

संघ राज्य प्रशासन, लद्दाख  
सामान्य प्रशासन विभाग



THE ADMINISTRATION OF  
UNION TERRITORY OF LADAKH  
GENERAL ADMINISTRATION  
DEPARTMENT

F. No: M / 1128 / 2022 – GAD SEC

ई-मेल / e-mail:  
[gad.utladakh@ladakh.gov.in](mailto:gad.utladakh@ladakh.gov.in)

यूटी सचिवालय / UT Secretariat  
लेह / Leh, Dated: 25 .02.2026

**Subject: Grant of notional annual increments for the period of probation to employees appointed under the Jammu & Kashmir Special Recruitment Rules, 2015 (SRO - 202) and clarification on non-applicability of provisions of SRO - 202 with effect from 01.09.2022, consequent upon repeal of S.O. 192 of 2020.**

**ORDER No.: 98 - LA(GAD) of 2026**  
**Dated: 25 / 02 / 2026**

**WHEREAS**, the erstwhile State of Jammu and Kashmir notified the Jammu & Kashmir Special Recruitment Rules, 2015 *vide* SRO-202 dated 30.06.2015 (hereinafter referred to as the *said Rules*), governing appointments to certain posts borne on the establishment of any Department or service of the Government and prescribing an initial probationary period during which the appointees were entitled only to the minimum of the applicable pay scale. The said Rules further provided that annual increments and admissible allowances would become payable only after successful completion of the probation period, as laid down under Rules 8, 9 and 10 of the said Rules thereof; and

**WHEREAS**, the said Rules were amended by the Government of the erstwhile State of Jammu and Kashmir *vide* S.O. 194 dated 17.06.2020, *inter alia*, reducing the probation period from five years to two years, while keeping the other conditions of service, including restriction on drawal of annual increments and allowances during probation, unchanged; and

**WHEREAS**, on the same date, i.e. 17.06.2020, the erstwhile State of Jammu and Kashmir also notified the *Jammu & Kashmir Probationer (Condition of Service, Pay and Allowances) and Fixation of Tenure Rules, 2020* *vide* S.O. 192 dated 17.06.2020, which, *inter alia*, provided that probationers appointed under SRO-202 would be entitled to annual increments only after successful completion of the probation period; and

**WHEREAS**, the aforesaid S.O. 192 dated 17.06.2020 was subsequently repealed *vide* S.O. 425 dated 06.09.2022, *with effect from* 01.09.2022, thereby bringing the special probationary conditions to an end prospectively; and

**WHEREAS**, the employees appointed under SRO-202 who have been apportioned to the Union territory of Ladakh and presently serving in the Union territory of Ladakh have

submitted representations seeking grant of **notional annual increments for the probation period, limited to the extent of removal of senior–junior pay anomaly**, without claiming any arrears or retrospective monetary benefits; and

**WHEREAS**, the matter was examined by the Administration, and it has been observed that employees recruited after the formation of the Union territory of Ladakh to identical posts, with the same nomenclature and pay levels, are governed by the various Central Civil Services Rules, *inter alia*, the Fundamental Rules, 1922, and are drawing higher pay, including increments and allowances, resulting in juniors drawing higher pay than seniors appointed earlier under SRO-202, despite belonging to the same cadre and performing identical duties; and

**WHEREAS**, the Panchayat Accounts Assistants recruited pursuant to Advertisement Notice No. 03 of 2019 dated 20.08.2019, issued by the Leh Autonomous Hill Development Subordinate Services Recruitment Board, for district cadre posts in the Department of Rural Development and Panchayati Raj, under the provisions of the *Jammu & Kashmir Special Recruitment Rules, 2015 (SRO-202)*, were appointed by the Department of Rural Development and Panchayati Raj *vide* Order dated 22.10.2021, after the formation of the Union territory of Ladakh; and

**WHEREAS**, aggrieved by differential treatment in the matter of pay and service benefits *vis-à-vis* similarly appointed employees of the Union territory of Jammu and Kashmir, recruited under the provisions of the *Jammu & Kashmir Special Recruitment Rules, 2015 (SRO-202)*, the said Panchayat Accounts Assistants approached the Hon'ble Central Administrative Tribunal, Jammu Bench, by filing Original Application No. 509 of 2024 (*Stanzin Namgail & Ors. vs. UT Ladakh & Ors.*); and

**WHEREAS**, in the aforesaid Original Application, the applicants, *inter alia*, prayed for directions to extend parity of service and monetary benefits at par with similarly appointed employees of the Union territory of Jammu and Kashmir, who were granted full pay after completion of one year of probation consequent upon repeal of the Jammu & Kashmir Probationer (Condition of Service, Pay and Allowances) and Fixation of Tenure Rules, 2020; and

**WHEREAS**, the Hon'ble Central Administrative Tribunal, Jammu Bench, disposed of Original Application No. 509 of 2024 *vide* order dated 27.12.2024, directing the respondents:

- (i) to extend to the applicants, parity of service and monetary benefits at par with similarly appointed employees of the Union territory of Jammu and Kashmir, and
- (ii) to clarify whether the service conditions of the applicants are governed by the Jammu & Kashmir Special Recruitment Rules, 2015 (SRO-202) as amended by S.O.

