

I/12365/2023

संघ राज्य प्रशासन, लद्दाख

THE ADMINISTRATION OF
UNION TERRITORY OF LADAKH

सामान्य प्रशासन विभाग

GENERAL ADMINISTRATION
DEPARTMENT

F.No. A-12012/1/2021-GAD SEC

ई-मेल/email:

gad.utladakh@ladakh.gov.in

यूटी सचिवालय/UT Secretariat

लेह/Leh, Dated:- 20/07/2023

OFFICE MEMORANDUM

Subject:- Compassionate Appointment Rules (SRO-43) & SROs/ Amendments- circulation of consolidated instructions thereof.

Ref- i. All SROs on compassionate appointment and standing instructions of GAD Ladakh.

ii. Review meeting held on 7th July, 2023 under the chairmanship of Advisor to HLG , Ladakh

1. Post notification of **Jammu and Kashmir (Compassionate Appointment) Rules, 1994 vide SRO-43 of 1994 (adapted in UT of Ladakh with all amendments thereof vide SO 23 dated:- 14.08.2020)** , following SROs have been issued as amendments (copies enclosed) for disposal of the cases thereunder-

- i. SRO-120 dated 5th March, 2018** – Amendment in rule 5 of SRO - 43 for processing pending /rejected cases (of Civil Department) on the date of issuance of SRO 120 subject to condition that none of the dependents of the deceased is a government employee including that element of compassion is still existing in the family.
- ii. SRO- 376 dated 11th, September, 2017-** Amendment in rule 5 of SRO -43 for processing pending /rejected cases (of Police Department) subject to similar conditions as SRO 120 above. Also in case the applicant does not possess the required physical standards as per the Police Rules, he/she shall be considered for appointment against the post of Class-IV (Follower) in the Police Department and in all other cases, the applicant shall be considered for appointment against the post of Constable in Police Department.

- iii. **SRO-177 dated 20th, June, 2014**-Amendments in rule 2, 3 and 5 of SRO-43 of 1994.

These amendments include changes in the definition of family member, the time duration for the applicant to acquire such eligibility and qualification enhanced from one (01) year to five (05) years from the date of death of the deceased person.

- iv. **SRO 302 dated 1st Oct, 2009** – Related to SPO engaged by the Police Department.
- v. **SRO 199 dated 4th July 2008 & Government Order No. 893 of 2008 dated 04.07.2008 of GAD J&K**– Incorporation of element of cash compensation in lieu of appointment in government service and procedure thereof.

2. Thereafter the following consolidated instructions have also been issued by GAD Ladakh for streamlining the SRO-43 cases (copies enclosed):-

- i. Checklist, Memo and resolution as per format prescribed through GAD OM No. LA/GAD(SRO-43)UTL/2019 (02) dated:- 30.03.2022.
- ii. GAD OM No. A-12012/1/2021-GAD SEC dated:- 19.06.2023 for maintenance of roster of vacancies for compassionate appointment.
- iii. GAD order No. 215-LA(GAD) of 2023 dated:- 05.07.2023 regarding constitution of Boards.

3. All the Administrative Secretaries, Head of Departments (HoDs) and Deputy Commissioners are advised to process the cases in light of above instructions. To streamline the processing of cases following instructions should be followed;

- i. The compassionate cases of employees pertaining to district cadres must be placed before the Committee headed by the Deputy Commissioner concerned and thereafter should be placed to the concerned HoD of the department concerned.
- ii. Cases of employees of Divisional/UT cadres can be directly placed to the Divisional Level Committee. The cases recommended by the District level Committee shall also be placed to the Divisional Level Committee.

- iii. Divisional level committee after examining the cases send its recommendations to the Concerned HoD for issuing appointment order if there is no relaxation involved. As per CCS (CCA) Rules the appointing authority in non gazette cadres are the Head of the Department. And thus, in both the cases of appointment against the district or divisional cadre posts the appointment order would be issued by the concerned HoD.
- iv. In the Departments where there is no Divisional level head (CE/Director) the Committee would be headed by the concerned Administrative Secretary.
- v. In case no post is available in the office or subordinate offices of the Head of the Department, the proposal for appointment shall be submitted to the Administrative Department concerned and where there is no post available in the Administrative Department concerned also, the case shall be referred to the General Administration Department for appointment of the candidate in any other Department.

4. In the cases where any element of relaxation is involved: Rule 7 of SRO 43 stipulates that Government may relax the lower or upper age limits or education/technical qualification, as the case may be, in deserving cases. Where any such appointment is to be made in relaxation of rules, such cases shall be submitted to the General Administration Department as per sub rule ii. of Rule 4. Following procedure shall be adopted while sending the cases to GAD for relaxation:

- i. All cases requiring relaxation, shall be sent to GAD by the Administrative Secretary concerned with recommendation of the department and the Divisional Level Committee;
- ii. The proposal to GAD must be accompanied with following documents:
 - a) A copy of **roster** as per GAD OM No. A-12012/1/2021-GAD SEC dated: - 19.06.2023.
 - b) **Checklist and memo** duly certified by the Administrative Secretary as per GAD OM No. LA/GAD(SRO-43) UTL/2019 (02) dated:- 30.03.2022.
 - c) **Recommendation of Distt/Divisional Committee** as per GAD Order No. 215-LA(GAD) of 2023 dated:- 05.07.2023.
 - d) All the relevant documents/certificates of applicant in original in physical Mode.

5. Accordingly, to ensure prompt disposal of pending cases, all concerned Administrative Secretaries, HoDs and DCs are requested to adhere to the aforementioned SROs & standing instructions. The copies thereof are enclosed for wide circulation among all sub offices for compliance and processing the cases strictly as per procedure established.

This issues with the approval of competent authority.

**Sonam
Chhosdon**
n
(Sonam Chhosdon/ सोनम छोसडोन)

Digitally signed
by Sonam
Chhosdon
Date: 2023.07.20
16:53:24 +05'30'

Deputy Secretary/ उप सचिव
General Administration Department

Copy to the:-

1. All Administrative Secretaries, UT Administration of Ladakh.
2. Additional Director General of Police, Ladakh.
3. Secretary to the Hon'ble LG Ladakh for information of Hon'ble LG .
4. Deputy Commissioner/CEO, LAHDCs, Leh & Kargil.
5. All HoDs of UT of Ladakh.
6. District Informatics Officer, NIC Ladakh for uploading on the UT website.
7. Private Secretary to Advisor to Hon'ble Lt. Governor for information of Advisor to Hon'ble Lt. Governor, Ladakh.
8. E-office-KMS Portal.

