



THE ADMINISTRATION OF UNION TERRITORY OF LADAKH
School Education Department
UT Secretariat, Ladakh

Notification

Ladakh, the 29th September, 2021

S.O. 47 - In exercise of the powers conferred by S.O 282(E) dated 21.01.2020; the Hon'ble Lieutenant Governor of Union Territory of Ladakh hereby makes the following Rules, namely. -

1. Short title and commencement

- (1) These Rules may be called the Union territory of Ladakh School Education (Subordinate) Service Recruitment Rules, 2021.
- (2) These Rules shall come into force from the date of their publication in the Official Gazette.

2. Definitions. - (1) In these Rules, unless the context otherwise requires. -

- (a) **"Administration"** means Administration of the Union territory of Ladakh;
- (b) **"Administrative Department"** means the Department of the Administration in the Union territory Secretariat holding the administrative charge of the Service;
- (c) **"Appointed day"** shall mean the day as defined under section 2 (a) of the Jammu and Kashmir Reorganization Act, 2019.
- (d) **"Board"** means the appropriate recruitment board;
- (e) **"Cadre"** means the sanctioned strength of the Service under these Rules;
- (f) **"Chief Executive Officer"** means Chief Executive Officer, of the concerned LAHDC;
- (g) **"District cadre"** means the cadre comprising of the posts as may be notified by the Administration;
- (h) **"LAHDC"** means Ladakh Autonomous Hill Development Council, as constituted under the relevant Act;

- (i) **“Member of the Service”** means a person appointed to a post in the School Education (Subordinate) Service under the provisions of these Rules;
- (j) **“Rules”** means the Union territory of Ladakh School Education (Subordinate) Service Recruitment Rules;
- (k) **“Resident of Union territory of Ladakh”** means any person who satisfies the criteria of residence as may be prescribed for the purpose of employment under the Administration of Union territory of Ladakh under any Act, Rule, Regulation or Order having force of law in Union territory of Ladakh;
- (l) **“Schedule”** means the Schedule(s) annexed to these Rules;
- (m) **“Service”** means Service as constituted under these Rules; and
- (n) **“Union territory”** means the Union territory of Ladakh.

3. Constitution of the Service. -

From the date of commencement of these Rules, there shall be constituted the Union territory of Ladakh School Education (Subordinate) Service.

4. Initial Constitution. –

On the date of commencement of these Rules, persons who have already been appointed substantively to a post in the cadre of J&K School Education (Subordinate) Service and finally allotted for service in the Union territory of Ladakh in accordance with the provisions of section 89(2) of the J&K Reorganization Act, 2019, shall be deemed to have been appointed to the Service at the initial constitution.

Provided that a person appointed by a competent authority substantively to a post in the cadre of J&K School Education (Subordinate) Service on the recommendations of a Board after the appointed day shall also be deemed to have been appointed to the Service at the initial constitution and the services rendered by him prior to the commencement of these Rules shall count for the purposes of rules regulating his conditions of service.

5. Strength and composition of the Service. -

- (1) The authorized permanent strength of the Cadre and the nature of the posts included therein shall be determined by the Administration, from time to time, and shall at the initial constitution of the Service under these Rules, be such as specified in Schedule-I.



- (2) The Administration 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 alteration therein as it deems fit.

6. Qualification and Method of Recruitment. -

- (1) No person shall be eligible for appointment or promotion to any post unless he possesses the qualifications as laid down in Schedule- II annexed to these Rules.
- (2) Appointment to the Service shall be made: -
- (a) By direct recruitment; or
 - (b) By promotion, failing which by absorption:

Provided that the terms and manner of appointment by absorption shall be as notified by the Administration by a general or special order; and

Provided further that the competent authority to appoint a person to the Service by absorption shall be the Administration.

7. Probation. -

- (1) Every person on appointment to the Service, by direct recruitment shall be on probation for a period of two years. Person on appointment to the Service by promotion or by absorption shall be on probation for a period of six months.

Provided that the period of probation may extend in accordance with the instructions issued by the Administration from time to time; and

Provided further that other matters relating to probation will be governed by the instructions issued by the Administration in this regard from time to time.

- (2) If, during the period of probation or any extension thereof, as the case may be, the Administration is of opinion a person appointed to the Service has not successfully completed the period of probation, the Administration may discharge the directly recruited candidate from the Service, or revert the promotee to the post held by him prior to his promotion.



