



GOVERNMENT OF JAMMU AND KASHMIR
FINANCE DEPARTMENT
Civil Secretariat, Srinagar/Jammu

NOTIFICATION

Srinagar, the 5th June, 2018.

SRO-259 .- In exercise of the powers conferred by the proviso to section 124 of the Constitution of Jammu & Kashmir, the Governor is pleased to make the following rules, namely:-

1. Short title and commencement. – (1) These Rules shall be called the Sher-e-Kashmir Institute of Medical Sciences Faculty Members (Revised Pay) Rules, 2018.

(2) They shall come into force from 1st day of January, 2016.

2. Application. - Save as otherwise provided by or under these rules, these rules shall apply to the persons who as on 01.01.2016 were holding permanent or temporary posts of Faculty Members of Sher-e-Kashmir Institute of Medical Science Srinagar as Assistant Professors, Associate Professors, Additional Professors or Director in a substantive, temporary or officiating capacity or who have been appointed as such on or after 01.01.2016 to the issuance of these rules, and also those who may hereinafter be appointed against any of these posts or any other posts which may be treated as a teaching post and the incumbent thereof may be treated as a faculty member of the Institute in terms of Rule 3(b);

3. Definition. - In these rules, unless the context otherwise requires:

- a. **“Institute”** means the Sher-e-Kashmir Institute of Medical Sciences, Srinagar;
- b. **“Faculty Member”** means and includes Directors, Professors, Additional Professors, Associate Professors, Assistant Professors and any other teaching posts of the Institute which the Government on the recommendation of the Governing Body of the Institute may decide to include therein;
- c. **“Existing basic pay”** means the pay drawn in the prescribed existing Pay Band and Grade Pay or Pay drawn in the existing pay scale;
- d. **“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;
- e. **“Existing scale”** means the pay scale applicable to the post held as on the date immediately before the date of commencement of these rules;
- f. **“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;

- g. **“Existing emoluments”** mean the sum of (i) existing basic pay and (ii) existing dearness allowance as on 1st day of January, 2016;
- h. **“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;
- i. **“Pay 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;
- j. **“Pay in the Pay Level”** means pay in the appropriate Cell of the Level as specified in the Schedule;
- k. **“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;
- l. **“Basic pay”** in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix;
- m. **“Revised emoluments”** means the pay in the Level in the revised pay structure; and
- n. **“Schedule”** means the Schedule appended to these rules.

4. Revised Pay for faculty members and equivalent positions. – The pay structure for different categories of Faculty Members and equivalent positions of the Institute is revised as under:

Revised pay for Faculty Members & Equivalent positions of SKIMS:

S.No	Designation	Existing Pay Band+ GP	Corresponding Levels
1	Assistant Professor	PB-3 (15600-39100)+ GP 6600	Level 11 (67700-208700)
2	Associate Professor	PB-4 (37400-67000)+ GP 8700	Level 13 (123100-215900)
3	Additional Professor	PB-4 (37400-67000)+ GP 8900	Level 13-A (131100-216600)
4	Professor	PB-4 (37400-67000)+ GP 10000	Level 14 (144200-218200)
5	Director	Fixed 80,000	Level 17 (225000)

Provided that 25% of posts of Professors shall be placed in the pay Level 15 (182200-224100) and the placement of the existing incumbents in this pay Level shall be made in pursuance of the prescribed selection process.

5. Pay Fixation Method. – (1) The fixation of pay of the faculty members & equivalent of the Institute is to be carried out in the revised pay structure strictly as per the relevant provisions of Jammu & Kashmir Civil Service (Revised) Pay Rules 2018 notified vide SRO 193 of 2018 dated 24.04.2018, moving from the concept of Pay Band and Grade Pay to that of Pay Levels and Cells.



(2) A Faculty Member appointed as such from 01.01.2016 to the date of issuance of these Rules, shall be deemed to have been appointed under these Rules and shall be placed directly in the corresponding Revised Pay Level applicable to the post to which he has been so appointed with effect from the date of such appointment.

6. Non Practicing Allowance (NPA). - (1) With effect from 01.04.2018, the doctors including Faculty Members of the Institute shall be entitled to Non Practicing Allowance @ 20% of Basic Pay, subject to the condition that the Basic Pay+NPA shall not exceed to ₹225000/= (fixed pay of the Director). However, the NPA for the period 01.01.2016 to 31.03.2018, shall be admissible/drawn at the existing rates in the existing pay structure (existing Pay Band and Grade Pay).