**GOVERNMENT OF JAMMU AND KASHMIR
GENERAL ADMINISTRATION DEPARTMENT.**

**Notification
Jammu, the 22nd February, 1994**

SRO-43. —In exercise of the powers conferred by section 124 of the Constitution of Jammu and Kashmir, the Governor is pleased to make the following rules, namely :-

1. Short title and commencement. — (1) These rules may be called the Jammu and Kashmir (Compassionate Appointment) Rules, 1994.

(2) These rules shall be deemed to have come into force from the 24th day of September, 1991.

2. Application of rules: - These rules shall apply to the compassionate appointment of a person who is a family member of: -

- (i) a Government employee who dies in harness other than due to militancy related action ;**
- (ii) a Government employee who dies as a result of militancy related action *[or due to enemy action on the line of Actual Control/International Border within the State of Jammu and Kashmir] and is not involved in militancy related activities:**
- iii) a civilian who dies as a result of militancy related action*[or due to enemy action on the line of Actual Control/International Border within the State of Jammu and Kashmir] not involved in militancy related activities and total income of the family from all sources does not exceed ***Rs. 5000/-per month as assessed by the Revenue Officer not below the rank of an Assistant Commissioner;**
- (iv) ** [A member of the Armed Forces not above the rank of Junior Commissioned Officer or a member of Paramilitary Forces of equivalent rank who is a permanent resident of State and is killed while discharging the duties in connection with law and order in the State of Jammu and Kashmir or as a result of enemy action on the Line of Actual Control/*[International Border]**

-
- Recast vide SRO-211 of 1995 dated 28-8-1995**
 - Recast vide SRO-25 of 1995 dated 07.02.1995**
 - *** Recast vide SRO-39 of 2006, dated 03-02-2006**

(2)

Explanation: — For purposes of these rules.

- (a) 'Armed Force' means Navy, Military, Air Force;
- (b) 'Para Military Force' means a force constituted under any law for the time being in force made by the Competent Legislature;
- (c) 'Permanent Resident' means the permanent resident of the State of Jammu and Kashmir as defined section 6 of the Constitution of Jammu and Kashmir;
- (d) 'Family Member' means spouse, son, daughter, adopted son, adopted daughter, sister or brother *[xx] dependent on the deceased.

3- Appointment under these rules—“(1) ** [xx] Notwithstanding anything contained in any rule or order for the time being in force regulating the procedure for recruitment in any service or post under the Government, an eligible family member of a person specified in rule 2 may be appointed against a vacancy in the lowest rank of non-gazetted service or Class-IV post having qualification as prescribed under the relevant Recruitment Rules.

Provided that the applicant is eligible and qualified for such post or acquires such eligibility and qualification within a period of one year from the date of death of the deceased person specified in rule 2:

Provided further that no application for compassionate appointment under these rules shall be entertained after the expiry of one year from the date of death of the deceased person.”

- (2) Nothing in sub-rule (1) shall delegate from the powers of the Government in General Administration Department to appoint at its discretion a candidate to a higher post in the non-gazetted service if he/she is a family member of a deceased Government employee or a civilian killed in the militancy related action.
- (3) ***[XXX]Notwithstanding the provisions of the rules contained herein for compassionate appointment, the family members of the civilians killed in militancy related action as specified in clause (iii) of rule 2 shall be entitled to a cash compensation in lieu of appointment in government service of an amount specified by the government which shall be payable in their favour in a manner to be notified by the government.

Provided that if any one among the family members of the deceased civilian fulfills the eligibility criteria prescribed under the aforesaid Rules for appointment into the government service or acquires such eligibility within one year from the date of death of the deceased person, then they shall have the option either to choose the government service or the cash compensation.

4- Appointment cases of death in harness:- Appointment under these rules in respect of a family member of a Government employee who dies in harness due a cause other than militancy related action shall be made by Head of the Department concerned: provided that:-

- i) Where no post is available in the office or subordinate offices of the Head of the Department, the proposal for appointment shall be submitted to the Administrative Department concerned and where there is no post available in the Administrative Department concerned also, the case shall be referred to the General Administration Department for appointment of the candidate in any other Department; or
- ii) Where any such appointment is to be made in relaxation of rules, such cases shall be submitted to the General Administration Department in coordination.

*[xx] Word “wholly” deleted vide SRO 211 of 1995 dated: - 28-8-1995
** [xx] Recast vide SRO-201 of 2007 dt. 04.06.2007
***[XXX] After sub-rule (2) of Rule 3, sub-rule 3 has been inserted vide SRO 199 dt. 04.07.2008.

5. Appointment in other cases:—(1) Appointment under these rules in respect of a member of the family of a Government employee or a civilian who has died as a result of militancy related action or in respect of a family member of the officer or armed force or Para-military force, shall be made by the *[Deputy Commissioner concerned] in accordance with the procedure hereinafter prescribed.

(2) A family member of **a civilian who dies as a result of militancy related action may apply for appointment against any suitable vacancy to the Deputy Commissioner of the District in which he or she resides. *[Deputy Commissioner after making such enquires as may be necessary and on recommendations of the District Level Coordination-Cum-Screening Committee, may issue appointment orders for his or her adjustment against a vacancy in the District concerned in any Department under the Government in accordance with provisions of rule 3 hereinabove:

“***Provided that in the case of a SPO engaged by the Police Department who dies as a result of militancy related action, a family member may apply for appointment against a vacancy to the Director General of Police who, after conducting such enquires as may be required, may issue an appointment order for his/her adjustment in the Police Department in accordance with the provisions of rule 3.”**

“* 2(a) A family member of Government employee who dies as a result of militancy related action may apply for appointment against any post to which he or she is entitled under these rules to the Deputy Commissioner of the District in which he or she resides. Deputy Commissioner shall after making such enquires as may be necessary, and, on clearance by the District Level Coordination-Cum-Screening Committee, forward the case of the applicant to the Head of the Government Department administering the services or cadre to which the deceased employee belonged. The Head of the Government Department may make the appointment in accordance with provisions of rule 3 and rule 4 of these rules. All pending cases shall be dealt with accordingly.”**

(3)** A family member of a deceased member of armed force or para-military force who is eligible for appointment under these rules may apply against for appointment against a suitable vacancy to the Deputy Commissioner concerned through the Commanding Officer of the Unit in which the deceased member of the armed force or Para-military force was last serving. The Deputy Commissioner after making such enquiries as may be necessary and on the recommendations of the District Level Coordination-Cum-Screening Committee, may issue appointment orders for his or her adjustment against a vacancy in the District concerned in any Department under the Government in accordance with provisions of rule 3 hereinabove.**

6. Grant of scholarship —The Government may on the recommendations of the Competent Authority grant suitable scholarship up to the tune of Rs. 100/- per month to the family member of a deceased employee till such time as they pass matriculation examination. Such scholarship shall be sanctioned by the Government in the Education Department.

