

Government of Jammu & Kashmir
Labour and Employment Department
Civil Secretariat, Jammu.

Public Notice

It is notified for the information of the Stakeholders that the Objections/Suggestions, if any, to the draft Jammu and Kashmir Employment (Gazetted) Service Recruitment Rules, 2021, (annexed to this notice) are hereby invited and the same can be submitted online on the e-mail labouremp@gmail.com or through registered post at the following address:

**Deputy Secretary to the Government
Labour and Employment Department
Civil Secretariat, Room No. 3/5, Mini Secretariat building,
Jammu.**

The objections must reach this office before the end of fifteen days from the date of publication of this notice, failing which no objection/suggestion, in this regard, will be entertained.



(S. Tarandeep Singh)

Under Secretary to Government

No.: LE-Genl/45/2021

Dated:- 01-05-2023

Copy to the:-

1. Director, Information, J&K, Jammu with the request to get the Notice published in leading newspapers of Kashmir and Jammu Divisions.
2. Director, Employment, J&K, Jammu/ Srinagar.
3. PS to Secretary to Government, Labour and Employment Department.
4. In charge website.

GOVERNMENT OF JAMMU AND KASHMIR
LABOR AND EMPLOYMENT DEPARTMENT
Jammu/Srinagar

Notification
Jammu, the _____ 2023.

**The Jammu and Kashmir Employment (Gazetted) Service Recruitment Rules,
2023**

S.O – In exercise of the powers conferred by the proviso to Article 312 of the constitution of India, the Lieutenant Governor hereby makes the following rules, namely:-

1. **Short title and commencement –**
 2. These rules may be called the Jammu and Kashmir Employment (Gazetted) Service Recruitment Rules, 2021.
- (2) They shall come into force from the date of their publication in the Government Gazette.
- 2. Definitions –** In these rules, unless the context otherwise requires:-
- a. **“Administrative Department”** means the department of the Government in the Civil Secretariat holding the Administrative charge of the service;
 - b. **“Cadre”** means the cadre of the Service as indicated in schedule-I;
 - c. **“Commission”** means the Jammu and Kashmir Public Service Commission;
 - d. **“Government”** means the Government of Jammu and Kashmir;
 - e. **“Head of the Department”** means the Major Head of the Department holding the administrative control of the organization;
 - f. **“Member of the Service”** means a person appointed to a post in the Service under the provisions of these rules;
 - g. **“Post”** means a permanent post carrying a definite time scale sanctioned by the Competent Authority;
 - h. **“Rules”** means the Jammu and Kashmir Employment (Gazetted) Service Recruitment Rules;
 - i. **“Schedule”** means the schedule (s) annexed to these rules;
 - j. **“Service”** means the Jammu and Kashmir Employment (Gazetted) Service;

- k. **“Union Territory”** means the Jammu and Kashmir Union Territory;
- l. **“Words and Expressions”** used in these rules but not defined, shall have the same meaning as are assigned to them in the Jammu and Kashmir Civil Service (Classification, Control and Appeal) Rule, 1956 / Jammu and Kashmir Civil Service Regulations.

3. Constitution of Service: –

(1) From the date of commencement of these rules there shall be constituted the “Jammu and Kashmir Employment (Gazetted) Service”

(2) The Government may, at the commencement of these rules, appoint to the service any person who at the commencement of these rules is holding substantively any post included in the cadre of the service;

Provided that for the purposes of initial constitution of service, the person holding any post in a substantive capacity to which he/she was appointed by the competent authority under rules included in the cadre of the service in its sanctioned scale of pay shall be deemed to have been appointed to the service under these rules if he / she is fully qualified to hold the post under these rules unless he/she opt otherwise within 15 days from the commencement of these rules.

Explanation:- The word holding means holding a post by a person included in the cadre of the Jammu and Kashmir Employment (Gazetted) Service in its sanctioned scale of pay on regular basis under orders of the competent authority and will not cover the person holding a post on adhoc basis or in a stop-gap arrangement.

4. Strength and Composition of the Service –

(1) The authorized permanent and temporary strength of the cadre and the nature of the posts included therein shall be determined by the Government, from time to time and shall at the initial constitution of the service under these rules, be such as specified in the Schedule-I annexed to these rules;

Provided that the Government may create temporary posts in the cadre or the service for specified period or purpose as may be considered necessary from time to time.

2. The Government shall, at the interval of every five years or at such other intervals as may be necessary, re-examine the strength and composition of the cadre of the Service and make such alterations therein as it deems fit.

5. Qualification and Method of Recruitment: –

(1) No person shall be eligible for appointment or promotion to any post in any class, category or grade in the service unless he/she possess the qualifications as laid down in the schedule II and fulfills other requirement of recruitment as provided in the rules and orders for the time being in force.

(2) Appointment to the service shall be made:

- (a) by deputation from Information Technology Department as the case may be.
 - (b) by promotion in the ratio and in manner as mentioned against each post in Schedule-II.
- i. Provided further all posts to be filled by promotion/transfer shall be filled through Departmental Promotion Committee/Jammu & Kashmir Public Service Commission unless any post / category of post is exempted from the purview of the Public Service Commission in terms of J&K Public Service Commission (Limitation of Functions) Regulations, 1957 by the Government by specific order.
 - ii. The departments shall refer vacancies in the direct/promotion quota to General Administration Department (which shall in turn refer the same to Jammu & Kashmir Public Service Commission) and Departmental Promotion Committees, as the case may be, in terms of SRO-166 dated 14.06.2005.

