

संघ राज्य प्रशासन, लद्दाख



सत्यमेव जयते

THE ADMINISTRATION OF
UNION TERRITORY OF LADAKH

वित्त विभाग

FINANCE DEPARTMENT

F. No: 30268-A 25018/1/2025 Comp.No.: 30268

ई-मेल/email:
adsecy-finance@ladakh.gov.in

यूटी सचिवालय/UT Secretariat
लेह/Leh, Dated: 09.10.2026

Subject: Grant of notional benefit of pay upgradation to Clerical Cadre employees of UT of Ladakh w.e.f. 01.01.1996 under SRO-333 of 2018 in pursuance of the orders of the Hon'ble Central Administrative Tribunal.

Order No.: 08-F of 2026

Dated.: 09.10.2026

Whereas, the erstwhile Government of Jammu and Kashmir issued SRO-333 of 2018 dated 02.08.2018, providing for upgradation of Pay Levels of various posts/cadres, including the posts of Junior Assistant, Senior Assistant and Head Assistant of the Clerical Cadre, with effect from 01.05.2018;

Whereas, the aforesaid SRO was challenged to the extent of granting prospective effect only to pay upgradation, initially before the Hon'ble High Court of Jammu and Kashmir, through SWP No. 2384/2018, which was subsequently transferred to Central Administrative Tribunal, Srinagar Bench, and diarized as T.A. No.3016/2021 titled as '*J&K All Departments Clerical Staff Association (Ministerial Federation) through Ali Mohammad Mir & Ors. vs. State of J&K & Ors.*';

Whereas, the Hon'ble Central Administrative Tribunal, Srinagar Bench, vide order dated 12.12.2024, disposed off T.A. No.3016/2021 and, inter alia, in terms of Clause 8(a) and 8(b) thereof, directed grant of the benefit of pay upgradation under SRO-333 of 2018 notionally w.e.f. 01.01.1996 and monetarily w.e.f. 19.02.2003, as granted to other sister cadres;

Whereas, subsequently, the Hon'ble Central Administrative Tribunal, Srinagar Bench, vide order dated 06.03.2025 in M.A. No. 155/2025 in T.A. No. 3016/2021, took note that SWP No. 2384/2018, filed in 2018 before the Hon'ble High Court of Jammu & Kashmir, had been filed by the Association on behalf of all clerical staff under the Ministerial Federation, including employees who were subsequently apportioned to the Union Territory of Ladakh following the abrogation of Article 370, and accordingly directed that the benefits granted vide judgment dated 12.12.2024 be extended to the clerical cadre employees of the Union Territory of Ladakh;

Whereas, the Administration of the Union Territory of Ladakh, vide Order No. 394-LA(GAD) of 2025 dated 01.09.2025, constituted a UT-level Committee to examine the administrative, financial, legal and procedural aspects relating to the implementation of the directions of the Hon'ble Central Administrative Tribunal, Srinagar Bench, contained in its

order dated 06.03.2025 in M.A. No. 155/2025 in T.A. No. 3016/2021, regarding SRO-333 of 2018; and thereafter, upon examination of the matter, the Committee recommended challenging the aforesaid order of the Hon'ble Tribunal before the Hon'ble High Court by way of an appropriate appeal.

Whereas, in the meantime, the Clerical Association, UT of Ladakh, vide representation dated 11.05.2026, agreed that its claim may be restricted to retrospective notional benefits only, without claiming arrears or any retrospective monetary benefit, with a view to resolving the long-pending issue;

Whereas, the proposal was examined by the General Administration Department and the Finance Department.

Now, therefore, having regard to the orders dated 12.12.2024 and 06.03.2025 of the Hon'ble CAT, Srinagar Bench, and in consideration of the representation dated 11.05.2026 of the Clerical Association, UT of Ladakh, restricting the claim to notional benefits only, and with the approval of the Hon'ble Lieutenant Governor, the Administration of the Union Territory of Ladakh hereby orders as under: —

1. Grant of notional benefit

The benefit of the upgraded Pay levels under SRO-333 of 2018 dated 02.08.2018 shall be extended to the eligible Clerical Cadre employees of the Union Territory of Ladakh, namely Junior Assistants, Senior Assistants and Head Assistants, on notional basis with effect from 01.01.1996. All clerical employees appointed after 01.01.1996 shall get notional benefit from 01.01.1996 or the date of appointment/promotion to the post, whichever is later.