7. Power to relax—The Government may relax the lower or upper age limits or education/technical qualification, as the case may be, in deserving cases. All such cases shall be processed through General Administration Department in coordination.

****** Recast vide SRO-88 of 1996 dt. 29.02.1996.**

*** Recast vide SRO-211 of 1995 dt. 28.08.1995.**

**** “Word” “Government employee” deleted vide SRO-39 of 2006 dt. 03.02.2006**

***** After sub-rule (2) of rule 5, 2(a) has been inserted vide SRO-39 of 2006 dt. 03.02.2006.**

******* In rule 5, the full stop(.) at the end of sub-rule 2 shall be substituted by colon (:) and proviso has been added vide SRO-302 of 2009 dated 01.10.2009**

8- Interpretation:-If any question about the interpretation of these rules, the decision of the Government in General Administration Department shall be final.

9- Repeal and saving.—The Jammu and Kashmir Appointment on Compassionate Grounds Rules, 1991 are hereby repealed:-

Provided that such repeal shall not:-

- (a) affect the action taken, orders issued or appointments made under the rules so repealed; or**
- (b) affect the revival of such cases as have been decided under the said rules but fall within the ambit of these rules ; or**
- (c) affect the cases whether pending on the commencement of these rules or the cases where death of the person specified in rule 2 occurred due to militancy related action prior to the commencement of these rules and all such cases shall be dealt with in accordance with the provision of these rules.**

By order of the Governor.

(Sd/)
Secretary to Government
General Administration Department.



**GOVERNMENT OF JAMMU AND KASHMIR
GENERAL ADMINISTRATION DEPARTMENT
CIVIL SECRETARIAT, JAMMU**

**Notification,
Jammu, the 5th, March, 2018**

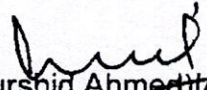
SRO-120 .- In exercise of the powers conferred by proviso to section 124 of the Constitution of Jammu and Kashmir, the Governor is pleased to direct that following amendment shall be made in the Jammu and Kashmir Compassionate Appointment Rules, 1994; namely:-

In rule 5, the following shall be added, as sub-rule (6) namely:-

Notwithstanding anything contained in proviso first and second of sub-rule (1) of rule 3 of these rules, the widow(who has not re-married), unmarried son and unmarried daughter of a deceased government employee other than Police Personnel who has died in harness or militancy related incident may be considered under these rules by the General Administration Department, on a case to case basis, for appointment against a Class-IV post subject to the condition that the Deputy Commissioner/Assistant Commissioner(Revenue) of the district to which the deceased employee belonged certifies that none of the dependents of the deceased is a government employee. Further, the Deputy Commissioner concerned after due satisfaction, shall certify that element of compassion is still existing in the family which shall be countersigned by the Administrative Secretary of the concerned department to which the government employee belonged.

Explanation: Only pending/rejected cases on the date of issuance of SRO Notification 120 of 2018 dated 05-03-2018, shall be decided in accordance with the said notification.

By order of the Government of Jammu and Kashmir.


(Khurshid Ahmed)IAS,
Commissioner/Secretary to the Government
Dated:- 05-03-2018

No. GDC-265/CM/2013-SRO

1. Advisor to the Hon'ble Chief Minister.
2. Learned Advocate General, J&K.
3. All Financial Commissioners.
4. Director, General of Police, J&K.
5. All Principal Secretaries to Government.
6. Principal Secretary to the Governor/Chief Minister.
7. Divisional Commissioner, Kashmir/Jammu.
8. All Commissioners/Secretaries to the Government.
9. All Heads of Departments/Managing Directors.
10. All Deputy Commissioners.
11. Director, Information.
12. Director Archives, Archaeology and Museums.
13. Special Secretary/Private Secretary to Chief Minister.
14. General Manager, Government Press, Srinagar/Jammu.
15. Private Secretary to the Chief Secretary.
16. Private Secretary to the Commissioner/Secretary to Government, GAD.
17. In-charge website, GAD/Stock file.



**Government of Jammu and Kashmir
General Administration Department
Notification,
Srinagar, the 11th, September, 2017**

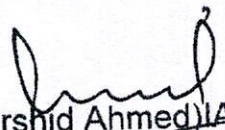
SRO- 376 :- In exercise of the powers conferred by proviso to section 124 of the Constitution of Jammu and Kashmir, the Governor is pleased to direct that following amendments shall be made in the Jammu and Kashmir Compassionate Appointment Rules, 1994; namely:-

In rule 5, the following shall be added, as sub-rule (5) namely:-

Notwithstanding anything contained in proviso first and second of sub-rule (1) of rule 3 of these rules, the widow(who has not re-married), unmarried son and unmarried daughter of a deceased Police Personnel who has died in harness may be considered for appointment under these rules by the General Administration Department, on a case to case basis, in the Police Department only, subject to the condition that the Deputy Commissioner/Assistant Commissioner(Revenue) of the district to which the deceased employee belonged certifies that none of the dependents of the deceased is a government employee. Further, the Director General of Police and Administrative Secretary of Home Department after due satisfaction, shall certify that the element of compassion still exists in the family. In case the applicant does not possess the required physical standards as per the Police Rules, he/she shall be considered for appointment against the post of Class-IV (Follower) in the Police Department and in all other cases, the applicant shall be considered for appointment against the post of Constable in Police Department.

Explanation: Only pending/rejected cases on the date of issuance of SRO Notification 376 of 2017 dated 11-09-2017, shall be decided in accordance with the said notification.

By order of the Government of Jammu and Kashmir.


(Khurshid Ahmed) IAS,
Commissioner/Secretary to the Government
Dated:-11-09-2017

No. GDC-265/CM/2013-SRO

1. All Financial Commissioners.
2. Director, General of Police, J&K.
3. All Principal Secretaries to Government.
4. Principal Secretary to the Governor/Chief Minister.
5. Divisional Commissioner, Kashmir/Jammu.
6. All Commissioners/Secretaries to the Government.
7. All Heads of Departments/Managing Directors.
8. All Deputy Commissioners.
9. Director, Information.
10. Director Archives, Archaeology and Museums.
11. General Manager, Government Press, Srinagar/Jammu.
12. Private Secretary to the Chief Secretary.
13. Private Secretary to the Commissioner/Secretary to Government, GAD.
14. In-charge website, GAD/Stock file.

