संघराज्यप्रशासन, लद्दाख

वित्तविभाग

सत्यमेव जयते

THE ADMINISTRATION OF UNION TERRITORY OF LADAKH

FINANCE DEPARTMENT

F. No. A/110/2026 (E 37644)/ 7150-57

ई-मेल/email:director-at@ladakh.gov.in

यूटीसचिवालय, लेह/UT Secretariat, Leh,
Dated: 26.11.2026

Most Urgent

Subject: **Submission of details on the queries raised by the 8th Central Pay Commission on the recommendations furnished by the UT of Ladakh.**

Circular No. 33 **-F of 2026**
Dated: 26 **.11.2026**

During the visit of the 8th Central Pay Commission (CPC) to the UT of Ladakh, various Departments of the UT Administration of Ladakh and Employees' Associations had submitted representations highlighting their respective demands and issues relating to pay structure, pay anomalies, career progression and other service-related matters.

Based on these representations, the 8th CPC has now raised certain queries and sought detailed clarifications and relevant information from the UT Administration. The Department-wise queries requiring replies are annexed herewith as Annexure-A.

All Administrative Departments/Heads of Departments are, therefore, requested to furnish the requisite details, clarifications and replies to the queries pertaining to their respective Departments to this office by 30th November 2026, positively, so that the same may be compiled and submitted to the 8th CPC within the stipulated timeline.

The matter may kindly be treated as most urgent.

Sd/-
Kaneez Fatima
Director Accounts and Treasuries
UT of Ladakh

Copy to the:

1. All Administrative Secretaries, UT of Ladakh.
2. Director General of Police, PHQ, UT of Ladakh.
3. All Heads of Departments, UT of Ladakh.
4. Deputy Commissioners, Leh, Kargil, Nubra, Changthang, Sham, Zanskar and Drass.
5. Technical Director, NIC Ladakh, for uploading the Circular on the UT website.
6. Pay and Accounts Officer, Leh and Kargil.
7. OSD to the Chief Secretary and the Administrative Secretary, Finance Department, UT of Ladakh.
8. Private Secretary to Commissioner/Secretary, Finance Department, UT of Ladakh.

26.11.2026

Ajaz Hussain
Chief Accounts Officer
Directorate of Accounts and Treasuries
UT of Ladakh

ANNEXURE-A

S. No.	Queries	Department Concerned
1	A representation from School Education personnel seeks upgradation of Junior Assistants from Level 5 to Level 6 and Senior Assistants from Level 6 to Level 7, on grounds of parity with corresponding personnel in other States/UTs. Library Assistants and Laboratory Assistants have sought upgradation from Level 2 to Level 4 on similar grounds. Library Assistants have also sought a structured promotional hierarchy comprising Library Assistant, Junior Librarian and Librarian, stating that stagnation results in retirement from the same post. The UT Administration may furnish background note and details regarding the existing pay and promotional structure of the posts.	School Education
2	It has been represented that Headmasters and Principals in the UT of Ladakh continue to perform administrative and academic duties during winter vacations but are classified as vocational employees. The UT Administration may furnish details of the existing classification and vacation/leave provisions applicable to Headmasters and Principals.	School Education
3	Primary Teachers (PRTs) and Trained Graduate Teachers (TGTs) have sought upgradation from Levels 5 and 6 to Levels 6 and 7, respectively, on grounds of parity with corresponding personnel in other Union Territories. Representations have also been received for placement of Master Grade Teachers, presently stated to be in Level 6E, in Level 7 and at the corresponding rationalised level under the revised pay matrix. It has been contended that their academic and institutional responsibilities are comparable to those of TGTs in other UTs and Central Government-aligned schools. A further representation seeks upgradation of Teachers from Level 5 to Level 6 and Masters from Level 6 to Level 7. The UT Administration may furnish details, including a background note and the current status, category-wise pay structure and sanctioned/working strength of Teachers; recruitment/promotion qualifications; and career progression under MACP/ACP/DACP.	School Education
4	It has been represented that Zonal Education Planning Officers/Headmasters and Zonal Education Officers/Senior Headmasters may be upgraded from Level 8A to Level 9 and Level 9 to Level 10 respectively, considering their duties and comparative pay position. The UT Administration may furnish details regarding the existing pay and promotional structure of these posts.	School Education
5	It has been represented that MACP may be granted to Lecturers at intervals of 8, 16 and 24 years to ensure timely financial progression. The UT Administration may furnish background note and details of the existing career progression/financial upgradation available to Lecturers under MACP/ACP/DACP or any other applicable scheme.	School Education
6	Provide background note and details of ACP/MACP or any other financial upgradation/career progression scheme applicable to Lecturers.	School Education
7	The UT Administration may furnish details of the career progression structure of Library Assistants, including promotional avenues and financial upgradation under MACP/ACP or any other applicable scheme.	School Education
8	The UT Administration may furnish the existing cadre structure of Teachers and clarify whether formal cadres exist for all teaching posts, including TGTs; where no such cadre exists, the basis for the existing arrangement may also be indicated.	School Education
9	It has been represented that Headmasters of High Schools in the UT of Ladakh may be redesignated as Principals, considering their role as Heads of Institutions and DDOs and the stated practice in other States/UTs. The UT Administration may furnish background note and details of the existing designation, duties and status of Headmasters/Principals.	School Education
10	It has been represented that Headmasters of High Schools in the UT of Ladakh may be redesignated as Principals, considering their role as Heads of Institutions and DDOs and the stated practice in other States/UTs. The UT Administration may furnish background note and details of the existing designation, duties and status of Headmasters/Principals.	School Education

