



File No: A/182/2021-S&TW

THE ADMINISTRATION OF UNION TERRITORY OF LADAKH
Social & Tribal Welfare Department
UT Secretariat, Ladakh

Notification

Ladakh, the 28th of December, 2021

S.O. 76.- 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 Social & Tribal Welfare (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 Social & Tribal Welfare (Subordinate) Service under the provisions of these Rules;
- (j) **"Rules"** means the Union territory of Ladakh Social & Tribal Welfare (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 or Regulation 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 Social & Tribal Welfare (Subordinate) Service.

4. Initial Constitution. -

- (1) On the date of commencement of these Rules, persons who have already been appointed substantively to a post in the cadre of J&K Social & Tribal Welfare (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 Social & Tribal Welfare (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 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.



(Padma Angmo)

Secretary

Social & Tribal Welfare Department

Copy to the:

1. Joint Secretary MHA, Jammu, Kashmir and Ladakh.
2. All the Administrative Secretaries UT Ladakh.
3. Inspector General of Police Ladakh.
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 to Hon'ble Lieutenant Governor for kind information of the Advisor.
8. District Informatics Officer, NIC, Ladakh for uploading on the UT Website.
9. I/C Archives, Archaeology and Museums.
10. Office/Order File.

Ladakh Social & Tribal Welfare (Subordinate) Service Recruitment Rules, 2021

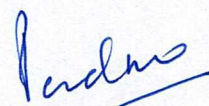
SCHEDULE - I
S.O. 76 dated: 28.12.2021

| S.No | Designation of the Post | Pay Level & Structure | No.of posts |
|-------------|--|----------------------------------|--------------------|
| 1. | Section Officer | Level -7 (44900-142400) | 02 |
| 2. | Assistant Accounts Officer | Level -7 (44900-142400) | 01 |
| 3. | Statistical Officer | Level -7 (44900-142400) | 01 |
| 4. | Tehsil Social Welfare Officer (TSWO)/Superintendent/ Assistant Child Development (ACDPO) | Level -6E (35900-113500) | 09 |
| 5. | Chauffeur | Level-6C (35700-113100) | 03 |
| 6. | Head Assistant | Level -6B (35600-112800) | 08 |
| 7. | Jr Stenographer | Level -6B (35600-112800) | 01 |
| 8. | Statistical Assistant. | Level -6B (35600-112800) | 15 |
| 9. | Accountant | Level -6B (35600-112800) | 01 |
| 10. | Social worker Grade I | Level-6 (35400-112400) | 13 |
| 11. | Senior Assistant | Level -5 (29200-92300) | 16 |
| 12. | Account Assistant | Level -5 (29200-92300) | 04 |
| 13. | Jr. Assistant | Level -4 (25500-81100) | 20 |
| 14. | Supervisor | Level -4 (25500-81100) | 41 |
| 15. | Social Worker Grade II* | Level -4 (25500-81100) | 35 |



| | | | |
|-----|------------------|---------------------------|--------------|
| 16. | Driver Grade-I | Level -4 (25500-81100) | 04 |
| 17. | Driver Grade-II# | Level -2 (19900-63200) | 07 |
| 18. | Cook## | Level- SL2 (15900-50400) | 12 |
| 19. | Conductress \$ | Level- SL2 (15900-50400) | 03 |
| 20. | Orderly | Level -SL 1 (14800-47100) | 27 |
| | | Total | 223** |

****223 posts after transferring 15 posts and LCVs/Training Centres to Handloom/Handicraft Department**



(Padma Angmo)

Secretary

Social & Tribal Welfare Department

Note:

*15 posts of Craft Assistant/Craft Teacher redesignated as Social Worker Grade-II

@ 05 posts of Craft Assistant/Craft Teacher handed over to Handloom/Handicraft Department alongwith Training Centres/LVCs.

One post of Care Taker redesignated as Driver Grade II

07 posts of Conductress re-designated as Cook for the Bal Ashram and Nari Niketan and Girls Hostel/s.