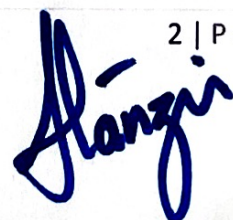
2. Notional re-fixation of pay

The pay of the eligible employees shall accordingly be re-fixed notionally with effect from 01.01.1996 in the upgraded Pay levels/pay scale/pay band applicable to their respective posts, with consequential fixation at subsequent stages, wherever admissible under the applicable rules.

3. No arrears or retrospective monetary benefit

Notwithstanding the notional re-fixation of pay with effect from 01.01.1996, no arrears or retrospective monetary benefit shall be admissible for the period prior to the date of actual issuance of this order. No arrears of pay, allowances, pension, family pension, gratuity, leave encashment or commutation, and no arrears of Government contribution under NPS, shall be admissible for the period prior to issuance of this order. However, gratuity, leave encashment and commutation already paid shall not be re-opened.

The notional fixation shall, however, be taken into account for determining the pay and admissible consequential benefits from the date of issuance of this order, as applicable.



4. Cases of Time Bound Promotion (In-Situ) and option:

In cases where an eligible employee has already been granted Time Bound Promotion (In-Situ) under the J&K Civil Services (Higher Standard Pay Scales) Rules, 1996, notified vide SRO-14 of 1996 dated 15.01.1996, as adopted by the Union Territory of Ladakh vide S.O. 23 dated 14.08.2020, in the existing Pay Scale/Pay Level prior to implementation of the upgraded Pay Levels, such Pay Scale/Pay Level shall be notionally elevated to the corresponding upgraded Pay Scale/Pay Level applicable under this Order.

For example, where a Junior Assistant has been placed, on account of Time Bound Promotion (In-Situ), in the following Pay Scale/Pay Level:

1200-30-1560-EB-40-2040 4th Pay Commission

As per Schedule-I appended to the J&K Civil Services (Higher Standard Pay Scales) Rules, 1996;

4000-100-6000 scale as per 5th Pay Commission

Pay Band 5200-20200 Grade Pay 2400 as per 6th Pay Commission

Level-4 (₹25,500–81,100)

As per the 7th Pay Commission Pay Matrix,

the same shall, on account of the upgradation, be notionally elevated to:

1400-40-1800-EB-50-2300 as per 4th Pay Commission

As per the corresponding Schedule appended to the J&K Civil Services (Higher Standard Pay Scales) Rules, 1996;

4500-125-7000 as per 5th Pay Commission

Pay Band 5200-20200 Grade Pay 2800 as per 6th Pay Commission

Level-5 (₹29,200–92,300) as per the 7th Pay Commission Pay Matrix.

Similarly, where an employee has already been placed in Level-5 on account of Time Bound Promotion (In-Situ), such placement shall be notionally elevated to the corresponding Level-6, and where an employee has already been placed in Level-6, the same shall be notionally elevated to the corresponding Level-6A, as applicable.

The subsequent notional fixation of pay shall be carried out in accordance with the applicable rules, and the option already exercised by the employee at the time of functional promotion or Time Bound Promotion (In-Situ), as recorded in the Service Book, shall continue to govern such fixation. No fresh option shall be allowed on account of the notional upgradation under this Order.

Similarly, options exercised at the 1996/2006/2016 pay revisions should also not be open.

 3 | Page

5. Retired employees/pensioners

In respect of retired employees/pensioners covered under this order, the notional re-fixation of pay shall be taken into account for revision of pensionary benefits only, wherever admissible under the applicable rules.

The revision of pensionary benefits shall be processed by the concerned DDOs in consultation with the respective Pay & Accounts Officer in accordance with the prescribed procedure.