S. No.	Queries	Department Concerned
11	It has been represented that Physical Education Lecturers are placed at Level 6F, while General Line Lecturers in the Education Department are stated to be at Level 9. The UT Administration may furnish the comparative pay structure, recruitment qualifications and duties of Physical Education Lecturers and other Lecturers, along with the basis for the difference in pay levels, if any.	Youth Sports Service
12	The UT Administration may furnish background note and details of the pay levels of Power Department employees holding identical posts in Leh and Kargil districts, including Electrician, Fitter/Mechanic, Senior SBA, Telephone Operator, Turbine Operator, Crane Operator and Diesel Generator Operator, and clarify any inter-district disparity in pay levels and the basis thereof.	Power Development Department
13	Power Engineers have sought extension of an Assured Career Progression scheme on the pattern of other States, stating that no such scheme is presently available to them. The UT Administration may furnish details relating to the career progression structure (promotional avenues/MACP/ACP) of Power Development Engineers and other Engineers from JE to CE level. Further, there is a demand for upgradation of pay levels as follows: JE: Level 6 to Level 8; AE: Level 8A to Level 10A; AEE: Level 10A to Level 11; EE: Level 11 to Level 12; SE: Level 13 (existing); Chief Engineer: Level 14. The UT Administration may furnish its comments/views on the same.	Power Development Department
14	It has been represented that Patwaris were initially placed in Grade Pay ₹2,800 vide Government Order No. Rev/NG/314 of 2013 dated 10.12.2013, which was subsequently changed to ₹2,400, despite stated parity in qualifications with posts carrying GP ₹2,800. The UT Administration may furnish the background note covering historical and existing pay structure of Patwaris, relevant orders relating to the change in Grade Pay, and their comparative pay position with analogous posts such as Teachers and Accounts Assistants.	Revenue Department
15	It has been represented that Patwari, Girdawar and Naib Tehsildar may be upgraded to Levels 6, 6E and 7 respectively, based on their duties, cadre hierarchy and comparative pay position in other States/UTs. The UT Administration may furnish background note and details regarding existing pay and promotional structure of these posts.	Revenue Department
16	It has been represented that Patwaris perform specialised technical and digital functions relating to land records, Digital Crop Survey, SVAMITVA and GIS platforms, but are not granted Technical Pay/Grade. The UT Administration may furnish details of the technical functions performed by Patwaris and the existing provisions, if any, for Technical Pay/Grade.	Revenue Department
17	The UT Administration may furnish background note and details of the pay anomalies, if any, concerning Saddar Mohasib, Mohasib and Wasil Baqi Navis, presently stated to be at Levels 6E, 6 and 5 respectively, against the claimed Levels 7, 6E and 6.	Revenue Department
18	Pay upgradation has been sought for Orderly from SL-1/SL-2/SL-3 → Level 1, Assistant Accounts Officer (AAO) L7→L8, and Accounts Officer (AO) L8→L10, to address pay disparities and align the cadre structure with the Indian Audit & Accounts Service (IA&AS). The UT Administration may furnish background note and details on the existing pay levels, cadre structure and promotional avenues of these posts.	Finance Department
19	It has been represented that Assistant Accounts Officers (AAOs) at Level 7 may be granted Non-Functional Upgradation to Level 9 after four years of service, on grounds of parity with IA&AS. The UT Administration may furnish background note and details of the existing career progression/financial upgradation available to AAOs, including qualifying service and applicable pay levels.	Finance Department

