5200-20200 + 2800	
Pre-Revised Basic Pay	Revised Pay		
	Pay in the pay band	Grade Pay	Revised Basic Pay
4,500	8,370	2,800	11,170
4,625	8,610	2,800	11,410
4,750	8,840	2,800	11,640
4,875	9,070	2,800	11,870
5,000	9,300	2,800	12,100
5,125	9,540	2,800	12,340
5,250	9,770	2,800	12,570
5,375	10,000	2,800	12,800
5,500	10,230	2,800	13,030
5,625	10,470	2,800	13,270
5,750	10,700	2,800	13,500
5,875	10,930	2,800	13,730
6,000	11,160	2,800	13,960
6,125	11,400	2,800	14,200
6,250	11,630	2,800	14,430
6,375	11,860	2,800	14,660
6,500	12,090	2,800	14,890
6,625	12,330	2,800	15,130
6,750	12,560	2,800	15,360
6,875	12,790	2,800	15,590
7,000	13,020	2,800	15,820
7,125	13,260	2,800	16,060
7,250	13,490	2,800	16,290
7,375	13,720	2,800	16,520

Pre-revised Pay Scale Rs. 5000-150-8000		Revised Pay Band + Grade Pay PB-2, Rs. 9300-34800 + 4200	
Pre-Revised Basic Pay	Revised Pay		
	Pay in the pay band	Grade Pay	Revised Basic Pay
5,000	9,300	4,200	13,500
5,150	9,580	4,200	13,780
5,300	9,860	4,200	14,060
5,450	10,140	4,200	14,340
5,600	10,420	4,200	14,620
5,750	10,700	4,200	14,900
5,900	10,980	4,200	15,180
6,050	11,260	4,200	15,460
6,200	11,540	4,200	15,740
6,350	11,820	4,200	16,020
6,500	12,090	4,200	16,290
6,650	12,370	4,200	16,570
6,800	12,650	4,200	16,850
6,950	12,930	4,200	17,130
7,100	13,210	4,200	17,410
7,250	13,490	4,200	17,690
7,400	13,770	4,200	17,970
7,550	14,050	4,200	18,250
7,700	14,330	4,200	18,530
7,850	14,610	4,200	18,810
8,000	14,880	4,200	19,080
8,150	15,160	4,200	19,360
8,300	15,440	4,200	19,640
8,450	15,720	4,200	19,920

Pre-revised Pay Scale Rs. 5150-150-8300		Revised Pay Band + Grade Pay PB-2, Rs. 9300-34800 + 4200	
Pre-Revised Basic Pay	Revised Pay		
	Pay in the pay band	Grade Pay	Revised Basic Pay
5,000	9,300	4,200	13,500
5,150	9,580	4,200	13,780
5,300	9,860	4,200	14,060
5,450	10,140	4,200	14,340
5,600	10,420	4,200	14,620
5,750	10,700	4,200	14,900
5,900	10,980	4,200	15,180
6,050	11,260	4,200	15,460
6,200	11,540	4,200	15,740
6,350	11,820	4,200	16,020
6,500	12,090	4,200	16,290
6,650	12,370	4,200	16,570
6,800	12,650	4,200	16,850
6,950	12,930	4,200	17,130
7,100	13,210	4,200	17,410
7,250	13,490	4,200	17,690
7,400	13,770	4,200	17,970
7,550	14,050	4,200	18,250
7,700	14,330	4,200	18,530
7,850	14,610	4,200	18,810
8,000	14,880	4,200	19,080
8,150	15,160	4,200	19,360
8,300	15,440	4,200	19,640
8,450	15,720	4,200	19,920
8,600	16,000	4,200	20,200
8,750	16,280	4,200	20,480

Pre-revised Pay Scale Rs. 5500-175-9000		Revised Pay Band + Grade Pay PB-2, 9300-34800 + 4200	
Pre-Revised Basic Pay	Revised Pay		
	Pay in the pay band	Grade Pay	Revised Basic Pay
5,500	10,230	4,200	14,430
5,675	10,560	4,200	14,760
5,850	10,890	4,200	15,090
6,025	11,210	4,200	15,410
6,200	11,540	4,200	15,740
6,375	11,860	4,200	16,060
6,550	12,190	4,200	16,390
6,725	12,510	4,200	16,710
6,900	12,840	4,200	17,040
7,075	13,160	4,200	17,360
7,250	13,490	4,200	17,690
7,425	13,820	4,200	18,020
7,600	14,140	4,200	18,340
7,775	14,470	4,200	18,670
7,950	14,790	4,200	18,990
8,125	15,120	4,200	19,320
8,300	15,440	4,200	19,640
8,475	15,770	4,200	19,970
8,650	16,090	4,200	20,290
8,825	16,420	4,200	20,620
9,000	16,740	4,200	20,940
9,175	17,070	4,200	21,270
9,350	17,400	4,200	21,600
9,525	17,720	4,200	21,920

