



# POLICE HEADQUARTERS

# J&K JAMMU/ SRINAGAR

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Establishment

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**Subject:-** *Applicability of SRO14/1996 dated 15.01.1996 (In-Situ promotion) to the Followers of J&K Police.*

- Ref 'nce:-
1. SWP No. 224 of 1983 titled Gh Mohammad & other Vs State and others
  2. Govt order No.Home-339(P) of 1993 dated 06.10.1993 read with corrigendum issued under endorsement No. Home /200/87-PB-II dated 24.01.1996
  3. SWP No.1055 of 2006 titled Parmanand Vs State and others
  4. SWP 360 of 2015 titled Nassar Ullah khan Vs state and others.
  5. SWP No. 483 of 2016 titled Mohammad Rafiq wani & Ors Vs State and others.
  6. SWP No.1516 of 2017 titled Gh Mohammad Mir & Ors Vs state and others.
  7. Home/57/Gen/97/PB-III dated 14.11.2005.
  8. PHQ letter No. Estt/Foll.Insitu/03/89172 dated 11.09.2006
  9. PHQ letter No.Esst/PG-5/22505 dated 02.06.2010
  10. Recommendations made by Committee headed by Shri H.K Lohia-IPS
  11. Estt/G-2/2016(II)/49005-II dated 16.08.2016.
  12. PEB decision dated 16.10.2016
  13. PEB decision dated 11.06.2017.
  14. PHQ order No. 2906 Of 2017 dated 01.09.2017
  15. PHQ Estt/WP-2/2017/13307 dated 20.02.2017

<b>ORDER NO</b>	<b>:</b>	<b>1549</b>	<b>OF</b>	<b>2018</b>
<b>D A T E D</b>	<b>:</b>	<b>31 -</b>	<b>03 -</b>	<b>2018</b>

*Whereas, Government vide order No. Home-339(P) of 1993 dated 06.10.1993 read with corrigendum issued under endorsement No. Home/200/87-PB-II dated 24.01.1996 while complying with the orders of Hon'ble High Court, ordered revision of pay scales of followers of J&K Police and added that 1/3<sup>rd</sup> of the incumbents of each category of followers shall be placed in higher pay scales after completion of 7 & 5 years of service. The relevant table/ portion of Govt order is recapitulated as under:-*

(Y)

Trade	Pay revision	Pay Scale	Placement	
			1st after 7 years	2nd after 15 years allowed to 33% of total Strength
Cooks	1.04.1987	775-1025	950-1500	1200-2040

Washerman	1.01.1996	2610-3540	3050-4590	4000-6000
Barbar	1.01.2006	4440-7440	4440-7440	5200-20200+GP2400
Carpenter		+GP1400	+GP1650	
Tailor				

(Z)

Trade	Pay revision	Pay Scale	Placement
			Only after 5 years (allowed to 33% of total Strength)
Coblar	01.04.1987	750-940	775-1025
Safaiwala	01.01.1996	2550-3200	2610-3540
Water Carrier	01.01.2006	4440-7440 +GP1300	4440-7440+GP1400

*Whereas*, as per above Govt. order, only 1/3<sup>rd</sup> of the total strength of sanctioned posts of each category are entitled to higher scales, the remaining 2/3<sup>rd</sup> i.e. 67% were deprived of the benefit.

*Whereas*, Govt. issued SRO -14 of 1996 dated 15.01.1996 titled J&K Civil services Higher Standard Pay Scale Scheme Rules, 1996 whereby all non gazetted employees who have completed 9, 18 and 27 years of service are entitled to 1st, 2nd and 3rd In situ promotions subject to maximum of three including the functional pay scales.

*Whereas*, The extent of application of the ibid SRO, Rule-3(II) g inter-alia envisages as under:-

“that where there is provision of only one time bound promotion under the aforementioned rules or any orders for the time being in force and the same is allowable and granted after putting in less than 9 year’s service on the entry post, the next higher Standard pay scale under these Rules in such case(s) will be granted from the first of the month following the month in which such employee(s) complete 18 years of regular satisfactory service with reference to entry post without getting any promotion”.

