



**GOVERNMENT OF JAMMU & KASHMIR,  
FINANCE DEPARTMENT, CIVIL SECRETARIAT  
J&K, JAMMU/SRINAGAR**

**CIRCULAR**

**Subject:** Pay regulation and grant of advance increments to Junior Engineers

It has been brought to the notice of Finance Department that the Pay and Advance Increments of Junior Engineers are not regulated correctly in various departments. The Junior Engineers even after issuance of Government Order No: 296-F of 2010 dated 21-12-2010 are irregularly placed in higher Pay Band-2 of 9300-34800 + Grade Pay of 4260 (Pre-Revised) after completion of eight years of service. Again, the Diploma holder Junior Engineers who acquire Degree in Engineering while in service are also irregularly granted the benefit of six (6) Advance Increments.

Consequent to issuance of Government Order No: 296-F of 2010 dated 21-12-2010, Finance Department, vide U. O. No: A/24(98)-I-223 dated 11-10-2018, has amply clarified that there is uniform/single tier pay structure for Junior Engineers in Pay Band-2 of 9300-34800 + Grade Pay of 4200 (Pre-Revised) and placement in next higher pay scale after completion of eight years of service is not admissible since the date of issue of ibid Govt. Order.

Further, Finance Department, vide U.O. No. A/41(94)New-Part-I dated 26.08.2011, has also clarified that the advance increments to Degree holders on their appointment as Junior Engineers are available on initial appointment only and not at the time of acquiring Degree after entry into Government service as Diploma holder. Finance Department vide ibid U. O. asked the PHE (I&FC) Department to withdraw the clarification issued vide No. PW/Hyd/Accts/MR/2010-11 dated 01.02.2011 forthwith and issue clear cut instructions to the concerned DDOs to recover the irregular draws of

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increments within the shortest time and share the Action Taken Report on this account with the Finance Department.

However, consequent to the creation of new Grade Pays of 4200, 4210, 4220, 4240, 4260 and 4280 by improvisation of existing unified Grade Pay of 4200 vide SRO 42 of 2011 dated 02-02-2011, the demand for release of Grade Pay of 4260 in favor of Junior Engineers is under consideration in Finance Department. Pending appropriate orders/clarifications to this effect, it has been felt appropriate to reiterate the ibid clarifications/instructions for guidance of all the concerned Departments to ensure correct regulation of Pay and Advance Increments of Junior Engineers in accordance with the rules in vogue.

Accordingly, all the Departments are advised to strictly adhere to the orders/instructions issued by Finance Department from time to time regarding regulation of Pay and Advance increments in respect of Junior Engineers and violation of orders/rules, if any observed, be set right forthwith under intimation to Finance Department.

**Sd/-**  
**(Navin K. Choudhary), IAS,**  
Principal Secretary to Government,  
Finance Department.

No: A/HCM(2012)-PMO-49

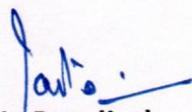
Dated: 01-02-2019

**Copy to:**

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3. Principal Accountant General J&K Srinagar/Jammu.
4. All Principal Secretaries to Government.
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6. Principal Resident Commissioner, 5-Pritivraj Road, New Delhi.
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9. Divisional Commissioner Kashmir/ Jammu.
10. Chief Vigilance Commissioner, J&K Jammu.
11. Registrar General, J&K High Court Srinagar/ Jammu.
12. Director General, J&K Funds Organization.

*M.A.*

13. Director General, Accounts and Treasuries, J&K
14. Director General, Local Fund Audit & Pension, J&K
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29. Private Secretary to Chief Secretary
30. All Treasury Officers.
31. All officers / Section officers of Finance Department
32. I/C website, FD ([www.jkfinance.nic.in](http://www.jkfinance.nic.in))
33. I/C website, GAD website ([www.jkgad.nic.in](http://www.jkgad.nic.in)).
34. Government Order File(W2scs)

  
**(S. L. Pandita),**  
Director (Codes),  
Finance Department