Government of Jammu and Kashmir
General Administration Department
NOTIFICATION

Srinagar, the 20th, June, 2014

SRO-177 .- In exercise of the powers conferred by proviso to section 124 of the Constitution of Jammu and Kashmir, the Governor is pleased to direct that following amendments be made in the Jammu and Kashmir Compassionate Appointment Rules, 1994; namely:-

I. In rule 2.-

(a) for clause(iii), the following clause shall be substituted, namely:-

"(iii) A civilian who dies as a result of militancy related action or as a result of law and order situation and **is not found directly involved in the actual violence** or due to enemy action on the line of Actual Control/International Border within the State of Jammu and Kashmir not involved in militancy related activities."

(b) In the explanation, for clause (d), the following clause shall be substituted, namely:-

"(d) Family Member" means Spouse, son, daughter, sister or brother or adopted son/ daughter **(in respect of communities in whose case adoptions are permissible under the Law)** dependent on the deceased and shall in respect of the cases covered under clause (iii) also mean father and mother for the purpose of payment of cash compensation only, even if they are not dependent on the deceased".

II. In rule 3.-

(a) In the first proviso to sub rule (1) and the proviso to sub-rule (3), for the words "**one year**", the words "**five years**" shall be substituted;

(b) for sub-rule(2), the following shall be substituted, namely:-

"(2) Nothing in sub-rule (1) shall derogate from the powers of the Government in General Administration Department to appoint, at its discretion, a family member of a person specified in rule 2, to a higher post in the non-gazetted service for which he/she is eligible and qualified in terms of the recruitment rules prescribed for that post".

(c) In sub-rule (3), for the words "militancy related action as specified", the words "militancy related action, or a civilian who dies as a result of law and order situation **and is not found directly involved in the actual violence**, or due to enemy action on the line of Actual Control/International Border within the State of Jammu and Kashmir as specified" shall be substituted.

(d) After sub-rule (3), the following Explanation shall be added, namely:-

"Explanation: All cases pending on the date of issuance of SRO Notification 177 of 2014 dated 20-06-2014 shall be decided in accordance with the said notification provided that the candidate has applied within one year from the date of death of the deceased person."

- III. In rule-5, for the words "militancy related action" where ever occurring in the rule, the words "militancy related action, or a civilian who dies as a result of law and order situation and is not found directly involved in the actual violence, or due to enemy action on the line of Actual Control/International Border within the State of Jammu and Kashmir," shall be substituted.

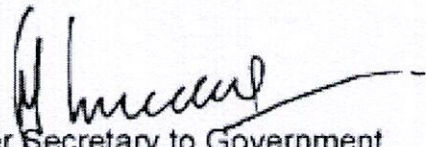
By order of the Government of Jammu and Kashmir.

Sd/-
(M.A.Bhukhari), IAS
Secretary to Government
General Administration Department

No. GAD/Mtg/III/63/2007

Dated 20-06-2014

1. All Financial Commissioners.
2. Chairperson, J&K Special Tribunal.
3. Director, General of Police, J&K.
4. All Principal Secretaries to Government
5. Principal Secretary to Hon'ble Chief Minister/Hon'ble Governor.
6. All Commissioner/Sectaries to Government
7. Divisional Commissioner, Jammu/Kashmir.
8. All Heads of Departments.
9. All Deputy Commissioners.
10. Director Information, J&K Srinagar.
11. Director, Archives, Archaeology and Museums, J&K, Srinagar.
12. Secretary, J&K Legislative Assembly/ Council Secretariat.
13. Secretary, J&K Public Service Commission/ Services Selection Board.
14. Principal Private Secretary to Chief Secretary.
15. General Manager, Government Press, Jammu/Srinagar. He is requested to publish the notification in the extraordinary issue of the Government gazette.
16. Private Secretaries to all Cabinet Ministers/Minister of State.
17. P.A to Secretary, General Administration Department.
18. Government Order file/Stock file.


Under Secretary to Government
General Administration Department



Government of Jammu and Kashmir
General Administration Department
(Monitoring Section)
Civil Secretariat, Srinagar/Jammu

Notification
Srinagar, the 1st Oct, 2009

SRO. 302 In exercise of the powers conferred by the proviso to section 124 of the Constitution of Jammu and Kashmir, the Governor is pleased to make the following amendments in Jammu and Kashmir Compassionate Appointment Rules, 1994, namely:-

In Rule 5, the full stop(.) at the end of sub-rule (2) shall be substituted by Colon (:) and thereafter, the following proviso shall be inserted, namely:-

“Provided that in the case of a SPO engaged by the Police Department who dies as a result of militancy related action, a family member may apply for appointment against a vacancy to the Director General of Police who, after conducting such enquires as may be required, may issue an appointment order for his/her adjustment in the Police Department in accordance with the provisions of rule 3”.

By order of the Government of Jammu and Kashmir.


(Basharat Ahmed Dhar) IAS

Commissioner/Secretary to Government
General Administration Department

Dated: 1.10.2009

No:-GAD/Mtg/III/2009/2007-I

Copy to the:-

1. Advocate General, J&K, Srinagar.
2. All Financial Commissioners.
3. Director General of Police J&K, Srinagar.
4. Principal Resident Commissioner, J&K Government, New Delhi.
5. All Principal Secretaries to Government
6. Principal Secretary to Hon'ble Chief Minister/Principal Secretary to H.E. the Governor.
7. Commissioner, Vigilance, J&K, Srinagar.
8. Chief Executive Officer, Economic Reconstruction Agency.
9. All Commissioner/Secretaries to Government.
10. Director General, IMPA, Srinagar
11. Chairman, J&K Special Tribunal.
12. Resident Commissioner, J&K Government, New Delhi.
13. Divisional Commissioner, Jammu/Kashmir.



**Government of Jammu and Kashmir
General Administration Department
(Monitoring Section)
Civil Secretariat,
Srinagar/Jammu**

Subject:- Procedure for payment of cash compensation in lieu of appointment in Government Service.

-:-

GOVERNMENT ORDER NO:-893-GAD OF 2008

D A T E D:- 04- 07 - 2008

-:-

In pursuance of sub-rule(3) of Rule 3 notified vide SRO 199 dated 04.07.2008, following procedure is prescribed for cash compensation in lieu of appointment in the Government in respect of the beneficiary under SRO-43 of 1994 :-

- (i) A lump sum amount of Rs. 5.00 lacs would be payable to the beneficiary of the affected family through the Deputy Commissioner of the concerned District in lieu of appointment in the government service under the scheme in respect of the family member who dies in militancy related incidents. This amount shall be inclusive of the ex-gratia relief of Rs. 1.00 lac admissible to NOKs of the civilian killed in militancy related incidents as per the provisions of the Government order No:- 723-GR(GAD) of 1990 dt. 10.07.1990;
- (ii) The beneficiary shall be determined in terms of the provisions of the aforesaid Rules;
- (iii) The amount shall be deposited in the nearest branch of the Jammu and Kashmir Bank Ltd; in a Fixed Deposit Account for a period of three years in the name of the beneficiary;
- (iv) A Saving Bank Account shall also be opened in the name of the beneficiary in the said branch of the Jammu and Kashmir Bank. The amount of interest accrued on the above sum would be credited directly by the bank to the beneficiary's Saving Account on a monthly/quarterly basis as per the option of the beneficiary to ensure regular flow of minimum income for sustenance of the family having no other means;

- (v) The principal amount shall, at the end of the lock-in-period of three years, be transferred directly to the Saving Bank Account of the beneficiary.

