



**Government of Jammu and Kashmir  
Home Department, Civil Secretariat, Srinagar**

**Sub:- Removal of Pay disparity in J&K Police at the level of  
Head Constable.**

- Ref:**
- i) State Administrative Council decision No. 247/22/2019 dated 22.10.2019
  - ii) Finance Department U.O No. No. A/37(05)-PF-806 dated 15.10.2019

**Government Order No. Home- 1066 of 2019  
D A T E : 23.10.2019.**

Sanction is hereby accorded to the stepping up of pay of senior officials (Police Head Constables) at par with junior counterparts, in relaxation of the rules, prospectively from the date of issuance of orders, subject to the condition that:

- (i) it is established that disparity of pay has/had arisen owing to the reason that the official with whom the stepping up of pay is sought was not granted in-situ promotion in the rank of constable on account of imposition of a penalty, etc. but is getting higher pay on account of subsequent functional/ in-situ promotion (s);
- (ii) inter-se-seniority position of the officials is determined with reference to a duly notified firm seniority list; and
- (iii) the rules applicable to stepping up of pay are strictly followed.

It is further ordered that the anomaly is not allowed to arise in future and the constables who are due for in-situ promotion before their functional promotion are considered for the same before granting them any functional promotion.

By order of the Government of Jammu and Kashmir.


<sup>Sd/-</sup>  
(Shaleen Kabra), IAS  
Principal Secretary to the Government

No. Home/Acctts/46/2017/GP

Dated: 23 .10.2019

Copy to the:-

1. Financial Commissioner, Finance Department, J&K.
2. Financial Commissioner to the Hon'ble Governor, J&K.
3. Principal Accountant General, J&K, Srinagar.
4. Director General of Police, J&K Srinagar.
5. OSD to all Advisors to the Hon'ble Governor.
6. Private Secretary to the Chief Secretary, J&K.
7. Pvt. Secretary to Principal Secretary to Government, Home Department.
8. In charge website, Home Department.
9. Government Orders file (w.2.s.c)
10. Stock file

  
(Manav Gupta)  
Financial Advisor/CAO