

# THE JAMMU AND KASHMIR STATE FOREST CORPORATION

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**SFC Order No. 180 of 2013**  
**D a t e d : 13 /06/2013**

**Subject: Modalities for fixed salary mode of Recruitment in J&K State Forest Corporation.**

**Reference: SFC Board of Director's Decision taken in its 65<sup>th</sup> meeting held on 12-04-2013.**

Pursuant to the decision of SFC Board of Directors referred to above to make future recruitments in the Corporation, including compassionate appointments in a fixed salary mode on the analogy of Government Order No. 257-F of 2011 dated 27-10-2011, it is hereby ordered that:-

1. For the initial period of five years of service, pay of direct recruits in the categories to which these Rules apply, shall be regulated as per the fixed monthly salary shown in the Table below read with Note 1, Note 2 and Note 3.

2. The direct recruits shall be entitled to:

- i) The benefits under Medical Attendance rules, Leave Rules and shall also be governed by rules of probation, disciplinary rules and Provident Fund Regulations as applicable in the Corporation based on the fixed salary drawn as indicated in column 04 and column 07 of the table from the date of appointment.
- ii) Temporary Move Allowance wherever applicable, Shall also be admissible as per fixed monthly rates or in proportion to fixed salaries as the case may be.

**TABLE**

#	Pay Band	Grade Pay	Fixed salary (Rs. Per month) for 1st two years	Medical Allowance	Total Salary (Rs. Per month) during 1st two years	Fixed salary (Rs. Per month) during next 3 years	Medical Allowance	Total Salary during next 3 years (Rs. Per month)
01	02	03	04	05	06	07	08	09
1	4440-7440 - 1S	1300 1400	2870 2920	300 300	3170 3220	4310 4380	300 300	4610 4680
2	5200-20200 PB-I	1800 2400	3500 3800	300 300	3800 4100	5250 5700	300 300	5550 6000
3	9300-34800 PB-II	2800 4200	6050 6750	300 300	6350 7050	9075 10130	300 300	9375 10430

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**Note 1 :** If the new recruit is posted in move office he/she shall be entitled to the temporary move allowance. However other allowances like DA, HRA, CCA and annual increments shall start only after completion of 05 years service.

**Note 2 :** All employees who are appointed in the Corporation after issuance of this Order shall be governed by the aforementioned Table.

**Note 3 :** Table has been drawn as per SFC Employees (Condition of Services) Amendment Regulations 2011.

3. In the advertisement for the post(s), while mentioning the Pay Band and the Grade Pay attached to the post, specific mention shall be made of the fixed monthly salary payable during the first five years of service.
4. The provisions above shall also apply to appointments made in the Corporation on compassionate grounds.

*sd/-*  
Managing Director

No: 1562-1610 /Bix/SFC

Dated: 13 /06/2013

**Copy for information and n/action to the:-**

1. Commissioner/Secretary to Government, Forest Department
2. Director Finance SFC
3. All General Managers SFC
4. OSD with Hon'ble Forest Minister/ Chairman SFC for favour of information of the Hon'ble Minister.
5. Dy. Finance Advisor (Hqtr.) SFC
6. Personnel Officer SFC
7. Dy. Financial Advisor (Hqtr.)
8. All Dy. General Managers/Divisional Managers SFC
9. All Sectional Heads SFC.
10. SFC Order file.

*[Signature]*  
13/6/13  
Managing Director  
J&K State Forest Corporation  
13.6.2013