By order of the Government of Jammu and Kashmir.

Sd/-

(Sufi Mohammad Yousuf)
Special Secretary to Government
General Administration Department

Dated:-04 .07.2008

No:-GAD/Mtg/III/63/2007

Copy to the:-

1. Advocate General, J&K, Srinagar
2. All Financial Commissioners.
3. Director General of Police J&K, Srinagar.
4. Principal Resident Commissioner, J&K Government, New Delhi.
5. All Principal Secretaries to Government
6. Principal Secretary to Hon'ble Chief Minister/Principal Secretary to H.E. the Governor.
7. Commissioner, Vigilance, J&K, Srinagar.
8. Chief Executive Officer, Economic Reconstruction Agency.
9. All Commissioner/Secretaries to Government.
10. Director General, IMPA, Jammu.
11. Chairman, J&K Special Tribunal.
12. Resident Commissioner, J&K Government, New Delhi.
13. Divisional Commissioner, Jammu/Kashmir.
14. Secretary to Chief Justice, J&K High Court, Jammu.
15. Registrar, General, J&K High Court, Srinagar/Jammu.
16. All Heads of Departments/Managing Directors/Chief Executive of State PSUs/ Autonomous Bodies.
17. Director Information, J&K Srinagar.
18. All Deputy Commissioners.
19. Director, Archives and Archeology & Museums.
20. Secretary, J&K Legislative Assembly/Council.
21. Secretary, J&K Public Service Commission.
22. Secretary, Services Selection Board.
23. Principal Private Secretary to Chief Secretary.
24. Private Secretaries to all Hon'ble Cabinet Ministers/Hon'ble Ministers of State.
25. General Manager, Government Press, Jammu/Srinagar for Publication in the next issue of Government Gazetted.
26. Private Secretary to Commissioner/Secretary, GAD.
27. Incharge Website, GAD.
28. Government order file.
29. Monday Return file.

Spadha
4.7.08

Deputy Secretary to Government
General Administration Department



Government of Jammu and Kashmir
General Administration Department
(Monitoring Section)
Civil Secretariat,
Srinagar/Jammu

NOTIFICATION
Srinagar, the 4th, July, 2008

SRO 199 :- In exercise of the powers conferred by the proviso to section 124 of the Constitution of Jammu and Kashmir, the Governor is pleased to make amendments in Jammu and Kashmir Compassionate Appointment Rule, 1994, as under :-

In rule 3 of the aforesaid Rules, after sub-rule (2) the following shall be inserted as sub-rule (3):

“Notwithstanding the provisions of the rules contained herein for compassionate appointment, the family members of the civilians killed in militancy related action as specified in clause (iii) of rule 2 shall be entitled to a cash compensation in lieu of appointment in government service of an amount specified by the government which shall be payable in their favour in a manner to be notified by the government.

Provided that if any one among the family members of the deceased civilian fulfills the eligibility criteria prescribed under the aforesaid Rules for appointment into the government service or acquires such eligibility within one year from the date of death of the deceased person, then they shall have the option either to choose the government service or the cash compensation.”

By order of the Governor.

Sd/-
(Basharat Ahmad Dhar)IAS
Commissioner/Secretary to Government
General Administration Department
Dated:-04 .07.2008

No:-GAD/Mtg/III/63/2007

Copy to the:-

1. Advocate General, J&K, Srinagar
2. All Financial Commissioners.
3. Director General of Police J&K, Srinagar.
4. Principal Resident Commissioner, J&K Government, New Delhi.
5. All Principal Secretaries to Government
6. Principal Secretary to Hon'ble Chief Minister/Principal Secretary to H.E. the Governor.
7. Commissioner, Vigilance, J&K, Srinagar.
8. Chief Executive Officer, Economic Reconstruction Agency.
9. All Commissioner/Secretaries to Government.
10. Director General, IMPA, Jammu.
11. Chairman, J&K Special Tribunal.
12. Resident Commissioner, J&K Government, New Delhi.
13. Divisional Commissioner, Jammu/Kashmir.

14. Secretary to Chief Justice, J&K High Court, Jammu.
15. Registrar, General, J&K High Court, Srinagar/Jammu.
16. All Heads of Departments/Managing Directors/Chief Executive of State PSUs/ Autonomous Bodies.
17. Director Information, J&K Srinagar.
18. All Deputy Commissioners.
19. Director, Archives and Archeology & Museums.
20. Secretary, J&K Legislative Assembly/Council.
21. Secretary, J&K Public Service Commission.
22. Secretary, Services Selection Board.
23. Principal Private Secretary to Chief Secretary.
24. Private Secretaries to all Hon'ble Cabinet Ministers/Hon'ble Ministers of State.
25. General Manager, Government Press, Jammu/Srinagar for Publication in the next issue of Government Gazetted.
26. Private Secretary to Commissioner/Secretary, GAD.
27. Incharge Website, GAD.
28. Government order file.
29. Monday Return file.

Ipadha
4.7.08

Deputy Secretary to Government
General Administration Department

Government of Jammu and Kashmir
General Administration Department
(Cabinet Section) Civil Secretariat

Notification
Srinagar, the 4th June, 2007

SRO 201 .- In exercise of the powers conferred by the proviso to section 124 of the Constitution of Jammu and Kashmir and in partial modification of notification SRO 43 dated 2nd February, 1994, the Governor is pleased to direct that sub-rule (1) of Rule 3 of the Jammu and Kashmir (Compassionate Appointment) Rules, 1994 shall be recast as under: -

“(1) Notwithstanding anything contained in any rule or order for the time being in force regulating the procedure for recruitment in any service or post under the Government, an eligible family member of a person specified in rule 2 may be appointed against a vacancy in the lowest rank of non-gazetted service or Class IV post having qualification as prescribed under the relevant Recruitment Rules:

Provided that the applicant is eligible and qualified for such post or acquires such eligibility and qualification within a period of one year from the date of death of the deceased person specified in rule 2:

Provided further that no application for compassionate appointment under these rules shall be entertained after the expiry of one year from the date of death of the deceased person.”

