



C.B. Paliwal
Joint Secretary
Tel: 23094276

सत्यमेव जयते

D.O. No. 18016/6/2005-Estt.(L)

भारत सरकार
कार्मिक और प्रशिक्षण विभाग
कार्मिक, लोक शिकायत तथा पेंशन मंत्रालय
नॉर्थ ब्लॉक, नई दिल्ली-110001
GOVERNMENT OF INDIA
DEPARTMENT OF PERSONNEL & TRAINING
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES
AND PENSIONS
NORTH BLOCK, NEW DELHI-110001
Dated the 11th September, 2006

Dear Shri


Please refer to this Department's O.M. No. 18016/6/99-Estt (L) dated 22.7.2005 regarding extension of the special concessions to Central Government employees serving in the Kashmir Valley from 1.7.2005 up to 30.6.2006.

2. As you are aware, the Central Government employees working in the Kashmir Valley have been granted special concessions/facilities due to the prevailing disturbed conditions. The Department of J&K Affairs, Ministry of Home Affairs has informed that these special concessions/facilities have further been extended, in view of the continued threat to Government offices, for a further period from 1.7.2006 to 30.6.2007. A copy of the details of the package of incentives is enclosed in the Annexure for ready reference.

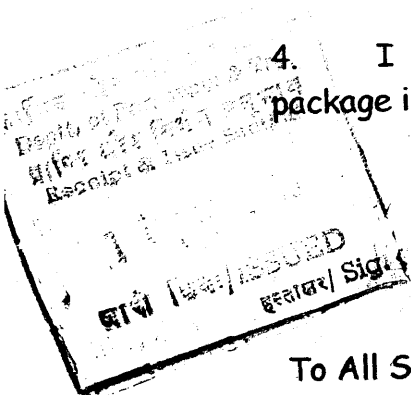
3. It may kindly be appreciated that this Department has been given the responsibility by the Department of J&K Affairs to ensure uniform applicability of the package by all Ministries/Departments. I shall, therefore, be grateful if a directive could be given to all concerned for strict adherence to the rates mentioned in the Annexure. I may also like to emphasize that any deviation in the package, not in conformity with the approved Scheme, would be the responsibility of the concerned Ministry/Department to bring to the notice of this Department.

4. I therefore elicit your cooperation in ensuring that the incentive package is implemented as per the details given in the Annexure.

Yours sincerely,


o/e (C.B. Paliwal)

To All Secretaries
Of the Ministries/Departments Of Government of India
As per list attached.



DETAILS OF PACKAGE OF INCENTIVES / SPECIAL BENEFITS TO CENTRAL GOVERNMENT EMPLOYEES WORKING IN KASHMIR VALLEY

Kashmir Valley comprises of six districts namely, Anantnag, Baramulla, Budgam, Kupwara, Pulwama and Srinagar.

Details of package of incentives/special benefits to Central Government employees working in the Kashmir Valley are enumerated below :-

I. ADDITIONAL H.R.A. AND OTHER CONCESSIONS :

(A) Employees posted to Kashmir Valley:

- (i) These employees have an option to move their families to a selected place of their choice in India at Government expense. T.A. for the families allowed as admissible in permanent transfer inclusive of transportation of personal effects, lump-sum payment for packing etc.
- (ii) Departmental arrangements for stay, security and transportation to place of work for employees.
- (iii) HRA as for Class 'A' city applicable for employees exercising option at (a). Such employees will be eligible for drawing the normal HRA as well at their place of posting provided Departmental arrangement is not made for his/her stay.
- (iv) The period of temporary duty extended to six months. For period of temporary duty daily allowance at full rate is admissible, apart from departmental arrangements for stay, security and transportation.

(B) Employees posted to Kashmir Valley who do not wish to move their families to a selected place of residence :

A per diem allowance of Rs. 10/- is paid for each day of attendance to compensate for any additional expense in transportation to and from office etc. This will be in addition to the transport allowance, which the employee is otherwise eligible for under Ministry of Finance order No. 21(1)/97-Estt.(B) dated 3.10.1997.

II. MESSING FACILITIES :

Messing Allowance to be paid to the employees at a uniform rate of Rs. 15/- per day by all Departments, or in lieu messing arrangements to be made by the Departments themselves. This rate of allowance will have to be adhered to uniformly by all the Ministries/Departments with effect from 1.7.1999. The slightly higher rate of Rs. 25.50 adopted by the Department of Telecom and Posts and allowed to be continued as a special case by the Department of Personnel in consultation with the Ministry of Finance, would, however, continue to be paid at the said rate.

III. ADJUSTMENT OF MIGRANT EMPLOYEES:

As a purely temporary measure, the employees migrated from the Kashmir Valley are accommodated to the extent possible in the available vacancies under the respective Ministries/Departments in offices located outside but adjacent to the union Territory of Delhi.

IV. PAYMENT OF LEAVE SALARY/AD-HOC FINANCIAL ASSISTANCE:

Arrangements were made for payment of leave salary for the period upto 30th April, 1990 in respect of employees who may not have received their emoluments after migration. Such employees were allowed to be given either leave salary at the minimum of the scale or some ad-hoc financial assistance as an advance to be adjusted from their dues after they join duty. Further the migrant employees who were unable to join their respective places of posting in the Valley due to the prevailing circumstances, were extended this facility till they were adjusted in accordance with (III) above.

V. REGULARISATION OF THE PERIOD OF ABSENCE OF J&K MIGRANT EMPLOYEES:

In August, 1992, it was decided that the period of migration of a Central Government employee, who migrated from Kashmir Valley in view of the disturbed conditions would be treated as Earned leave to the extent which may have been due to him on the date of proceeding for migration. However, the position was reviewed by the Ministry of Personnel in April, 1997 and it was decided that the Earned Leave which was at the credit of the Central Government migrant employee at the time of migration will not be adjusted against the migration period, but will remain available for the purpose of leave encashment on the date of their retirement in respect of the employees who had already retired or would retire in future. The period of absence would however count in the service for the purpose of pension, but shall not count for earning any kind of leave. During the period of absence, a migrant employee is entitled to his pay (excluding special pay and local allowances) dearness allowance, which he would have been otherwise paid from time to time including benefit of increment had he reported for duty immediately after expiry of his Earned leave.

VI. Pensioners of Kashmir Valley who are unable to draw their monthly pensions through either Public Sector Banks or PAO treasuries from which they were receiving their pensions, would be given pensions outside the Valley where they have settled, in relaxation of relevant provisions.