

Azad Government of the State of Jammu & Kashmir
(Finance Department)

"Muzaffarabad"
31st October, 2013

OFFICE MEMORANDUM

Subject: POLICY REGARDING FIXATION/PROTECTION OF PAY IN FAVOUR OF CIVIL/GOVERNMENT SERVANTS OF AJ&K ON SUBSEQUENT APPOINTMENT AGAINST ANOTHER POST.

The President Azad Jammu & Kashmir has been pleased to approve following policy regarding fixation/protection of pay:-

A. FIXATION OF PAY OF PERMANENT CIVIL/GOVERNMENT SERVANTS IN CASE OF FURTHER FRESH APPOINTMENT.

- (1) When a fresh appointment of a Civil/Government servant is made to another permanent post through proper channel, in the same scale and there is no break in the service, he/she will draw the same pay as he/she was drawing before such appointment. However in case of appointment against a higher scale post having no break between the two services, his/her pay shall be fixed on the stage of the time scale next above his/her substantive pay in respect of the old post.
- (2) When appointment is made from one permanent post of a higher scale to another permanent post of a lower scale on his/her own request in the same department or any other Govt. department, he/she will draw the minimum pay of the scale of new post.

B. FIXATION OF PAY OF AD-HOC/TEMPORARY EMPLOYEES ON THEIR PERMANENT APPOINTMENT.

- (1) When a temporary or ad-hoc employee appointed against a permanent post, is eventually appointed on regular basis through proper channel against the same post, his/her pay in the temporary or ad-hoc service shall be protected provided that there is no break between the two categories of employment.
- (2) When an ad-hoc or temporary employee appointed against a permanent post, is appointed subsequently on another permanent vacancy of the same scale within the same department or any other department, he/she will get the benefit of protection of the pay received as the old post provided that he/she has applied for new appointment through proper channel and there is no break between the two services. However, if such employee is appointed against a lower scale post than that of his/her ad-hoc appointment, he/she will get the minimum pay of the pay scale of new post.



C. FIXATION OF PAY OF EMPLOYEES OF AUTONOMOUS BODIES ON APPOINTMENT IN A GOVERNMENT DEPARTMENT.

- (1) The pay of the employees of Autonomous Bodies on their subsequent regular appointment against the same post or in same scale in the same organization /department or any other Govt. department shall be protected.
- (2) The benefit of protection/fixation of pay under C (1) above shall be admissible only subject to the following conditions:-

- (i) Such bodies have adopted Basic Pay Scales scheme of the Govt. in totality.
- (ii) The Services of such bodies/organizations are pensionable and they are agreed to pay pensionary charges/contribution for the period of services rendered in such organization/bodies.
- (iii) That previous appointment of the Govt. employee was made on the recommendations of concerned Selection Board in case of gazetted post and the Selection Committee in case of non-gazetted post.
- (iv) That subsequent appointment has been made on the recommendations of PSC/Selection Board/Selection Committee through proper channel and there is no break between the two services.

2. The Administrative Secretaries would take up the cases of fixation/protection of pay with Accountant General under this policy and no formal approval of Finance Department would be required in this regard.

3. The cases settled earlier would be treated as final and may not be re-opened or cited as precedence.


(Inayat Ali Qazi)
Deputy Secretary (Regs.)

Copy to:

1. Secretary to the President, Azad Jammu & Kashmir.
2. Secretary to the Prime Minister, Azad Govt. of the State of Jammu & Kashmir.
3. Private Secretaries to all the Ministers/ Advisors, Special Assistants to the Prime Minister, Azad Govt. of the State of Jammu & Kashmir.
4. Private Secretary to the Chief Secretary, Azad Govt. of the State of Jammu & Kashmir.
5. Private Secretary to the Additional Chief Secretary (General), Azad Govt. of the State of Jammu & Kashmir.
6. Private Secretary to the Senior Member Board of Revenue, Azad Govt. of the State of Jammu & Kashmir.
7. Private Secretary to the Additional Chief Secretary (Development), Azad Govt. of the State of Jammu & Kashmir.
8. Private Secretary to the Secretary Finance, Azad Govt. of the State of Jammu & Kashmir.
9. All Secretaries to Azad Govt. of the State of Jammu & Kashmir.
10. Registrar Supreme Court/High Court/Shariat Court/Service Tribunal.
11. Accountant General, Azad Jammu & Kashmir.
12. Director General Audit, Azad Jammu & Kashmir.
13. All Heads of the Attached Departments/Autonomous Bodies.
14. Controller Govt. Printing Press Muzaffarabad.


Deputy Secretary (Regs.)