8. Training and Departmental Examination. -

Persons appointed to the Service shall be required to undergo such training from time to time during the course of probation and to pass such examination(s) as the Administration may prescribe:

Provided that the Administration may exempt, either wholly or partly, from such training or departmental examination(s) person who have passed a departmental examination or undergone training declared by the Administration to be equivalent to a departmental examination or training prescribed under these Rules.

9. Eligibility for direct recruitment. -

The age limit and other qualifications for direct recruitment shall be as prescribed by the Administration.

Provided that a person already in Government service would be required to apply through proper channel for direct recruitment against a vacant post in the Service, if he possesses the educational and other qualifications prescribed for recruitment to such posts.

10. Maintenance of seniority lists. -

The Chief Executive Officer in case of District Cadre Posts and the Administrative Department in respect of other posts shall maintain up to date and final seniority list of Members of the Service.

Provided that the seniority of Members of the Service shall be maintained in accordance with the rules as may be notified by the Administration by a general or special order.

11. Disqualification for appointment. -

No person shall be qualified for appointment to the Service unless the person is a Resident of Union territory of Ladakh.

Provided that this rule shall not apply to persons allotted service in Union territory of Ladakh under the provisions of section 89(2) of Jammu and Kashmir Reorganization Act, 2019, or such Rules as may be prescribed by the Administration.

12. Interpretation. -

If any question arises relating to the interpretation of these Rules, the matter shall be referred to the Administrative Department whose decision thereon shall be final and binding.

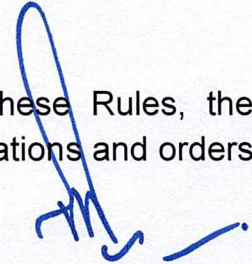


13. Repeal and Savings. -

- (1) All the Rules corresponding to these Rules in force immediately before the commencement of these Rules are hereby repealed.
- (2) Notwithstanding such repeal, any appointment order made 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.
- (3) Nothing in these Rules shall affect reservations, relaxation in age-limit and other concessions required to be provided for the Scheduled Tribes/Scheduled Castes and other special categories of person in accordance with orders issued by the Administration from time to time in this regard.

14. Residuary Matters. -

In regard to the matters not specifically covered by these Rules, the members of the Service shall be governed by Rules/regulations and orders as may be prescribed by the Administration.



(Ajeet Kumar Sahu) IAS,
Commissioner/ Secretary,
School Education Department.

No:Comm/Secy/SED/47/215-233

Dated: 29.09.2021

Copy to the:

1. All the Administrative Secretaries UT Ladakh.
2. Additional Director General of Police (ADGP) Ladakh.
3. Joint Secretary (JKL), Ministry of Home Affairs.
4. Deputy Commissioner/CEO, LAHDCs Leh/Kargil.
5. All Divisional Head of the Departments.
6. OSD to Hon'ble Lieutenant Governor, Union Territory of Ladakh for information of Hon'ble Lieutenant Governor.
7. Private Secretary to Advisor for information of the Advisor.
8. District Informatics Officer, NIC, Ladakh for uploading in the UT Website.
9. I/C Archives, Archaeology and Museums.
10. Office/Order File.

Ladakh School Education (Subordinate) Service Recruitment Rules, 2021
Schedule – I
S.O. 47 - Dated: 29.09.2021

S.No	Name of the post	Pay Level & Structure	Number of posts ³	Vacancies of different cadre of posts out of the total given in column IV to be utilized for transition as Teacher Grade -II ² and III. ²
I	II	III	IV	V
1	Section Officer	Level-7 (44900- 142400)	05	
2	Statistical Officer	Level-7 (44900- 142400)	03	
3	Assistant Accounts Officer	Level-7 (44900- 142400)	01	
4	Masters	Level-6E (35900-113500)	632	
5	Legal Assistant	Level-6E (35900-113500)	01	
6	Chauffeur	Level-6C (35700-113100)	01	
7	Head Assistant	Level-6B (35600-112800)	26	
8	Accountant	Level-6B (35600-112800)	17	
9	Statistical Assistant	Level-6B (35600-112800)	06	
10	Junior Stenographer	Level-6B (35600-112800)	03	
11	Librarian	Level-6 (35400-112400)	34	
12	Senior Assistant	Level-5 (29200-92300)	79	
13	Teacher	Level-5 (29200-92300) Level-4 (25500-81100)	2362	62
14	¹ Teacher Grade - II	Level-5 (29200-92300)	650 ⁴	
	¹ Teacher Grade - III	Level-4 (25500-81100)	634 ⁴	

