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PART III

Laws, Regulations and Rules passed thereunder.

GOVERNMENT OF JAMMU AND KASHMIR
CIVIL SECRETARIAT—FINANCE DEPARTMENT

Notification

Srinagar, the 31st May, 2018.

SRO-243.—In exercise of the powers conferred by the proviso to section 124 of the Constitution of Jammu and Kashmir, the Governor is pleased to make the following rules, namely :—

1. *Short title and commencement.*—(i) These rules shall be called the Jammu and Kashmir Government Degree Colleges (Adoption of UGC Revised Pay Levels) Rules, 2018.

(ii) These Rules shall come into force from 1st day of January, 2016.

2. *Application.*—These rules shall apply to the faculty members and members of Library and Physical Education Service of Government Degree Colleges who were in service on 01-01-2016 holding or would have, but for their deputation or posting outside their parent cadre, held such posts either in substantive, officiating or temporary capacity :

Provided that with effect from the commencement of these rules, the organisational hierarchy of the faculty members of the Government Degree Colleges shall be as under :—

- i. Assistant Professors ;
- ii. Associate Professors ; and
- iii. Professors :

Provided further there shall be no change in the present designations in respect of Library and Physical Education Officers at various levels :

Provided also that the revised hierarchy shall be adopted in respect of the Government Degree Colleges subject to such recruitment, promotion, selection process and criteria thereof as may be prescribed for the purpose by the UGC/MHRD.

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

- a. “Degree College” means a Government College established as such by the Government ;
- b. “Faculty Member” means and includes a Professor, Associate Professor, Assistant Professor or any other employee notified by the Government as Faculty Member or Teacher of the College and includes the Principal of the College ;
- c. “UGC” means the University Grants Commission of India ;

- d. “UGC Pay Scale/Structure” means the pay scale/pay structure adopted by the University Grants Commission of India ;
- e. “Existing basic pay” means the pay drawn in the prescribed existing Pay Band and Grade Pay or Pay drawn in the existing pay scale ;
- f. “Existing Pay Band and Grade Pay” means the Pay Band and the Grade Pay applicable to the post held as on the date immediately before the commencement of these rules ;
- g. “Existing scale” means the pay scale applicable to the post held as on the date immediately before the date of commencement of these rules ;
- h. “Existing pay structure” means the present system of Pay Band and Grade Pay or the Pay Scale applicable to the post held as on the date immediately before the commencement of these rules ;
- i. “Existing emoluments” mean the sum of (i) existing basic pay and (ii) existing dearness allowance as on 1st day of January, 2016 ;
- j. “Pay matrix” means Matrix specified in the Schedule, with Levels of Pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay or existing scale ;
- k. “Academic Level” in the Pay Matrix means the Level corresponding to the existing Pay Band and Grade Pay or existing scale as specified in the Schedule ;
- l. “Pay in the Academic level” means pay in the appropriate Cell of the Level as specified in the Schedule ;
- m. “Revised pay structure” in relation to a post means the Pay Matrix and the Levels specified therein corresponding to the

existing Pay Band and Grade Pay or existing scale of the post unless a different revised Level is notified separately for that post ;

- n. “Basic pay” in the revised pay structure means the pay drawn in the prescribed Academic Level in the Pay Matrix ;
- o. “Revised emoluments” means the pay in the Academic Level in the revised pay structure ; and
- p. “Schedule” means the Schedule appended to these rules as Annexure-I.

4. *Revised Pay structure for faculty members and equivalent positions.*— (1) The revised pay structure for different categories of Faculty Members (Teachers) and equivalent positions shall be as under :—

- (i) Revised Pay structure for Faculty Members (Teachers) in Government Degree Colleges :—

Designation	Existing Pay Band and Grade Pay	Revised Pay Level
Assistant Professor	PB ₹ 15,600 - 39,100 GP ₹ 6000	Academic Level 10
Assistant Professor	PB ₹ 15,600 - 39,100 GP ₹ 7000	Academic Level 11
Assistant Professor	PB ₹ 15,600 - 39,100 GP ₹ 8000	Academic Level 12
Associate Professor	PB ₹ 37,400- 67,000 GP ₹ 9000	Academic Level 13A
Professor	PB ₹ 37,400- 67,000 GP ₹ 10000	Academic Level 14

(ii) Revised Pay for Librarians in Government Degree Colleges :

Designation	Existing Pay Band and Grade Pay	Revised Pay Level
Librarian	PB ₹ 15,600 - 39,100 GP ₹ 6000	Academic Level 10
Librarian (Sr. Scale)	PB ₹ 15,600-39,100 GP ₹ 7000	Academic Level 11
Librarian (Selection 'Grade)	PB ₹ 15,600 - 39,100 GP ₹ 8000	Academic Level 12
Librarian (Selection Grade)	PB ₹ 37,400- 67,000 GP ₹ 9000	Academic Level 13A

(iii) Revised Pay for Officers of Physical Education and Sports in Government Degree Colleges :

Designation	Existing Pay Band and Grade Pay	Revised Pay Level
PTI	PB ₹ 15,600- 39,100 GP ₹ 6000	Academic Level 10
PTI (Senior Scale)	PB ₹ 15,600 - 39,100 GP ₹ 7000	Academic Level 11
PTI (Selection Grade)	PB 15,600 - 39,100 GP ₹ 8000	Academic Level 12
PTI (Selection Grade)	PB ₹ 37,400-67,000 GP ₹ 9000	Academic Level 13A

(iv) Revised Pay of Principals in Colleges : The pay of Principals in Under Graduate and Post Graduate Colleges shall be as under :—

- i. **Under Graduate Colleges.**—The pay of Principals shall be equivalent to the pay of Associate Professor

- i. e. Academic Level 13A with Entry Pay of ₹ 1,31,400/-, with the existing special allowance of ₹ 2000/- per month.
- ii. **Post Graduate Colleges.**—The pay of Principals shall be equivalent to the pay of Professor i.e. at Academic Level 14 with Entry Pay of ₹ 1,44,200/-, with the existing special allowance of ₹ 3000/- per month.
- iii. The existing pay scale of person appointed as Principal shall be protected.
- iv. Principals would continue to have lien in their main academic post where they would continue to get notional promotions while they are functioning as Principals. After completion of their tenure as Principals, they would go back to their academic post and draw salary due in such respective academic posts, and would not continue to have the Principals' Pay.