6. Undertaking

The eligible employees/pensioners shall furnish an undertaking to the concerned Drawing and Disbursing Officer (DDOs) of the concerned Department in the prescribed format appended as **Annexure** to this Order within 30 days from issuance of this order, confirming that they shall not claim any arrears or retrospective monetary benefits arising out of the notional re-fixation of pay granted under this Order.

The benefit under this order shall be released only on furnishing the undertaking within 30 days.

7. Pending judicial proceedings

The implementation of this order shall be subject to the final outcome of the pending judicial proceedings, if any, and any further order/direction passed by the competent court.

8. Budget provision

The concerned Departments, where the employees are presently posted, shall ensure availability of adequate budget provision for meeting the additional recurring financial liability arising out of implementation of this order.

In case the available budget provision is insufficient, necessary provision shall be made in the RE 2026-27 and BE 2027-28.

9. Implementation

The concerned Administrative Departments shall undertake the necessary exercise for notional re-fixation of pay of the eligible employees/pensioners and revision of pensionary benefits, wherever applicable, in accordance with this order. No arrears shall be admissible for any period prior to date of issue of this order.

10. No Stepping UP

No stepping up of pay of any senior employee, or any other claim of pay anomaly, shall be admissible on account of the notional fixation allowed under this order.

11. Clarification

Any doubt regarding implementation of this order shall be referred to the General Administration Department and Finance Department, wherever necessary.

By order of the Lieutenant Governor Union Territory of Ladakh

Sd/-

श्री त्सेवांग थरचिन/Sh. Tsewang Tharchin (IA&AS)

आयुक्त सचिव/Commissioner Secretary

वित्त विभाग/Finance Department,

केंद्र शासित प्रदेश लद्दाख /UT Ladakh

Copy to the: -

1. All Administrative Secretaries, UT Secretariat, Ladakh.
2. Director General of Police, UT of Ladakh.
3. Secretary to Hon'ble Lieutenant Governor.
4. All Deputy Commissioners, UT of Ladakh.
5. All Directors/HODs/Chief Engineers, UT of Ladakh
6. Registrar UoL, Leh.
7. Director, NIC, UT Ladakh for uploading on the UT website.
8. Joint Director, Department of Information and Public Relations, Ladakh for wide dissemination in all media of information.
9. Pay and Accounts Office, Leh and Kargil.
10. OSD to Chief Secretary, UT of Ladakh for information of Chief Secretary, Ladakh.
11. All the Drawing and Disbursing Officers (DDOs).
12. Order file/ e-office file.

स्टैनज़िन डोंसल/Stanzin Donsal

वित्त निदेशक /Director Finance

केंद्र शासित प्रदेश लद्दाख /UT Ladakh

Annexure

(Refer Clause 6 of Order No. 08- F of 2026 dated. 09.10.2026)

Undertaking

I, Sh./Smt. _____, S/o, D/o, W/o _____, presently working as/retired as _____ in the _____ Department, hereby solemnly declare and undertake as under:

1. That I have understood the provisions of Order No.08 -F of 2026 dated.09.10.2026, whereby the benefit of pay upgradation has been granted to me on a notional basis with effect from 01.01.1996.
2. That I accept the benefit of notional re-fixation of pay granted under the aforesaid Order.
3. That I shall not claim any arrears or retrospective monetary benefits arising out of the notional re-fixation of pay granted under the said Government Order.
4. That I shall not claim arrears or any retrospective monetary benefit before any court, tribunal or forum, and I withdraw/shall not pursue any claim to that extent.
5. That in case the order is modified, withdrawn or found to have been wrongly applied, I undertake to refund any excess payment, which may be recovered from my pay/pension or other dues.
6. That this undertaking is furnished voluntarily for the purpose of implementation of the aforesaid Order.

Place: _____ Signature: _____

Date: _____ Name: _____

Designation: _____

Employee ID/PPO No.: _____

Witnesses of two serving employees not below Junior Assistant

1.		2.	
Name	: _____	Name	: _____
Designation	: _____	Designation	: _____
Department	: _____	Department	: _____
Signature	: _____	Signature	: _____
Place	: _____	Place	: _____
Date	: _____	Date	: _____