(2) The NPA shall count as Pay for all service & retirement benefits.

7. Increments. - The increments in the revised pay structure shall also be regulated as per the relevant provisions of Jammu & Kashmir Civil Service (Revised) Pay Rules 2018.

8. Fixation of Pay on Promotion. - The pay on promotion in the revised pay structure shall also be regulated as per the relevant provisions of Jammu & Kashmir Civil Service (Revised) Pay Rules 2018.

9. Creation of new Posts. - No post shall be created in future under the Government except in one of the revised Pay 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 Pay 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 adopted in respect of the State Government employees and notified vide Government Order No. 220- F of 2018 dated 24.04.2018.

11. Overriding effect of rules. - The provisions of the Jammu & Kashmir Civil Services Regulations, the SKIMS Faculty Members (Revised Pay) Rules 2000 & the SKIMS Faculty Members (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. Powers to Relax Rules. - Where the Government is satisfied that the operation of all or any of the provisions of these Rules causes undue hardship in any particular case, the Government may, by order, dispense with or relax requirements of that Rule (s) to such extent and subject to such conditions as may be considered necessary for dealing with such a case in a just and equitable manner.



13. 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 & final.

By order of the Governor,


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

No: A/105 (2k)- 1247

Dated: 05.06.2018.

Copy to the:

1. Advocate General J&K High Court Srinagar/Jammu.
2. All Financial Commissioners.
3. Principal Accountant General, J&K Srinagar/Jammu.
4. All Principal Secretaries to Government.
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6. Principal Secretary to Hon'ble Governor.
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8. All Commr/Secretaries to Government.
9. Principal Resident Commissioner, 5 Prithvi Raj Road, New Delhi.
10. Divisional Commissioner Kashmir/Jammu.
11. Commissioner of Vigilance, J&K Srinagar/Jammu.
12. Principal Secretary to Chief Justice J&K High Court Srinagar/Jammu.
13. Registrar General, J&K High Court Srinagar/Jammu.
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24. Director Accounts & Treasuries Srinagar/Jammu.
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26. Joint Director Funds Organization Srinagar/Jammu.
27. All Treasury Officers.
28. General Manager, Government Press for publication in Government Gazette.
29. Director Local Fund Audit and Pensions, J&K.
30. Pvt. Secretary to Chief Secretary.
31. Pvt. Secretary to Hon'ble Ministers/Hon'ble Ministers of State for information of the Hon'ble Ministers.
32. All officers/Section officers of Finance Department.
33. President Non-Gazetted Employees Union Civil Secretariat Srinagar/Jammu.
34. I/c Website, FD. (www.jandkfinance.nic.in).
35. I/c Website, GAD (www.jkgad.nic.in).
36. Government order file (W2scs).


(M.R. Andrabi),
Director General (Codes),
Finance Department.

**SCHEDULE
PAY MATRIX**

PAY BAND	15600-39100	37400-67000			67000-79000	80000
	Grade Pay	6600	8700	8900	10000	
Level	11	13	13A	14	15	17
1	67700	123100	131100	144200	182200	225000
2	69700	126800	135000	148500	187700	
3	71800	130600	139100	153000	193300	
4	74000	134500	143300	157600	199100	
5	76200	138500	147600	162300	205100	
6	78500	142700	152000	167200	211300	
7	80900	147000	156600	172200	217600	
8	83300	151400	161300	177400	224100	
9	85800	155900	166100	182700		
10	88400	160600	171100	188200		
11	91100	165400	176200	193800		
12	93800	170400	181500	199600		
13	96600	175500	186900	205600		
14	99500	180800	192500	211800		
15	102500	186200	198300	218200		
16	105600	191800	204200			
17	108800	197600	210300			
18	112100	203500	216600			
19	115500	209600				
20	119000	215900				
21	122600					
22	126300					
23	130100					
24	134000					
25	138000					
26	142100					
27	146400					
28	150800					
29	155300					
30	160000					
31	164800					
32	169700					
33	174800					
34	180000					
35	185400					
36	191000					
37	196700					
38	202600					
39	208700					