(2) The Pay Matrix based on the above propositions on Academic Levels/Cells and Entry Pay is at Annexure-I.

5. *Fixation of pay.*—The fixation of pay in the revised pay structure for different categories of Faculty Members (Teachers) and equivalent positions shall be carried out as per the procedure/pattern prescribed under Jammu and Kashmir Civil Service (Revised) Pay Rules, 2018 notified vide SRO-193 dated 24-04-2018.

6. *Incentive increment for higher qualification.*—The incentive structure is built-in in the pay structure itself wherein those having M. Phil or Ph. D. degree will progress faster under CAS. Therefore, there shall be no incentives in the form of advance increments for obtaining the degrees of M. Phil or Ph. D. However, the existing provisions of assured career progression shall continue.

7. *Increments.*—The increments in the revised pay structure shall also be regulated as per the procedure/pattern prescribed under Jammu and Kashmir Civil Service (Revised) Pay Rules, 2018 notified vide SRO-193 dated 24-04-2018.

8. *Recruitment and Promotions.*—The new measures recommended by the UGC regarding methods of recruitment, promotion, Performance Assessment system, etc. as approved by the Central Government shall be strictly followed/ adhered to.

9. *Creation of new posts.*—No post shall be created in future under the Government except in one of the revised Academic Levels shown in the Schedule appended to these rules. All posts created or upgraded on or after 01-01-2016 to the date of issue of these rules shall be deemed to have been created or upgraded in the corresponding Academic Levels for those posts.

10. *Mode of payment of arrears of pay.*—The payment of arrears on account of the revision of pay under these rules from 1st day of January, 2016 to 31st day of March, 2018 shall be regulated as per the pattern notified under Government Order No. 220-F of 2018 dated 24-04-2018.

11. *Overriding effect of rules.*—The provisions of the Jammu and Kashmir Civil Services Regulations, the Jammu and Kashmir Government Degree Colleges (Adoption of UGC Scale) Revised Pay Rules, 1991, the Jammu and Kashmir Government Degree Colleges (Adoption of UGC Scale) Revised Pay Rules 2002, and the Jammu and Kashmir Government Degree Colleges (Adoption of UGC Scale) Revised Pay Rules 2009, shall not, save as otherwise provided in these rules, apply to cases where pay is regulated under these rules, to the extent they are inconsistent with these rules.

12. *Interpretation.*—If any question arises relating to interpretation of any of the provisions of these Rules, it shall be referred to the Government in Finance Department for decision, the decision whereof shall be binding and final.

By order of the Governor.

(Sd.) NAVIN K. CHOUDHARY, IAS,
Principal Secretary to Government,
Finance Department.

SCHEDULE

Annexure-I

Pay Matrix

Pay Band (₹)	15,600-39,100			37,400-67,000	
Grade Pay (₹)	6,000	7,000	8,000	9,000	10,000
Academic Level	10	11	12	13A	14
Entry Pay (Rs.) 1	57,700	68,900	79,800	1,31,400	1,44,200
2	59,400	71,000	82,200	1,35,300	1,48,500
3	61,200	73,100	84,700	1,39,400	1,53,000
4	63,000	75,300	87,200	1,43,600	1,57,600
5	64,900	77,600	89,800	1,47,900	1,62,300
6	66,800	79,900	92,500	1,52,300	1,67,200
7	68,800	82,300	95,300	1,56,900	1,72,200
8	70,900	84,800	98,200	1,61,600	1,77,400
9	73,000	87,300	1,01,100	1,66,400	1,82,700
10	75,200	89,900	1,04,100	1,71,400	1,88,200
11	77,500	92,600	1,07,200	1,76,500	1,93,800
12	79,800	95,400	1,10,400	1,81,800	1,99,600
13	82,200	98,300	1,13,700	1,87,300	2,05,600
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200

16	89,800	1,07,300	1,24,200	2,04,700
17	92,500	1,10,500	1,27,900	2,10,800
18	95,300	1,13,800	1,31,700	2,17,100
19	98,200	1,17,200	1,35,700	
20	1,01,100	1,20,700	1,39,800	
21	1,04,100	1,24,300	1,44,000	
22	1,07,200	1,28,000	1,48,300	
23	1,10,400	1,31,800	1,52,700	
24	1,13,700	1,35,800	1,57,300	
25	1,17,100	1,39,900	1,62,000	
26	1,20,600	1,44,100	1,66,900	
27	1,24,200	1,48,400	1,71,900	
28	1,27,900	1,52,900	1,77,100	
29	1,31,700	1,57,500	1,82,400	
30	1,35,700	1,62,200	1,87,900	
31	1,39,800	1,67,100	1,93,500	
32	1,44,000	1,72,100	1,99,300	
33	1,48,300	1,77,300	2,05,300	
34	1,52,700	1,82,600	2,11,500	
35	1,57,300	1,88,100		
36	1,62,000	1,93,700		
37	1,66,900	1,99,500		
38	1,71,900	2,05,500		
39	1,77,100			
40	1,82,400			