



**Government of Jammu and Kashmir**  
**General Administration Department**  
Civil Secretariat, Jammu

**NOTIFICATION**  
**Jammu, the 25<sup>th</sup> of April, 2018**

**SRO 199**.—In exercise of the powers conferred by proviso to section 124 of the Constitution of Jammu and Kashmir, the Governor is pleased to introduce the following scheme in respect of the members of the Jammu and Kashmir Administrative Service:-

**Short title and commencement:** (1) This scheme may be called the Non-Functional (Monetary) Scheme (NFS) for the members of the Jammu and Kashmir Administrative Service.

(2) The scheme shall be implemented as under:

- (i) A Junior Scale KAS/feeding service officer in the pay band of Rs. 9300-34800 with Grade Pay of Rs. 4800 (substantive capacity) with 10 years of service in the Junior Scale of KAS/departmental feeding service will be eligible for placement in the Senior Scale (non-functional) of Rs.15600-39100 with grade pay of Rs.6600/- after assessment by the Selection Committee\* subject to the condition that he has undergone the rotational postings as per the extant policy of GAD.
- (ii) A Time Scale KAS officer with 4 years service in the Time Scale will be eligible for placement in the Selection Grade (non-functional) of Rs.15600-39100 with grade pay of Rs.7600 after assessment by the Selection Committee.
- (iii) A Time Scale KAS officer with 08 years of service in Time Scale may be considered for placement in Special Scale {Rs.37400-67000 + GP Rs.8700 (non-functional)} after assessment by the Selection Committee.
- (iv) The scheme shall be operative with effect from 1<sup>st</sup> January, 2018. In case any officer under the NFS becomes eligible for placement in any of these scales from an earlier date/year, the benefit will

\* Selection Committee means the Establishment-cum-Selection Committee.



be available to him on notional basis (for fixation of pay without payment of arrears on this account) & regularly with effect from 1<sup>st</sup> April, 2018 subject to assessment by the Selection Committee.

- (v) The Selection Committee will consider the cases relating to NFS in the 1<sup>st</sup> week of January and 1<sup>st</sup> week of July of a calendar year. Officers completing the requisite length of service from 1<sup>st</sup> January to 30<sup>th</sup> June will be entitled to monetary up-gradation with effect from 1<sup>st</sup> July of the relevant year and those completing the requisite length of service between the period 1<sup>st</sup> July to 31<sup>st</sup> December will be entitled to NFS with effect from 1<sup>st</sup> January in the following year.
- (vi) The NFS in any of the above Scales will not be admissible to any officer who gets promotion to these scales on a regular basis before acquiring eligibility for placement in any of these non-functional scales.
- (vii) Regular service for purpose of the NFS will commence from the date of first appointment to the Time Scale of KAS either at Junior Scale/feeding service or Time Scale or Selection Grade level of KAS as the case may be.
- (viii) Past service rendered by an officer in a state government/autonomous body/PSU or statutory body will not be counted towards regular service.
- (ix) Regular service shall include all periods spent on deputation/foreign service, study leave and all kinds of leave sanctioned by the competent authority.
- (x) If financial up-gradation under the above scheme is deferred in respect of an officer and not allowed after the requisite length of service due to the reason of having been adjudicated 'unfit' or due to departmental proceedings etc. by the Selection Committee, this would have consequential effect on the subsequent financial up-gradation which would also get deferred to the extent of delay in grant of the previous financial up-gradation.





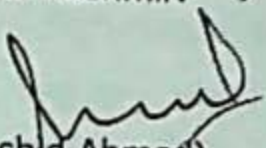
- (xi) On grant of financial up-gradation, under the Scheme, there shall be no change in designation, classification or status.
- (xii) The bench mark for the financial up-gradation would be "Very Good and above".
- (xiii) Financial up-gradation under the scheme shall be purely personal to the officer and shall have no relevance to his seniority position. As such, there shall be no additional financial up-gradation for the senior officer on the ground that the junior officer in the grade has got higher pay/grade pay under the scheme and vice-versa.
- (xiv) In case, the regular promotion was offered to an officer but he refused before becoming entitled to a financial up-gradation, no financial up-gradation shall be allowed. In the event, the financial up-gradation has been allowed, and, thereafter, the officer concerned refuses the promotion, it shall not be a ground to withdraw the financial up-gradation. However, he shall not be eligible to be considered for further financial up-gradation till he agrees to be considered for promotion again and the next financial up-gradation shall also be deferred to the extent of period of debarment due to the refusal.
- (xv) Officers on deputation need not revert to the parent cadre for availing the benefit of financial up-gradation under the proposed scheme. They may exercise a fresh option to draw the pay in the pay band and the grade pay of the post held by them or the pay plus grade pay admissible to them under the scheme, whichever is beneficial.
- (xvi) In respect of the KAS officers who have already been appointed/promoted to the Time Scale of KAS or to the Selection Grade of KAS or have been released grade of the Time Scale of KAS or Selection Grade of KAS, eligibility for further placement to the next non-functional grade will be determined with reference to date on which they have been appointed/promoted to Time Scale of KAS or Selection Grade of KAS as the case may be.
- (xvii) The aforesaid non-functional scheme would be a transitory measure aimed at addressing the

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stagnation of the KAS Officers at various levels in view of the pending seniority dispute in the service. As such, the non-functional scheme shall be effective upto 2023 or till the resolution of the seniority dispute of KAS officers whichever is earlier upon which the Establishment Committee may review desirability of continuation of the scheme or otherwise.

By order of the Government of Jammu and Kashmir.

  
(Khurshid Ahmed)

**Commissioner/Secretary to the Government.**

No: GAD(Ser)Genl/03/2018

Dated:25.04.2018

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