15	Accounts Assistant	Level-5 (29200-92300)	50	38
16	Junior Assistant	Level-4 (25500-81100)	129	20
17	Junior Librarian	Level-4 (25500-81100)	2	
18	Technician	Level-4 (25500-81100)	1	
19	Driver Grade-I	Level-4 (25500-81100)	2	
20	Driver Grade-II	Level-2 (19900-63200)	2	
21	Library Assistant	Level-2 (19900-63200)	49	5
22	Laboratory Assistant	Level-2 (19900-63200)	151	17
23	Class IV	Level-SL1 (14800-47100)	669	58
		Total	5509	200²

¹The cadres of Teacher Grade-II & Grade III have been created exclusively for the purpose of adjusting RReTs by the J&K Government Vide Govt. order No 20-Edu of 2019 Dated: 22/01/2019 and Govt. order No243 Edu of 2019 dated 16/07/2019 respectively. As per the provisions of the scheme approved by the J&K Government, it shall constitute a distinct cadre till all the eligible RReTs, transited to the post of Masters or vacate these posts due to resignation, superannuation, death, promotion or otherwise. Consequently, the cadre of Teacher Grade-II & III will stand abolished automatically after the last incumbent vacates the post.

² All the posts indicated in column V utilized for transition of RReTs as Teacher Grade - II and III shall be restored to their original positions in gradual manner as becomes available after transition of incumbents as prescribed in footnote 1 above by the Department with the approval of the HLG.

³ The vacancies of posts shall be worked out by adjusting the no of posts mentioned in column V.

⁴ These are supernumerary posts and shall be abolished as soon as they are vacated by the incumbent in the manner prescribed at footnote 1.

Ladakh School Education (Subordinate) Service Recruitment Rules, 2021

SCHEDULE – II S.O. 47 - Dated: 29.09.2021 Schedule- II (A)

Pay Level & Structure	Designation	Minimum qualification for direct recruitment	Method of recruitment
Level -7 (44900-142400)	Section Officer	-	100% by promotion from Head Assistant having not less than 03 years substantive service as Head Assistant.
Level-6B (35600-112800)	Head Assistant	-	<p>100% by promotion from Senior Assistant, having not less than (03) three years substantive service as Senior Assistant and also having passed Secretariat Assistant Training Course Examination;</p> <p>Provided that 25% of posts to be filled up in a calendar year shall be earmarked for promotion of those Senior Assistant, who have not qualified the Secretariat Assistant Training Course Examination, but have crossed the age of 50 years as on 1st January of the year in which such promotion are being considered:</p> <p>Provided further that in case of Senior Assistants who have qualified the Secretariat Assistant Training Course Examination during his/her period of probation as Junior Assistant shall not be required to qualify the said examination again.</p>
Level -5 (29200-92300)	Senior Assistant	-	100% by promotion from Junior Assistant in order of seniority, having not less than three years substantive service as Junior Assistant and also having qualified Secretariat Assistant Training Course Examination.
Level -4 (25500-81100)	Junior Assistant	Graduate from any recognized University with minimum 200 hrs or six month certificate course in Computer applications from any govt. recognized institute and to qualify type test with speed of not less than 35 words per minute on computer key board.	<p>i. 75% by direct recruitment.</p> <p>ii. 25 % by promotion from Matriculate Class IV as per seniority, having not less than three year substantive service as such on the recommendation of DPC, and to qualify type test with speed of not less than 30 words per minute.</p> <p>Provided that a person appointed by direct recruitment or by promotion shall have to undergo and qualify the Secretariat Assistant Training Course Examination /Training during the period of probation.</p>

Level -SL 1 (14800-47100)	Class IV	Minimum Matric and maximum 10+2	100% Direct Recruitment
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Schedule-II (B)

Level -6E (35900-113500)	Master		100% by promotion from Teachers/Grade-II Teachers with B.Ed from a recognized University having not less than five 5 years of satisfactory regular service.
Level -5 (29200-92300) For Graduate Level -4 (25500-81100) For under graduate	Teachers	i. Graduate from any recognized University with. ii. Bachelor of Education (B.Ed). iii. Central Teacher Eligibility Test (CTET).	<p>A) 95% direct recruitment with the following ratio.</p> <p>i) 53% Graduates in any discipline.</p> <p>ii) 30% Science Teachers: (Graduates with Physics/ Chemistry/ Botany/ Zoology/Math as one of the subjects in Graduation).</p> <p>iii) 10% Language Teachers: (Graduates with Urdu/Hindi/ Arabic/Bhoti as one of the subjects in Graduation).</p> <p>iv) 2% Special Education Teacher: (Graduate with B.Ed in Special Education/ Diploma in Special Education)</p> <p>B) 5% by Promotion from Laboratory Assistants, having Graduation with B.Ed and not less than (03) three years substantive service. In case of non-availability of suitable candidates, vacancies shall be filled up by direct recruitment under category A (i) above.</p>
Level -5 (29200-92300)	*Teacher Grade - II		100% by selection out of the Regularized Graduate Rehbar-e-Taleem Teachers (RReTs), as per JK Govt.order No 20-Edu of 2019 Dated: 22/01/2019. Provided that vacancies, if available, shall be filled up by Teacher Grade-III, having completed Graduation.
Level -4 (25500-81100)	*Teacher Grade - III		100% by selection from the Regularized Under- Graduate Rehbar-e-Taleem Teachers as per J&K Govt. Order No