*Whereas*, some Wings/Units of J&K Police could not extend the benefit of In-situ to followers working in these Units due to misinterpretation of SRO 14 of 1996 as a result some of the followers filed SWPs where as some represented to PHQ fro extension of benefit of In-situ.

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*Whereas, the PHQ, on receipt of representations constituted a committee to go into the matter and come-up with concrete recommendations.*

*Whereas, on receipt of the recommendations of the committee, the matter was placed before PEB on 11.06.2017 for discussion and decision.*

*Whereas, after detailed discussion the PEB accepted the recommendations and decided that the matter be revisited in terms of provision of SRO 14 of 1996 vis.a.vis recommendations and to work-out the modalities of implementation of SRO 14 of 1996 to the followers of J&K police.*

*Whereas, after re-examination of the whole issue, a meeting was held at PHQ on 10.02.2018 and it was approved that the benefit of in-situ promotion as provide under SRO 14 of 1996 be extended to all followers of J&K police as a whole as per provisions of the afore said SRO.*

*Therefore, pursuant to the Court orders, Govt SROs/instructions and recommendations of Committee/PEB, it is hereby ordered as under:-*

- a) *Those followers (33% strength) who have been granted placement after putting in less than 09 years with reference to the entry post in sync with Govt order No. 339-P of 1993 dated 06.10.1993 read with corrigendum issued under endorsement No. Home/200/87-PB-II dated 24.01.1996, the next higher standard pay scale under SRO 14 of 1996 shall be granted from the first of the month following the month in which such followers complete 18 years of continuous and satisfactory service with reference to entry post without getting any functional promotion;*
- b) *Those followers (remaining 67% strength) who were not allowed any placement in terms of Govt order No. Home-339(P) of 1993 dated 06.10.1993 read with corrigendum issued under endorsement No. Home/200/87-PB-II dated 24.01.1996 shall be granted insitu promotions under SRO 14/1996 if otherwise eligible while adhering to the criteria/standards prescribed in the ibid SRO strictly. i.e 1<sup>st</sup> insitu after completion of 09 years, 2<sup>nd</sup> insitu after completion of 18 years and 3<sup>rd</sup> and final after completion of 27 years of continuous satisfactory service;*
- c) *Similarly, those followers (out of 33% strength) who have been granted two placement viz 1<sup>st</sup> after 07 years of service and 2nd placement after putting in 15 years of continuous service in terms of Govt order No. 339 of 1993 shall be granted 3<sup>rd</sup> and final insitu promotion under SRO 14/1996 from the first of the month following the month in which such employee(s) complete 27 years of regular satisfactory service with reference to entry post without getting any promotion;*

d) The financial benefit of in-situ promotion in terms of SRO 14 of 1996 shall be applicable notionally w.e.f 01.01.1995 and monetarily with immediate effect.

All the concerned officers/Unit/District heads shall take further necessary action accordingly.

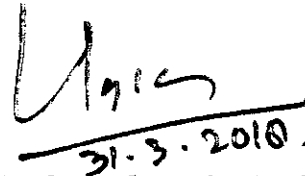
Sd/

**(S.P. VAID) IPS**  
Director General of Police  
J&K-Jammu

No: Estt/Foll/Insitu/2003/ 25069-150  
Copy to the: -


Dtd; 31.03.2018

1. Chairman PHC J&K Jammu
2. Spl. DG Hqrs J&K
3. Commandant General HG/CD/SDRF J&K Jammu
4. Addl. DsG Armed/CID/Security J&K Jammu including Directors SKPA Udhampur
5. All IsGP in J&K including Director SSG J&K
6. IsGP Pers / Hqrs / CIV / Tech PHQ.
7. All DIsGP in J&K including DPT /Director FSL
8. All AIsGP at PHQ/CAO/Sr.Admn.Officer PHQ
9. All SSsP in J&K including District SsP/Commandants of JKAP/IR/SDRF Bns./SSP Security Jammu/Srinagar/J&K Security/PTWS Srinagar/Jammu/STWS J&K.
10. Principals of all Training Centres/STCs.
11. Circular file/Master file/SO (IT).

  
31.3.2018

**(Aftab Kakroo) JKPS**  
AIG(Pers)

for **Director General of Police**

 J&K-Jammu