Pre-revised Pay Scale Rs. 5700-200-10100		Revised Pay Band + Grade Pay PB-2, Rs. 9300-34800 + 4200	
Pre-Revised Basic Pay	Revised Pay		
	Pay in the pay band	Grade Pay	Revised Basic Pay
5,700	10,610	4,200	14,810
5,900	10,980	4,200	15,180
6,100	11,350	4,200	15,550
6,300	11,720	4,200	15,920
6,500	12,090	4,200	16,290
6,700	12,470	4,200	16,670
6,900	12,840	4,200	17,040
7,100	13,210	4,200	17,410
7,300	13,580	4,200	17,780
7,500	13,950	4,200	18,150
7,700	14,330	4,200	18,530
7,900	14,700	4,200	18,900
8,100	15,070	4,200	19,270
8,300	15,440	4,200	19,640
8,500	15,810	4,200	20,010
8,700	16,190	4,200	20,390
8,900	16,560	4,200	20,760
9,100	16,930	4,200	21,130
9,300	17,300	4,200	21,500
9,500	17,670	4,200	21,870
9,700	18,050	4,200	22,250
9,900	18,420	4,200	22,620
10,100	18,790	4,200	22,990
10,300	19,160	4,200	23,360
10,500	19,530	4,200	23,730
10,700	19,910	4,200	24,110

Pre-Pre-revised Pay Scale		Revised Pay Band + Grade Pay	
Rs. 6500-200-10500		PB-2, 9300-34800 + 4200	
Pre-Revised Basic Pay	Revised Pay		
	Pay in the pay band	Grade Pay	Revised Basic Pay
6,500	12,090	4,200	16,290
6,700	12,470	4,200	16,670
6,900	12,840	4,200	17,040
7,100	13,210	4,200	17,410
7,300	13,580	4,200	17,780
7,500	13,950	4,200	18,150
7,700	14,330	4,200	18,530
7,900	14,700	4,200	18,900
8,100	15,070	4,200	19,270
8,300	15,440	4,200	19,640
8,500	15,810	4,200	20,010
8,700	16,190	4,200	20,390
8,900	16,560	4,200	20,760
9,100	16,930	4,200	21,130
9,300	17,300	4,200	21,500
9,500	17,670	4,200	21,870
9,700	18,050	4,200	22,250
9,900	18,420	4,200	22,620
10,100	18,790	4,200	22,990
10,300	19,160	4,200	23,360
10,500	19,530	4,200	23,730
10,700	19,910	4,200	24,110
10,900	20,280	4,200	24,480
11,100	20,650	4,200	24,850

Pre-revised Pay Scale Rs. 6700-200-10700		Revised Pay Band + Grade Pay PB-2, Rs. 9300-34800 + 4300	
Pre-Revised Basic Pay	Revised Pay		
	Pay in the pay band	Grade Pay	Revised Basic Pay
6,700	12,470	4,300	16,770
6,900	12,840	4,300	17,140
7,100	13,210	4,300	17,510
7,300	13,580	4,300	17,880
7,500	13,950	4,300	18,250
7,700	14,330	4,300	18,630
7,900	14,700	4,300	19,000
8,100	15,070	4,300	19,370
8,300	15,440	4,300	19,740
8,500	15,810	4,300	20,110
8,700	16,190	4,300	20,490
8,900	16,560	4,300	20,860
9,100	16,930	4,300	21,230
9,300	17,300	4,300	21,600
9,500	17,670	4,300	21,970
9,700	18,050	4,300	22,350
9,900	18,420	4,300	22,720
10,100	18,790	4,300	23,090
10,300	19,160	4,300	23,460
10,500	19,530	4,300	23,830
10,700	19,910	4,300	24,210
10,900	20,280	4,300	24,580
11,100	20,650	4,300	24,950
11,300	21,020	4,300	25,320