194 dated 17.06.2020 or by the Central Civil Services Rules, 1965, for the purpose of past and future service benefits; and

**WHEREAS**, the matter was discussed in a joint meeting of the General Administration Department, Finance Department, Law & Justice Department and Rural Development & Panchayati Raj Department, wherein, upon examination of the statutory framework, factual position and judicial directions, it was observed that, —

- (1) employees appointed under the Jammu & Kashmir Special Recruitment Rules, 2015 (SRO-202) were restricted to minimum pay without annual increments during the period of probation;
- (2) employees recruited after the formation of the Union territory of Ladakh to identical posts, in pursuance of post UT Advertisements with the same nomenclature and pay levels, are governed by the various Central Civil Services Rules, and are drawing full pay, admissible allowances and annual increments during probation;
- (3) consequent thereto, junior employees appointed later are drawing higher pay than seniors appointed earlier under SRO-202, despite belonging to the same cadre and performing identical duties;
- (4) S.O. 192 dated 17.06.2020, namely the *Jammu & Kashmir Probationer (Condition of Service, Pay and Allowances) and Fixation of Tenure Rules, 2020*, stood repealed *vide* S.O. 425 dated 06.09.2022 with effect from 01.09.2022, and the special probationary conditions ceased to apply prospectively from that date; and
- (5) Fundamental Rule 24 read with Fundamental Rule 26(a) provides that an annual increment ordinarily accrues as a matter of course and that service rendered on a time-scale counts for increments unless such increment is specifically withheld by the competent authority in accordance with law.

**NOW, THEREFORE, IT IS HEREBY ORDERED AS UNDER:**

**1. General (Applicable to employees appointed under SRO-202 in the Union Territory of Ladakh)**

- (i) Annual increments shall be allowed to employees appointed under the Jammu & Kashmir Special Recruitment Rules, 2015 (SRO-202) for the period of probation, strictly on a notional basis, for the limited purpose of removal of senior-junior pay anomaly.
- (ii) No arrears or retrospective monetary benefits shall be payable for the probation period during which annual increments were not drawn under the provisions of SRO-202 or the rules made thereunder.
- (iii) The benefit of notional annual increments under this Order shall be admissible only to those employees appointed under SRO-202 whose probation period extended up to the cessation of the special probationary provisions, and who are otherwise covered by the conditions stipulated herein.

(iv) The notional fixation so allowed shall take effect prospectively from the date of issuance of this Order, subject to pay fixation by the concerned Drawing and Disbursing Officer in accordance with the applicable rules.

**2. Panchayat Accounts Assistants (in compliance with the Order dated 27.12.2024 of the Hon'ble Central Administrative Tribunal, Jammu Bench):**

In respect of the applicants in O.A. No. 509 of 2024 (*Stanzin Namgail & Ors. vs. UT Ladakh & Ors.*), their service conditions for the period governed by probation shall be treated as regulated under the Jammu & Kashmir Special Recruitment Rules, 2015 (SRO-202), as amended by S.O. 194 dated 17.06.2020.

(i) Upon cessation of the special probationary provisions, the applicants shall cease to be governed by the restrictions contained under SRO-202 relating to drawal of increments and allowances during probation, and their service conditions thereafter shall be regulated in accordance with the Central Civil Services Rules, 1965, including drawal of full pay and admissible allowances, as applicable.

(ii) The above clarification and grant of notional annual increments shall be treated as compliance with the directions issued by the Hon'ble Central Administrative Tribunal, Jammu Bench, *vide* Order dated 27.12.2024.

(iii) The clarification ordered herein in respect of Panchayat Accounts Assistants shall *mutatis mutandis* be equally applicable to other similarly situated employees appointed under the Jammu & Kashmir Special Recruitment Rules, 2015 (SRO-202) whose probation period extended beyond the date of repeal of the special probationary provisions, and who are otherwise covered by the conditions stipulated in this Order.

**By order of the Lt. Governor (Administrator), UT of Ladakh.**

**Sd/-**  
**(Michael M. D'Souza) IAS**  
Administrative Secretary,  
General Administration Department.

**Copy to the:**

1. Joint Secretary (Jammu, Kashmir & Ladakh), Ministry of Home Affairs, Government of India.
2. All Administrative Secretaries, UT of Ladakh.
3. Director General of Police, UT of Ladakh.
4. Secretary to Hon'ble Lieutenant Governor, UT of Ladakh.
5. Deputy Commissioners/CEOs, LAHDC, Leh/Kargil.
6. Chief Engineer, PW(R&B)/PMGSY.
7. Chief Engineer, PHE/I&FC.
8. Chief Engineer, PDD
9. State Informatics Officer, NIC, Ladakh.
10. OSD to Lieutenant Governor, UT of Ladakh for information of the Hon'ble

Lieutenant Governor, UT of Ladakh

11. DIO, NIC Leh.

12. OSD to Chief Secretary, UT of Ladakh for information of the Chief Secretary, UT of Ladakh.

**(Mohd. Taqi), JKAS**  
Under Secretary,  
General Administration Department.