By order of the Governor.

Sd/-
Principal Secretary to Government,
General Administration Department

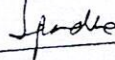
NO:GDC-164/CM/06-SRO

Dated: 04.06.2007

Copy to the :-

1. All Financial Commissioners.
2. Director General of Police, J&K, Srinagar.
3. Principal Resident Commissioner, J&K Government, 5-Prithviraj Road, New Delhi.
4. All Principal Secretaries to Government.
5. Principal Secretary to Hon'ble Chief Minister.
6. Principal Secretary to H.E. the Governor.

7. Director General, J&K Institute of Management, Public Administration and Rural Development, Srinagar.
8. Chairman, Bureau of Public Enterprises.
9. Chairman, J&K Special Tribunal.
10. All Commissioners/Secretaries to Government.
11. Divisional Commissioner, Jammu/Kashmir.
12. All Heads of Departments.
13. Director Estates.
14. Director, Information, J&K, Srinagar.
15. Director, Archives, Archaeology and Museums.
16. All Deputy Commissioners,
17. Secretary, J&K Legislative Assembly/Council.
18. Secretary, J&K Public Service Commission/Services Selection Board.
19. General Manager, Government Press, Jammu/Srinagar.
20. PPS to Chief Secretary.
21. PS to Principal Secretary to Government, General Administration Department.
22. Shri Khalid Jehangir /Government Order file/Stock file.



(Leena Padha)

Under Secretary to Government,
General Administration Department



**SRO-43 MATTER
MOST URGENT**

F.No:-LA/GAD(SRO-43)UTL/2019(02)

**THE ADMINISTRATION OF UNION TERRITORY OF LADAKH
GENERAL ADMINISTRATION DEPARTMENT**

E-mail: gad.utldakh@ladakh.gov.in

UT Secretariat, Ladakh

Dated: -30.03.2022

OFFICE MEMORANDUM

Subject: - Cases of Appointment on Compassionate grounds received in GAD Ladakh in terms of Compassionate Appointment Rules, 1994 (SRO 43 of 1994) as adapted in the Union territory of Ladakh.

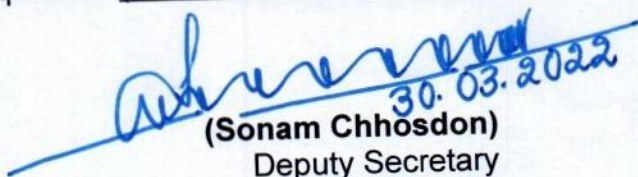
The General Administration Department is in the receipt of number of Cases of Appointment on Compassionate grounds in terms of J&K Compassionate Appointment Rules, 1994 (SRO 43 of 1994) as adapted in UT of Ladakh vide SO 23 dated:-14.08.2020 for approval of competent authority for relaxation of age, qualification and time limit bar.

The GAD has examined their cases in terms of the provisions contained in the relevant rules pertaining to grant of relaxation and observed that due process has not been followed in forwarding the cases to GAD. All such cases need to be examined and verified by the concerned administrative department and should be forwarded to GAD with a self-contained note.

In view of the above, all the Administrative Secretaries are hereby requested to re-examine the cases strictly as per the Compassionate Appointment Rule 1994 and amendments thereof as adapted in UT Ladakh and resubmit the cases accompanied **by a detailed memo/ note for submission in co-ordination with GAD (a template enclosed)** for obtaining approval of competent authority for required relaxation. Responsibility of verifying correctness of date and documents lies with the respective department.

Thus, for expeditious disposal of the pending case, all the concerned Administrative Secretaries are requested to adhere to the aforesaid guidelines and send the case(s) to GAD after completing all prerequisites. (The details of cases being returned is also enclosed herewith).

Encl.:- 07 Lvs.


(Sonam Chhosdon)
Deputy Secretary
General Administration Department

**Administrative Secretary SED, PWD & PHE Departments
UT Administration of Ladakh.**

Copy also to the:-

1. Deputy Commissioner/CEO, LAHDC, Leh & Kargil for necessary coordination regarding the above cases which were directly submitted by them to GAD Ladakh.
2. Private Secretary to Advisor to Hon'ble Lt. Governor for information of Advisor to Hon'ble Lt. Governor.

**DRAFT TEMPLATE OF MEMO/NOTE FOR SUBMISSION TO HON'BLE
LIEUTENANT GOVERNOR,
UT LADAKH THROUGH ADVISOR IN CO-ORDINATION.**

Subject:- Compassionate appointment case of Mr./Ms. _____ S/O/
D/o/W/O _____ R/O _____
District _____

1. Mr./Ms. _____ (hereinafter referred as deceased employee), was working as _____ in _____ Department, Kargil/Leh in substantive capacity and died on _____ while in active service. He was substantially employed in J&J Govt/UT Administration of Ladakh and died while in service.
2. The death certificate of the deceased employee was issued by the _____ (Registrar of death and births), vide registration No. _____ dated:- _____ (Copy enclosed).
3. The deceased employee left behind following family members as per the dependent certificate issued by the _____ vide No. _____ dated:- _____ (Copy enclosed).

S.No.	Name of dependent	Relationship with the deceased employee	Occupation	Age (As on 1 st of January 2022)
1.				
2.				
3.				
4.				

4. Mr./Ms. _____ (applicant) son/daughter/wife of the deceased employee approached the department for his appointment on compassionate grounds under SRO-43. Mr./Ms. _____ has given an undertaking in the shape of an Affidavit (enclosed in original) that he will look after the other dependents, if he is appointed under SRO-43 of 1994. Other eligible family members has(ve) also submitted affidavits conveying their No Objection and undertaking that they shall not claim for any compassionate appointment under SRO-43 in lieu of the death of the deceased employee.
5. The details of the case as per Circular No.07 of 2006 dated. 22.03.2006 in the form of Checklist is enclosed herewith as **Annexure-I**.
6. **Proposed post:**
The _____ Department, Ladakh has identified a post of _____ in the Pay level _____ at _____ for considering compassionate appointment of the applicant in terms of SRO-43 of 1994. A list of vacant posts in the department at the same level and below, duly certified by the Administrative Secretary is placed as **Annexure-II** for the ready reference.

7. Relaxation:

The case has been examined in the department and it has been found that the applicant Mr./Ms. _____ son/daughter/wife of the deceased employee fulfills the requisite eligibility conditions for appointment on compassionate grounds under the provision of SRO-43 of 1994, except the following relaxation(s) (whichever is applicable) required to be issued by the competent authority under the proviso to Rule 7 of compassionate appointment Rules 1994.