6. Method for Placement of Officers in Selection Grade {Pay Level 10A (56600-179800)}: 50% of the posts Assistant Directors Employment (under

promotion quota) of the service as indicated in Scheduled-I shall be in Selection Grade (non-functional) of Rs.56600-179800, Level-10A”.

Provided that Assistant Directors Employment (under Promotion quota) of the service shall be eligible for placement in the selection grade (non functional) on completion of five years of service strictly on the basis of seniority.

7. Reservation in appointments:- While making appointments either by direct recruitment or promotion, reservation shall be made in accordance with the rules and orders issued from time to time for members of Scheduled Caste/Scheduled Tribes/Backward Classes or any other category or Class of permanent residents of State under the provisions of Jammu and Kashmir Reservation Act, 2004, and Rules made thereunder.

“Provided that reservation in promotions shall be subject to the outcome of decision on reservation by the Hon’ble Supreme Court/High Court.”

8. **Maintenance of seniority lists:-** Final Seniority of the Assistant Directors Employment (Promotee) shall be regulated under the Jammu and Kashmir Civil Service (Classification, Control and Appeal) Rules, 1956 according to their seniority at the time of their regularization. The Administrative Department shall maintain an up-to-date final seniority list of Assistant Directors Employment recruited under promotion quota only.
9. **Residuary matters:-** In regard to matters not specifically covered by these Rules, the members of the service shall be governed by rules/regulations and orders applicable to the State Civil Service in general.
10. **Interpretation:-** If any question arises relating to the interpretation of these rules the matter shall be referred to the Administrative Department or General Administration Department, as the case may be, whose decision thereon shall be final and binding.
11. **Repeal and savings:-**
12. All rules corresponding to these rules in force immediately

before the commencement of these rules are hereby repealed.

2. Notwithstanding such repeal, any appointment or action taken under the provisions of the rules so repealed; shall be deemed to have been made or taken under the corresponding provisions of these rules.

By order of the Government of Jammu & Kashmir.

(Rehana Batul) IAS

Secretary to the Government

No. L&E/Gen/49/2016

Dated : .05.2023

Copy to the:-

1. Financial Commissioner, Finance Department.
2. Commissioner/Secretary to Government, General Administration Department.
3. Secretary to Government, ARI & Training Department.
4. Secretary to Government, Department of Law, Justice & PA.
5. Director Employment, J&K Jammu.
6. Director Finance, Labour & Employment Department.
7. OSD to Advisor (F) to the Hon'ble Lieutenant Governor, J&K.
8. All the Deputy Directors (District Head Qtrs.) Employment Department.
9. All the Assistant Directors (DE&CCs) Employment Department.
10. General Manager, Government Press, Jammu. He is requested to furnish this department hundred (100) printed copies of the notification.
11. Pvt. Secretary to Commissioner/ Secretary to Govt. Labour & Emp.Deptt.
12. I/C Website.
13. Stock file/Record file.

S. Tarandeep Singh

Under Secretary to the Government

Schedule I of J&K Employment (Gazetted) Service.

S.No.	Designation of the post	Pay scale as per 7th pay commission.	Sanctioned Strength
1.	Director Employment, J&K	Level- 13 (123100-215900)	01
2.	Joint Director Employment, Jammu/Kashmir	Level- 12 (78800-209200)	02
3.	Deputy Director Employment (Central)	Level- 11 (67700-208700)	01
4.	Deputy Directors District Employment and Counseling Centers.	Level- 11 (67700-208700)	12
5.	Deputy Director (Planning & Statistics)	Level- 11 (67700-208700)	01
6.	Assistant Directors	Level- 8 (47600-151100)	26
7.	Programmer	Level- 8 (47600-151100)	01
Total			44

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Schedule-II of J&K Employment (Gazetted) Service.

Class	Category	Designation	Pay scale as per 7 th commission	Qualification for direct recruitment	Method of Recruitment
I		Director Employment, J&K	Level-13 (123100-215900)	-	To be filled by the General Administration Department
II		Joint Director Employment, Jammu/Kashmir	Level- 12 (78800-209200)	-	To be filled by the General Administration Department
III	A	Deputy Director Employment (Central), District Employment and Counselling Centers.	Level-11 (67700-208700)	-	To be filled by the General Administration Department
	B	Deputy Director (Planning and Statistics)	Level-11 (67700-208700)	-	By deputation from J&K Economics & Statistics (Gazetted) Services.
IV	A	Assistant Directors	L-B (47600-151100)	Bachelors degree from any recognized university.	i. 50% by Direct Recruitment (GAD/PSC) through Combined Competitive Examination. ii. 25% by promotion from Employment officers

					<p>having at least 5 years substantive service in the J&K Employment (Subordinate) Services.</p> <p>iii. 25% from Career Counselling Officers having at least 5 years substantive Service in the J&K Employment (Subordinate) Services.</p>
VI		Programmer	L-B (47600-15100)	-	<p>iv. By deputation from J&K Information Technology (Gazetted) Department</p>

S. Tarandeep Singh
Under Secretary to the Government