Pre-revised Pay Scale Rs. 6700-200-10900		Revised Pay Band + Grade Pay PB-2, Rs. 9300-34800 + 4400	
Pre-Revised Basic Pay	Revised Pay		
	Pay in the pay band	Grade Pay	Revised Basic Pay
6,700	12,470	4,400	16,870
6,900	12,840	4,400	17,240
7,100	13,210	4,400	17,610
7,300	13,580	4,400	17,980
7,500	13,950	4,400	18,350
7,700	14,330	4,400	18,730
7,900	14,700	4,400	19,100
8,100	15,070	4,400	19,470
8,300	15,440	4,400	19,840
8,500	15,810	4,400	20,210
8,700	16,190	4,400	20,590
8,900	16,560	4,400	20,960
9,100	16,930	4,400	21,330
9,300	17,300	4,400	21,700
9,500	17,670	4,400	22,070
9,700	18,050	4,400	22,450
9,900	18,420	4,400	22,820
10,100	18,790	4,400	23,190
10,300	19,160	4,400	23,560
10,500	19,530	4,400	23,930
10,700	19,910	4,400	24,310
10,900	20,280	4,400	24,680
11,100	20,650	4,400	25,050
11,300	21,020	4,400	25,420
11,500	21,390	4,400	25,790

Pre-revised Pay Scale Rs. 7,450-225-11,500		Revised Pay Band and Grade Pay PB-2, Rs.9,300-34,800 + 4,600	
Pre-Revised Basic Pay	Revised Pay		
	Pay in the pay band	Grade Pay	Revised Basic Pay
7,450	13,860	4,600	18,460
7,675	14,280	4,600	18,880
7,900	14,700	4,600	19,300
8,125	15,120	4,600	19,720
8,350	15,540	4,600	20,140
8,575	15,950	4,600	20,550
8,800	16,370	4,600	20,970
9,025	16,790	4,600	21,390
9,250	17,210	4,600	21,810
9,475	17,630	4,600	22,230
9,700	18,050	4,600	22,650
9,925	18,470	4,600	23,070
10,150	18,880	4,600	23,480
10,375	19,300	4,600	23,900
10,600	19,720	4,600	24,320
10,825	20,140	4,600	24,740
11,050	20,560	4,600	25,160
11,275	20,980	4,600	25,580
11,500	21,390	4,600	25,990
11,725	21,810	4,600	26,410
11,950	22,230	4,600	26,830
12,175	22,650	4,600	27,250

Pre-revised Pay Scale Rs. 12,000-375-16,500		Revised Pay Band and Grade Pay PB-3, Rs.15,600-39,100 + 7,600	
Pre-Revised Basic Pay	Revised Pay		
	Pay in the pay band	Grade Pay	Revised Basic Pay
12,000	22,320	7,600	29,920
12,375	23,020	7,600	30,620
12,750	23,720	7,600	31,320
13,125	24,420	7,600	32,020
13,500	25,110	7,600	32,710
13,875	25,810	7,600	33,410
14,250	26,510	7,600	34,110
14,625	27,210	7,600	34,810
15,000	27,900	7,600	35,500
15,375	28,600	7,600	36,200
15,750	29,300	7,600	36,900
16,125	30,000	7,600	37,600
16,500	30,690	7,600	38,290
16,875	31,390	7,600	38,990
17,250	32,090	7,600	39,690
17,625	32,790	7,600	40,390

Pre-revised Pay Scale Rs. 16,400-450-20,000		Revised Pay Band and Grade Pay PB-4, Rs.37,400-67,000 + 8,900	
Pre-Revised Basic Pay	Revised Pay		
	Pay in the pay band	Grade Pay	Revised Basic Pay
16,400	39,690	8,900	48,590
16,850	40,890	8,900	49,790
17,300	40,890	8,900	49,790
17,750	42,120	8,900	51,020
18,200	42,120	8,900	51,020
18,650	43,390	8,900	52,290
19,100	43,390	8,900	52,290
19,550	44,700	8,900	53,600
20,000	44,700	8,900	53,600
20,450	46,050	8,900	54,950
20,900	46,050	8,900	54,950
21,350	47,440	8,900	56,340

Pre-revised Pay Scale		Revised Pay Scale	
Rs. 23,250-550-26000		Rs. 75,500-80,000 (Max.)	
Pre-Revised Basic Pay	Revised Pay		
	Pay in the pay scale	Grade Pay	Revised Basic Pay
23,250	75,500	...	75,500
23,800	75,500	...	75,500
24,350	77,765	...	77,765
24,900	77,765	...	77,765
25,450	80,000	...	80,000
26,000	80,000	...	80,000