



Govt. of India, Ministry of Defence  
Directorate General, Defence Estates  
Raksha Sampada Bhawan

Ulaanbaatar Marg, Delhi Cantt. – 110 010

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File No. 102/16/POLICY/ADM/DE/2021 (FMS ID:68621 )

Dated: /5 June, 2021

To,

The Principal Director, Defence Estates,  
Ministry of Defence,  
Northern Command  
Jammu

**Subject: Tenure of Officers and Staff at DEO, Leh**

Reference Directorate General, DE letter No. 125/65/ADM/DE dated 31.08.1990 and Directorate, DE, NC letter No. 15/118/ADM/DE/NC/29/FMS-11048 dated 20.06.2019.


2. The office of ADEO (now DEO) Leh was established vide Dte. General letter No.125/65/ADM/DE dated 31.08.1990. The tenure of officers and staff in the said office was fixed at one year after deducting the period of station leave, earned leave, medical leave etc. It has been observed that due to the harsh climatic conditions and difficulty in accessibility due to closure of roads etc during the winter months, Leh has remained an unpopular station with officers/staff for postings. Certain administrative difficulties in planning, executing and completing various activities of DEO Leh have also been reported due to the short working season available at Leh.

3. The matter has been re -examined keeping in view the above. It has been observed that while the tenure at Leh is required to be increased from one to two years, some incentives regarding next posting may also be provided to officers/ staff posted at Leh. It has therefore been decided with the approval of the Competent Authority (Director General, Defence Estates) that in partial modification of Dte. General letter No. 125/65/ADM/DE dated 31.08.1990, the tenure of officers and staff posted at the office of DEO, Leh shall be two years henceforth subject to the following conditions:-

(i) The period of tenure shall be of 02 years i.e. including up to 04 months of paid leave of all kinds.

- (ii) After completion of the tenure, officers/officials will be given a posting at station of their choice out of three stations preferred by them, subject to administrative exigencies/ feasibility.
- (iii) Officers/Officials above the age of 50 years will not be posted to Leh unless they volunteer for the same.
- (iv) There will be a cooling off period of five years between two postings at Leh unless the officer/official volunteers himself.
- (v) Officers/Officials posted twice at Leh will not be posted there again unless they volunteer themselves.
- (vi) These instructions will not apply for a period of five years to new recruits who join at Leh for their first posting.
- (vii) These instructions will not apply to officers/officials belonging to the UT of Jammu & Kashmir and UT of Ladakh.

4. This issues with the approval of DGDE.

  
(Vibha Sharma)  
Addl. DG (Adm)  
Defence Estates

Copy to:-

**The Principal Director, Defence Estates,  
Ministry of Defence,  
Central / Eastern / Southern / South Western / Western Command,  
Lucknow / Kolkata / Pune / Jaipur / Chandigarh**

**Director, NIDEM  
Delhi Cantt**

**All DEOs/All INDEPENDENT ADEOs**

**All CEOs**