

**Government of Jammu and Kashmir**  
**Department of Soil & Water Conservation**

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Joint Director,  
Soil & Water Conservation Department,  
Kashmir/Jammu.


No: DSC/Estt- **25/9/1293-94**

Dated: **19**.10.2020.

Subject: Policy on transfer/posting of Government employees.

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With reference to noted subject a copy of the Government Order No. 948-JK(GAD) of 2020 dated: 15/10/2020 is enclosed as it has been ordered that the transfers from now onwards shall strictly be made only within the period notified in the calendar appearing in Para-B of the Transfer policy. Further directed to strictly follow the said instruction of the above said order.

  
PCCF/Director,  
Soil & Water Conservation Department,  
J&K, Jammu

**Government of Jammu and Kashmir  
General Administration Department  
Civil Secretariat, Srinagar**

**Subject: Policy on transfer/posting of Government employees.**

**Government Order No.948-JK(GAD) of 2020  
Dated:15-10-2020**

The transfer policy for Government employees notified vide Government Order No. 861-GAD of 2010 dated 28.07.2010, provides amongst other things, the calendar for transfers to be effected in the financial year. Para-B of the Transfer Policy provides as under:-

*"B. Calendar for Transfers:*

- 1. Transfers shall ordinarily be ordered in the first month of the financial year i.e. in April every year excluding the transfer of the teaching staff and transfers to Ladakh region.*
- 2. Transfers of teaching staff shall be considered at the close of the academic session and must be avoided during the academic session."*

The calendar is mandatorily to be followed while effecting the transfers of Government employees. The notification of the calendar has been made with the intent of ensuring that the transfers are limited to a particular period of the financial year so that minimum dislocations occur during the financial year which would ensure better outcomes in the implementation of various Government schemes and policies.

It has been observed that the practice of effecting transfers throughout the year is adversely effecting the implementation of schemes and policies of the Government.

Accordingly, it is hereby ordered that the transfers from now onwards shall strictly be made only within the period notified in the calendar appearing in Para-B of the Transfer Policy.



Any transfer which is required to be effected on administrative grounds beyond the notified calendar, shall be effected only with the approval of the Lieutenant Governor.

**By order of the Lieutenant Governor.**

**Sd/-**

**(Manoj Kumar Dwivedi) IAS**

Commissioner/Secretary to the Government

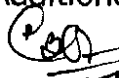
No:GAD(Adm)128/2009-V(PF)

Dated:15.10.2020

Copy to the:-

1. All Financial Commissioners.
2. Director General of Police, J&K.
3. All Principal Secretaries to the Government.
4. Principal Secretary to the Lieutenant Governor.
5. Principal Resident Commissioner, J&K Government, New Delhi.
6. Joint Secretary (J&K), Ministry of Home Affairs, Government of India.
7. All Commissioners/Secretaries to the Government.
8. Chief Electoral Officer, J&K.
9. Divisional Commissioner, Kashmir/Jammu.
10. Chairperson, J&K Special Tribunal.
11. Director General, J&K Institute of Management & Public Administration & Rural Development.
12. Director Information, J&K.
13. All Deputy Commissioners.
14. All Heads of Departments/Managing Directors/Secretary, Advisory Boards.
15. Secretary, Public Service Commission/SSB/BoPEE.
16. Director Estates, J&K.
17. Director, Archives, Archaeology & Museums.
18. Secretary, J&K Legislative Assembly.
19. General Manager, Government Press, Srinagar/Jammu.
20. Private Secretary to the Chief Secretary, J&K.
21. Private Secretary to Advisor (S)/(F)/(B) & (BK) to the Lieutenant Governor.
22. Private Secretary to Commissioner/Secretary to the Government, General Administration Department.
23. Government Order/Stock file/Website, GAD

  
15.10.2020  
**(Rohit Sharma) KAS**  
Additional Secretary to the Government

  
15/10