



**J&K POLICE HEADQUARTERS**  
**JAMMU/SRINAGAR**

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**Subject:** Pay disparity in J&K Police at the level of Inspectors  
**Reference:** Representation submitted by Inspectors of J&K Police

Kind attention is invited to the longstanding grievance of the Inspector ranking officers of J&K Police pertaining to pay disparity vis-à-vis officers of same rank in other state police organisations and central police organisations such as NIA, CRPF, Delhi Police, Gujrat Police and Bihar Police. The pay disparity is also vis-à-vis Section Officers, Stenographers and AAOs of other departments of J&K Government who till the end of 5<sup>th</sup> pay commission were similarly placed.

2. **How large is the difference arising out of this pay anomaly?** It is sizeable. A glance at the below table provides a clear picture.


	NIA	CRPF	Delhi/Gujrat/ Bihar	J&K Police
<b>6<sup>th</sup> Pay Commission</b>	9300-34800 GP 4600	9300-34800 GP 4600	9300-34800 GP 4600	9300-34800 GP 4280
<b>7<sup>th</sup> Pay Commission</b>	44900- 142400 (Level-7)	44900- 142400 (Level-7)	44900-142400 (Level-7)	35900- 113500 (Level-6E)

3. As can be seen, the downgrading that has not been corrected has resulted in a baseline pay difference of **Rs.9000/-** per month. When other allowances that are allowable on the basis of basic pay, this difference increases. Broadly speaking, with DA touching 50% of the basic pay, this difference works out to be around **Rs.13500/-**. Allowances such as HRA, Hardship allowance, 2½ day allowance connected with basic pay also have come to be reduced because of this anomaly.

4. The continuation of this downgrading despite repeated requests and representations has had an adverse impact on the morale and professional pride of the officers at this cutting-edge leadership level. There are approximately 1200 Inspectors ranking positions in the J&K Police setup who provide extremely important leadership to about 1.2 lakh police personnel and discharge very sensitive responsibilities as Station House Officers of Police Stations, Officer In-charge of SOG sub-units etc that defines the quality of prevention and detection of crime, maintenance of law and order, collection of intelligence, supporting prosecution in courts, undertaking special operations against organized crime syndicates including terrorism, separatism, narcotics, land mafia, gangsterism, cyber frauds and a wide range of services that has a bearing on the legitimacy, popularity and image of the administration.

5. This 'differential treatment' despite holding similar rank and responsibilities in a J&K like situation where, unlike in other states and parts of the country, police have to work as the chief coordinator and alongside several other security partners becomes more perceptible resulting in visible relative deprivation.

6. The earlier requests on this subject pending for a long time may please be examined at the earliest and a favourable decision may be considered in the larger interest of increased morale and productivity of the J&K Police.

  
17.05.24  
(R.R. Swain)  
DGP, J&K.

**Principal Secretary,  
Home Department, J&K.**

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