			243-Edu of 2019 Dated:16/07/2019.
Level-2 (19900-63200)	Laboratory Assistant	10+2 with science having minimum six months Diploma or Certificate course in Laboratory Science.	i. 50% by direct recruitment. ii. 50% by promotion from Class IV (Mentioned at Schedule II- A) having 10+2 with science and completed minimum three years substantive service. iii. In case of non-availability of suitable candidates, vacancies shall be filled up by direct recruitment under category (i) above.

**The cadre of Teacher Grade-II & III is created exclusively for the purpose of adjusting RReTs. It shall constitute a distinct cadre till all the eligible RReTs, transited to the post of Masters or vacate these posts due to resignation, superannuation, death, promotion or otherwise. Consequently, the cadre of Teacher Grade-II& III will stand abolished automatically after the last incumbent vacates the post.*

Schedule-II (C)

Level-6 (35400-112400)	Librarian	-	100% by promotion form Junior Librarian having not less than three-year substantive service as Jr. Librarian.
Level -4 (25500-81100)	Jr. Librarian	Bachelor's degree in Library Science or Graduation with minimum one year diploma in Library Science.	i. 50% by direct recruitment. ii. 50% by promotion form Library Assistant having not less than(03) three-years substantive service as Library Assistant.
Level-2 (19900-63200)	Library Assistant	Bachelor's degree in Library Science or Graduation with minimum one year diploma in Library Science.	i. 75% by direct recruitment. ii. 25% by promotion form Class IV Mentioned at Schedule II-A having Graduation with minimum one year diploma in Library Science, having not less than 3 years substantive service. iii. In case of non-availability of suitable candidates, vacancies shall be filled up by direct recruitment under category (i) above Note: in case of incumbent Class IV as on notification of these rules, shall be Matric.

Schedule-II (D)

Level -6B (35400-112400)	Junior Stenographer	<p>i. Graduation from any recognized University with minimum one-year National Trade Certificate (NTC) or State Trade Certificate (STC) in stenography (English)</p> <p>ii. Having minimum speed of 65 words per minute (wpm) in shorthand and 35 (wpm) in type writing on computer Key Board..</p> <p>iii. 200 hrs OR Six-month certificate course in Computer Application from any recognized institute.</p>	100% By Direct Recruitment.
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Schedule-II (E)

Level -7 (44900-142400)	Assistant Accounts Officer	-	By deputation from Accounts (Subordinate) Service.
Level-6B (35600-112800)	Accountant	-	By deputation from Accounts (Subordinate) Service.
Level -5 (29200-92300)	Accounts Assistant	-	By deputation from Accounts (Subordinate) Service.

Schedule-II (F)

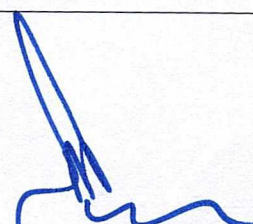
Level -7 (44900-142400)	Statistical Officer	-	By deputation from Economics & Statistics (Subordinate) Service.
Level-6B 35600-112800	Statistical Assistant	-	By deputation from Economics & Statistics (Subordinate) Service.

Schedule-II (G)

Level -6E (35900-113500)	Legal Assistant	-	By deputation from Legal (Subordinate) Service.
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Schedule-II (H)

Level-6C (35700-113100)	Chauffeur	-	100% by promotion from Driver Grade-I, having minimum (05) five years substantive service as Driver Grade-I.
Level-4 (25500-81100)	Driver Grade-I	-	100% by promotion from Driver Grade-II, having minimum (05) five years substantive service as Driver Grade-II.
Level -2 (19900-63200)	Driver Grade-II	10 th pass with driving license of Light Motor Vehicle (LMV) with (TRANS).	100% By Direct Recruitment



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