- i. Relaxation in prescribed lower/upper age limits
- ii. Relaxation in educational qualification
- iii. Relaxation of delay in submitting the case (provided that the applicant has applied within one year from the date of death of the deceased). In case of very long delays the certificate of competent authority as per SRO- 120 of 2018 dated: - 05.03.2018 must be enclosed certifying that the element of compassion still exist in the family.

(tick whoever is/are applicable)

The department has examined the case in detail and found that the applicant is otherwise eligible to be appointed under SRO-43 on compassionate ground. However, i) his/her educational qualification is which is lesser/higher than the prescribed qualification for the post mentioned at Para-6 above. Original Copies of applicants educational qualifications are enclosed;

ii) his/her age as on the date of death of the deceased employee was years and as on 1.1.2022 is He has crossed the maximum age limit to be appointed for the post mentioned at Para-6 above;

iii) applicants case was submitted to the department as on i.e. after a delay of Years Months after the death of the deceased employee.

The department recommends to relax the above shortcoming considering

 _____ (justification).

Element of compassionate (Where ever applicable in long pending case):-

Further element of compassion still exists in the family of the deceased as has been certified by the Head of Police/Deputy Commissioner, Leh/Kargil, vide certificate No. _____ dated:- _____ (Copy enclosed) as per provisions contained in SRO of 120 of 2018 dated:- 5th March of 2018. **(Wherever applicable)**

8. Besides, as per certificate issued by Tehsildar _____ vide No. _____ dated:- _____ (Copy enclosed), the beneficiary the marital status of the applicant is married/unmarried/divorced, and vide No. _____ dated:- _____ (copy enclosed), Sub-district Magistrate/Assistant Commissioner,(Revenue) Leh has certified that none of the dependents of the deceased, is a Government employee.
9. **Power to relax** - The Government may relax the lower or upper age limits or education/technical qualification, as the case may be in deserving cases. All such cases are required to be processed through General Administration Department in Coordination in proviso to Rule 7 of compassionate appointment Rules 1994.

10. Resolution: -

Accordingly, I, _____ Administrative Secretary _____ Department submits the following resolution to Hon'ble Lieutenant Governor through General Administration Department and Advisor in coordination for approval: -

"Sanction is hereby accorded to the provisional appointment of Mr./Ms. _____ S/O Late _____ R/O _____ as _____ (District Cadre) in _____ Department, Kargil/Leh in the pay level _____ in relaxation of _____ bar in terms of SRO-43 of 1994 dated. 22.02.1994 and amendments thereof issued time to time."

Administrative Secretary

Department

Hon'ble Lieutenant Governor Through General Administration Department & Advisor, Ladakh in Coordination.

Annexure-I**CHECKLIST****ANNEXURE-I TO NOTE FOR SUBMISSION TO HON'BLE LIEUTENANT GOVERNOR, UT LADAKH THROUGH ADVISOR IN CO-ORDINATION**

S.No.	Documents (to be enclosed wherever applicable and to be submitted in original)	Remarks																									
1.	Details of Deceased employee																										
i.	Name																										
ii.	Parentage																										
iii.	DoB																										
iv.	Cause of death																										
v.	Family composition of the deceased /legal heir certificate (duly issued by Competent Authority)																										
	<table border="1"> <thead> <tr> <th>S.No.</th> <th>Name of dependent</th> <th>Relationship with the deceased employee</th> <th>Occupation</th> <th>Age (As on 1st of January 2022)</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>2.</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>3.</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>4.</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	S.No.	Name of dependent	Relationship with the deceased employee	Occupation	Age (As on 1 st of January 2022)	1.					2.					3.					4.					
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1.																											
2.																											
3.																											
4.																											
2.	Details of Applicant																										
i.	Name of the applicant																										
ii.	Application Date																										
iii.	Relationship with the deceased (son/daughter/wife.....)																										
iv.	Date of birth of the applicant																										
v.	Age of the applicant at the time of death of the deceased																										
vi.	Age as on 01.01.2022																										
vii.	Qualification at the time of death of deceased																										
viii.	Present qualification																										
3.	Certificate/Documents (to be attached)																										
i.	Certified/attested copy of Service Book of the deceased (Duly attested by the concerned DDO).																										
ii.	Certified/attested Death Certificate (issued by the concerned Registrar Births & Deaths as envisaged in Act No. 18 of 1969).																										
iii.	Dependent Certificate in original (as per sub rule (iii) of Rule-2 of SRO-43 of 1994).																										
iv.	Main Application in original containing date of receipt of the application by the receiving office/authority																										
v.	Certified/attested copies of Date of Birth Certificate of the applicant i. in case of private institutions, should be countersigned by the concerned CEO/ZEO ii. in case of illiterate persons, the age certificate should be issued by Medical Board.																										
vi.	Resident Certificate/Permanent Resident Certificate/State Subject Certificate of the applicant																										



vii.	Undertaking/NOC's of the applicant authenticated by 1 st Class Executive/Judicial Magistrate.	
viii.	Undertaking/NOC's of other eligible members/dependents of the deceased authenticated by 1 st Class Executive/Judicial Magistrate.	
ix.	Certificate of presence of element of compassion - SRO of 120 of 2018 dated:- 5 th March of 2018 (Wherever applicable)	
4.	Whether the case for ex-gratia relief has been cleared by the district Level Screening Committee (in militancy related death cases). If so details thereof.	
5.	Relaxation	
i.	Type of Relaxation	
ii.	Justification	
6.	Proposed posts (Designation and level of the post)	
i.	Vacant post against which the candidate is recommended for appointment (Details of the post of Class-IV (District Cadre) identified specifying the office, pay level, designation).	

Undersigned have verified the above particulars and found to be true and correct.

Mr/ Ms-----
Head of the Department.....

Countersigned by

Administrative Secretary
..... Department

I/11479/2023

संघ राज्य प्रशासन, लद्दाख

सामान्य प्रशासन विभाग

F.No. A-12012/1/2021-GAD SEC

THE ADMINISTRATION OF
UNION TERRITORY OF LADAKH

GENERAL ADMINISTRATION
DEPARTMENT

ई-मेल/email:

gad.utladakh@ladakh.gov.in

यूटी सचिवालय/UT Secretariat

लेह/Leh, Dated:- 19/06/2023

OFFICE MEMORANDUM

Subject:- Maintenance of Roster for vacancies for appointment on compassionate grounds in terms of Compassionate Appointment Rules as amended from time to time.

As per the J&K (Compassionate Appointment) Rules 1994 (SRO-43) adapted in UT of Ladakh, eligible family members of a person specified in Rule-2 can be appointed against a vacancy in the lowest rank of non-gazetted service or Class IV post. To streamline such appointments, it is necessary to hold back some vacancies while referring vacant posts to recruitment agencies to ensure availability of posts for compassionate appointment.