S. No.	Queries	Department Concerned
20	Upgradation of Assistant Director (Economics and Statistics) from Level 8 to Level 10, Section Officer and Statistical Officer from Level 7 to Level 8, Head Assistant and Statistical Assistant from Level 6B to Level 7, Senior Assistant and Junior Statistical Assistant from Level 5 to Level 6, and Junior Assistant and Data Entry Operator from Level 4 to Level 5 has been sought. Increased administrative, supervisory, technical and analytical responsibilities, digitisation, workload, accountability, parity with comparable Central Government posts, retention of qualified personnel and maintenance of an appropriate promotional hierarchy have been cited. The UT Administration may furnish background note and details on the existing pay levels, recruitment qualifications, duties and promotional avenues of these posts.	Economics & Statistics
21	It has been represented that Forest cadres in the UT of Ladakh are placed at lower pay levels than comparable posts in other States/UTs, and upgradation has been sought for Forest Guard (L2 → L4), Deputy Forester (L4 → L5), Forester (L5 → L6), Range Officer-II (L6B → L7) and Range Officer-I (L6E → L7/8). The UT Administration may furnish the existing pay and promotional structure of these posts.	Forest Department
22	It has been represented that Forest cadres in the UT of Ladakh are placed at lower pay levels than comparable posts in other States/UTs, and upgradation has been sought for Forest Guard (L2 → L4), Deputy Forester (L4 → L5), Forester (L5 → L6), Range Officer-II (L6B → L7) and Range Officer-I (L6E → L7/8). The UT Administration may furnish the existing pay and promotional structure of these posts.	Forest Department
23	Provide details of promotional avenues available to Dental Surgeons, including promotional posts and eligibility/qualification requirements, along with the sanctioned and working strength at each level of the cadre.	Health & Medical Department
24	It has been represented that Dynamic Assured Career Progression (DACP) may be extended to Doctors in the UT of Ladakh on the pattern of the Central Health Service to address career stagnation. The UT Administration may furnish background note and details of MACP/ACP/NFU/DACP or any other career progression scheme presently applicable to doctors.	Health & Medical Department
25	It has been represented that Paramedical, Nursing, Ministerial and other staff of the UT of Ladakh Health & Medical (Subordinate) Service face pay and career-progression anomalies due to multiple intermediate levels between Level 6 and Level 7 under SRO-193 of 2018 dated 24.04.2018. The UT Administration may furnish the post/cadre-wise sanctioned and working strength in the intermediate pay levels between Level 6 and Level 7, the promotional/career progression and financial upgradation available to employees in these levels, and a background note on these intermediate pay levels.	Health & Medical Department
26	It has been represented that the existing pay structure, including multiple intermediate levels between Levels 6 and 7, restricts career progression of the Veterinary technical cadre and creates disparity vis-à-vis counterparts in other UTs. The UT Administration may furnish the background note and details on existing pay and career progression structure of the Veterinary technical cadre.	Animal Husbandry Department
27	Pay parity with the technical cadre and upgradation of pay levels have been demanded by employees at different levels, viz. Handicrafts Training Officer: L6E → L7; Quality Control Inspector: L6E → L7; Assistant Handicrafts Training Officer: L6 → L7; Storekeeper/Accountant Jobber: L4 → L5; Conductress: SL-2 → L2 on grounds of parity with comparable posts in Technical Departments. The UT Administration may furnish the existing pay and promotional structure of these posts and their comparative pay position with analogous posts in Technical Departments.	Handicrafts Department
28	It has been represented that clerical cadre employees of the UT of Ladakh are entitled to notional pay upgradation from 01.01.1996 pursuant to CAT judgments in TA No. 3016/2021 and MA No. 155/2025 concerning SRO-333 of 2018. The UT Administration may furnish a detailed background note and the status of these judgments.	General Administration Department

S. No.	Queries	Department Concerned
29	Pay parity with officials of the Finance Department and upgradation of pay levels have been demanded by employees at different levels of the clerical cadre of the UT, i.e. Junior Assistant (L4 → L5), Senior Assistant (L5 → L6), Head Assistant (L6 → L7) and Section Officer (L7 → L8), at par with the officials of the Finance Department. The UT Administration may furnish the existing pay and promotional structure of these posts and their comparative pay position with Accounts Assistant, Accountant, Assistant Accounts Officer and Accounts Officer.	General Administration Department
30	Representations have been received seeking upgradation of Junior Assistant from Level 4 to Level 5, Senior Assistant from Level 5 to Level 6B, Head Assistant from Level 6B to Level 7 and Section Officer from Level 7 to Level 8, on grounds of parity with comparable Central Government posts. Upgradation of Saddar Mohasib from Level 4 has also been sought on the ground that Junior Assistants become Saddar Mohasib after qualifying an examination. The UT Administration may furnish background note and current status on the existing pay and promotional structure of these posts, and details of the stated pay disparities, if any.	General Administration Department
31	The UT Administration may furnish details of the existing pay levels and promotional avenues of Drivers in the UT of Ladakh, including career/financial progression available under MACP/ACP/DACP or any other applicable scheme.	General Administration Department
32	It has been represented that Class-IV employees in the UT of Ladakh are placed in SL-1, SL-2 and SL-3. Further, representations have been received seeking adoption of the Central Pay Matrix. The UT Administration may furnish background note and details including current status of these pay levels, categories/posts covered, sanctioned strength and working strength.	General Administration Department
33	It has been represented that multiple intermediate pay levels between Levels 6 and 7 in the UT of Ladakh create pay and career-progression disparities, unlike the Central Pay Matrix and the structure in other UTs. The UT Administration may furnish details including background note and current status of these pay levels, categories/posts covered, sanctioned strength, working strength and their comparative position vis-à-vis the Central Pay Matrix (if any).	General Administration Department