\$ 10 posts of Conductress handed over to the Handloom/Handicraft department alongwith 05 Training Centres/LVC; 03 posts of Conductress retained with SWD to be filled on deputation from handloom/handicraft

Ladakh Social & Tribal Welfare (Subordinate) Service Recruitment Rules, 2021

SCHEDULE – II
S.O. 76 dated: 28.12.2021

Schedule- II (A)

| Pay Level & Structure | Designation | Minimum qualification for direct recruitment | Method of recruitment |
|----------------------------------|--------------------|---|--|
| Level -7 (44900-42400) | Section Officer | - | 100% by promotion from Head Assistant having not less than 3 years substantive service as Head Assistant. |
| Level-6B (35600-112800) | Head Assistant | - | <p>100% by promotion from Senior Assistant, having not less than 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 is 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</p> |



| | | | |
|------------------------------|------------------|---|--|
| | | | to qualify the said examination again. |
| 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. ii. 25 % by promotion from matriculate orderlies in order of 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) | Orderly | Minimum Matric and maximum 10+2 | 100% Direct Recruitment |

Schedule- II (B)

| Pay Level & Structure | Designation | Minimum qualification for direct recruitment | Method of recruitment |
|----------------------------------|---|---|--|
| Level -6E (35900-113500) | Tehsil Social Welfare Officer (TSWO)/ ACDPO/ Superintendent | | 100% by promotion from Social Worker Grade- I having not less than 3 year's substantive service as Social Worker Grade-I |

| | | | |
|----------------------------|------------------------|---|--|
| | | | and from Supervisor with five-year substantive service as Supervisor on pro-rate basis |
| Level -6 (35400-112400) | Social Worker Grade-I | Bachelors in Social Work/Social Sciences from a recognized University with atleast 2 years' work experience in social work with an NGO/VO/Dept/ Institute | i. 50 % by direct recruitment ii. 50% by promotion from Social Worker Grade- II having not less than 3 year's substantive service, on the basis of seniority. |
| Level -4 (25500-81100) | Social Worker Grade-II | Graduate with preference to Bachelors in Social Work/ Social Sciences | 100% by Direct Recruitment |
| Level -4 (25500-81100) | Supervisor | Female Graduate with preference to those with Home Science/Child Dev/Psychology /Sociology as one of the subjects in graduation. | i. 50 % by direct recruitment ii. 25 % by selection through Departmental Selection Committee from amongst Graduate Anganwadi Workers having rendered 5 years' service. iii. 25 % by selection through Departmental Selection Committee from amongst the Matriculate Anganwadi Workers with 10 years' service |

Schedule- II (C)

| Pay Level & Structure | Designation | Minimum qualification for direct recruitment | Method of recruitment |
|----------------------------------|--------------------|---|------------------------------|
| Level-6B 35600-112800 | Jr Stenographer | i. Graduate from any recognized University with minimum one-year national trade certificate (NTC) or State trade certificate (STC) in Stenography (English) ii. Minimum speed of 65 & 35 words per minute in shorthand and computer type writing respectively. iii. 200 hrs OR six- month certificate course in computer application from a recognized institute. | 100% By Direct Recruitment |

Schedule- II (D)

| Pay Level & Structure | Designation | Minimum qualification for direct recruitment | Method of recruitment |
|----------------------------------|--------------------|---|---|
| Level – 6C (35700-113100) | Chauffeur | - | 100% By Promotion from Driver Grade -I, having not less than 05-year substantive service as Driver Grade-I. |
| Level -4 (25500-81100) | Driver Grade-I | - | 100% By Promotion from Driver Grade -II, having not less than 05-year 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 |

Schedule- II (E)

| Pay Level & Structure | Designation | Minimum qualification for direct recruitment | Method of recruitment |
|----------------------------------|-------------------------------|---|--|
| 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)

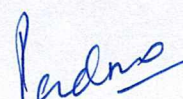
| Pay Level & Structure | Designation | Minimum qualification for direct recruitment | Method of recruitment |
|----------------------------------|-----------------------|---|--|
| Level-6B 35600-112800 | Statistical Assistant | - | By deputation from Economics & Statistics (Subordinate) Service. |

Schedule- II (G)

| Pay Level & Structure | Designation | Minimum qualification for direct recruitment | Method of recruitment |
|----------------------------------|--------------------|---|---|
| Level - SL2 (15900-50400) | Cook | - | By deputation from Tourism (Subordinate) Service. |

Schedule- II (H)

| Pay Level & Structure | Designation | Minimum qualification for direct recruitment | Method of recruitment |
|----------------------------------|--------------------|---|---|
| Level - SL2 (15900-50400) | Conductress | | By deputation from Handicraft/ Handloom |



**(Padma Angmo)
Secretary**

Social & Tribal Welfare Department