Therefore, in order to ensure adherence, consistency and transparency, the following instructions are issued for holding back vacancies for compassionate appointment cases:

1. All departments/offices shall hold back 5 % of vacancies against direct recruitment quota worked out by clubbing together the number of vacancies in Pay Level-2 & below (SL-1, SL-2, SL-3, Level-1 & Level-2) or one (01) post against above levels, whichever is higher, for the purpose of appointment on compassionate grounds while referring the vacancies to the recruitment agency. The total vacancies shall be worked out by clubbing the district, divisional/UT cadre posts together of the Level-2 and below.

Illustration:

- i) A department has 160 vacant posts clubbing together the above pay level, it will hold 08 posts for compassionate appointment;
 - ii) In case a department has 20 or lesser posts (say 12 posts) in clubbing together vacancies of all the given level of posts it will hold one (01) post.
2. It is not necessary to hold back a post in each category or levels present in the department and the department shall decide the posts to be held back, keeping in view the functional requirement of the department.

3. A roster of such held up vacancies, properly serialized (using unique number ID) and earmarked for the purpose of compassionate appointment against the DR-quota vacancies shall be maintained and updated by all departments/offices. A copy of the roster shall also be provided to GAD for preparing a central roster.

An order shall be issued allotting the post for any candidate mentioning therein the unique ID of the roster. A post allocated for a candidate, if not used, shall not be allocated against another candidate until a cancellation order of earlier allocation is issued. A copy of the order shall also be made to GAD to make required entry in the central roster.

4. In case all the vacancies in the roster of one department held back for compassionate appointment are utilized, the department may approach GAD to allocate a vacant post for appointment of a waiting list candidate from another department. GAD shall identify vacant post based on the central roster maintained by them.
5. The roster shall be prepared carefully and maintained for a period of three years and thereafter reviewed and fresh roster be prepared by holding back prescribed percentage of posts at Para 1 above against the applicable level. In case the held-up vacancies remain unutilized, the same shall lapse and be counted against the overall vacancies while referring the vacancy for the next annual recruitment process after three years.

Please ensure strict compliance with the above instructions

Sonam Chhosdon Digitally signed by
Sonam Chhosdon
Date: 2023.06.19
19:00:59 +05'30'
(Sonam Chhosdon/ सोनम छोसडोन)
Deputy Secretary/ उप सचिव
General Administration Department

**All Administrative Secretaries
UT Administration of Ladakh**

Copy to the:-

1. Additional Director General of Police, Ladakh.
2. Secretary to the Hon'ble LG Ladakh for information of Hon'ble LG .
3. Deputy Commissioner/CEO, LAHDCs, Leh & Kargil.
4. District Informatics Officer, NIC Ladakh for uploading on the UT website.
5. Private Secretary to Advisor to Hon'ble Lt. Governor for information of Advisor to Hon'ble Lt. Governor, Ladakh.
6. E-office-KMS Portal.

I/11869/2023

संघ राज्य प्रशासन, लद्दाख

सामान्य प्रशासन विभाग

THE ADMINISTRATION OF
UNION TERRITORY OF LADAKH

GENERAL ADMINISTRATION
DEPARTMENT

F.No. A-12012/1/2021-GAD SEC

ई-मेल/email:

gad.utladakh@ladakh.gov.in

यूटी सचिवालय/UT Secretariat

लेह/Leh, Dated: - 05 /07/2023

Subject: - Constitution of Boards at various levels for disposal of SRO-43 (compassionate appointment) cases in UT Ladakh.

Order No: - 215-LA(GAD) of 2023

Dated:- 05-07-2023

To ensure adherence, consistency and transparency in processing of SRO-43 cases strictly in terms of J&K (Compassionate Appointment) Rules 1994 as adapted in UT of Ladakh, the following **Board of officers** are hereby constituted to examine, recommend and oversee the entire process as per below composition: -

1. At District Level

1.	Deputy Commissioner/CEO LAHDC concerned
2.	Assistant Commissioner Revenue concerned
3.	District Head of the department concerned

2. At Divisional Level

1.	Divisional Head Concerned (Director/Chief Engineer)
2.	A representative of department concerned from Secretariat (not below the rank of Under Secretary)
3.	A representative from GAD (not below the rank of Under Secretary)

3. At GAD level (for cases requiring exemption and sent to HLG)

1.	Administrative Secretary GAD
2.	Additional Secretary Finance/Director Accounts & Treasuries
3.	A representative of department concerned from Secretariat (not below the rank of Under Secretary)
4.	Head of department concerned proposing the cases for relaxation.

Roles & Responsibilities of the Board of Officers -

1. The Board of Officers shall meet at frequent intervals to review the pendency of compassionate appointment cases with the respective departments/offices.
2. They shall examine the cases placed before them that the standing instructions/guidelines issued from time to time and also GAD OM No. GAD OM No. LA/GAD(SRO-43)UTL/2019(02) dated 30.03.2022 and OM of Even No. dated 19.06.2023 (maintenance of roster) are strictly adhered to while processing the cases and recommend the appointment of eligible candidate to the appointing authority concerned.
3. The Board shall also ensure that principles of transparency and equality are followed and pending cases are disposed expeditiously within stipulated timeline strictly as per provisions of the J&K (Compassionate Appointment) Rules 1994 (SRO-43) (AA) as adapted in UT of Ladakh vide SO 23 dated 14.08.2020.
4. All issues connected and incidental thereof to SRO 43 cases requiring advise/interpretation as per rules shall be brought to the notice of the Board of Officers by the concerned department/ office at the earliest.

By order of the UT, Administration of Ladakh.

Sd/
(Ajeet Kumar Sahu) IAS
Commissioner/Secretary
General Administration Department

Copy to:

1. All Administrative Secretaries, UT Administration of Ladakh.
2. Additional Director General of Police, Ladakh.
3. Secretary to HLG for information of Hon'ble Lt. Governor of Ladakh
4. Deputy Commissioner/CEO, LAHDCs, Leh & Kargil.
5. Directors/ HODs/Registrar UOL, UT of Ladakh.
6. District Informatics Officer, NIC Ladakh for uploading on UT website.
7. Private Secretary to Advisor to Hon'ble Lt. Governor for information of Advisor to Hon'ble Lt. Governor.
8. Nodal Officer GAD for uploading on e-Office KMS.
9. Order file/e-office file.

Sonam
Chhosdon
Digitally signed
by Sonam
Chhosdon
Date: 2023.07.05
17:39:04 +05'30'

(Sonam Chhosdon/सोनम छोसडोन)

Deputy Secretary/ उप सचिव

General Administration Department/ सामान्य प्रशासन विभाग