



संघ राज्य प्रशासन, लद्दाख
स्वास्थ्य एवं चिकित्सा शिक्षा विभाग



वसुधैव कुटुम्बकम्
ONE EARTH • ONE FAMILY • ONE FUTURE

The Administration of
Union Territory of Ladakh
Health and Medical Education
Department

File No. E12218 A/224/2023-EST SEC (DHS)

फ़ोन/फैक्स नं Phone No: 01982 - 257561, Fax No 257435
ईमेल Email: comsecyutladakh@gmail.com

यूटी सचिवालय, लेह/ [UT Secretariat, Leh](#)
Dated: .09.2023

Notification
Ladakh, _____ September, 2023.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, read with the Government of India Ministry of Home Affairs, New Delhi Notification No. S.O. 5088(E), dated 1st November, 2022 **and in supersession of all earlier notifications on the subject matter**, the Lieutenant Governor (Administrator) of Union territory of Ladakh, hereby makes the following rules regulating the method of recruitment to the post of **Medical Officer (Ayurvedic)** in the Ladakh Health & Medical Education Department, namely:-

1. Short title and commencement:-

- These rules may be called the Ladakh Administration, **Medical Officer (Ayurvedic)** in the Ladakh Health & Medical Education Department Recruitment Rules, 2023.
- These rules shall come into force from the date of their publication in the official Gazette.

2. Number of Posts, classification and Level in the Pay Matrix:-

The number of said posts, its classification and Level in the Pay Matrix attached thereto shall be as specified in column (2), (3) & (4) of the Schedule annexed hereto.

3. Method of recruitment, age limit, and other qualifications etc:-

The method of recruitment to the said post, age limit, qualifications and other matters relating to said posts shall be as specified in column (5) to (13) of the Schedule annexed hereto.

4. Provision for Resident Criteria for appointment by direct recruitment: -

The eligibility for appointment will be subject to residency requirements prescribed in any Act, Rule, Regulation or Order in force in the Union territory of Ladakh.

5. Disqualification: -

No person,

- a. Who has entered into or contracted a marriage with a person having a spouse living;

OR

- b. Who, having a spouse living, has entered into or contracted a marriage with any person(s) shall be eligible for appointment to the said post.

Provided that the Lieutenant Governor (Administrator) of Ladakh may, if satisfied that such marriage is permissible under the personal law, applicable to such person(s) and the other party to the marriage or there are other grounds for so doing, exempt any person from the operation of these rules.

6. Power to relax: -

Where the Lieutenant Governor (Administrator) is of the opinion that, it is necessary or expedient to do so, he may, by order for reasons to be recorded in writing and in consultation with UPSC, relax any of the provisions of these rules with respect to any class or category of persons.

7. Savings: -

Nothing in these rules shall affect reservations, relaxation in age limit, and other concessions required to be provided for the Scheduled Castes, Scheduled Tribes, and other special categories in accordance with the Rules, Instructions or Orders issued by the Administration of Union territory of Ladakh.

Sd-

Brig. (Dr.) Shri B.D Mishra (Retd)

Lieutenant Governor,
Union Territory of Ladakh.

By order and in the name of the Lieutenant Governor, Ladakh.

(Dr. Pawan Kotwal) IAS,

Advisor to HLG / Principal Secretary,
Health and Medical Education Department,
Union Territory of Ladakh.

Copy to the: -

1. Secretary, Union Public Service Commission.
2. Joint Secretary (Jammu, Kashmir & Ladakh), Ministry of Home Affairs, Government of India.

Copy also to the: -

1. All Administrative Secretaries.
2. Secretary to Lieutenant Governor.
3. Administrative Secretary, General Administration Department.
4. Deputy Commissioners/CEOs, LAHDC, Leh/Kargil.
5. Director Health Services, Ladakh.
6. All Heads of the Departments.
7. Joint Director, Information.
8. Technical Director, NIC, Leh.
9. Superintendent, Archives, Archaeology & Museums.
10. Pvt. Secretary to Advisor, Ladakh for information of the Advisor.
11. Pvt. Secretaries to Chairman/Chief Executive Councilor, LAHDCs, Leh/Kargil for information of the Hon'ble CECs.
12. Order/Stock file.

RECRUITMENT RULES FOR THE POST OF MEDICAL OFFICER AYUREVDA IN LADAKH
HEALTH & MEDICAL EDUCATION DEPARTMENT

1	Name of Post	Medical Officer (Ayurvedic)
2	No. of Post	04* (Four) 2023 *Subject to variation dependent on workload
3	Classification	General Central Service Group 'B' Gazetted (Non-Ministerial)
4	Level in the Pay Matrix	L-9 (52700-166700)
5	Whether selection or non- Selection Post	NA
6	Age limit for direct Recruits	Not exceeding 35 years Relaxation:- Note: 1: Relaxable for government servants upto 5 years in accordance with the instructions or orders issued by the Union Territory of Ladakh / Central Government. No: 2: The crucial date for determining the age limit shall be as advertised by competent Authority/ UPSC.
7	Educational and other Qualifications required for direct recruits	i. Bachelor in Ayurvedic Medicine and Surgery from a recognized University/ Statutory State Board/Council/Faculty of Indian Systems of Medicine recognized under the Indian Medicine Central Council 1970 (48 of 1970). ii. Enrolment on the Central Register of Indian Medicine or a State Register of Indian Medicine.
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes?	No
9	Period of probation, if any	01 years for Direct Recruits.
10	Method of recruitment whether by direct recruit or by Promotion or by deputation/absorption & % of the vacancies to be filled by various methods	By direct recruitment, failing which by deputation, including short-term contract (ISTC)

11	In case of recruitment by promotion/deputation/Absorption, grades from which promotion/deputation/Absorption, to be made	<p>Deputation / ISTC Officers under Central / State Governments/ UTs/Govt Medical Colleges/Autonomous Research Institutes.</p> <ol style="list-style-type: none"> Holding analogous post on regular basis in the parent cadre/department; or With 2 years of regular service in the level-8 in the pay matrix or equivalent in the parent cadre/department. <p>Possessing the educational qualifications prescribed for direct recruitment under column (7)</p> <p>Note: Period of deputation (ISTC) including period of deputation (ISTC) in another ex-cadre post held immediately preceding this appointment in the same or some other organization / department of the Central Government shall ordinarily not to exceed three years. The maximum age limit for appointment by deputation (ISTC) shall be not exceeding 56 years as on the closing date of receipt of applications.</p>
12	If a D.P.C exists, what is its composition?	<p>Departmental Confirmation Committee (DCC)</p> <ol style="list-style-type: none"> Administrative Secretary H&ME, - Chairman Administrative Secretary, GAD, – Member Director Health Services, - Member
13	Circumstances in which UPSC is to be consulted in making recruitment.	Consultation with Union Public Service Commission is necessary while making direct recruitment and while appointing an officer on deputation (ISTC)

**Union Public Service Commission
(Recruitment Rules Branch)**

File Reference No.: _____

Diary No. _____ & Date: _____

Officer dealing with the Case: _____

Checklist for referring RR proposals to U.P.S.C

New Sl. No.	Details	Reply of Deptt		
1	If the proposal is for framing RRs:-	Yes		
(a)	Whether order regarding creation of post enclosed?	Yes	Enclosed as Annexure- I	
(b)	Whether signed copy of Annexure-II attached?	Yes	Enclosed as Annexure-II	
(c)	Whether, as a one time-measure, the mode of recruitment to the post was ever decided in consultation with the Commission?		No	
(d)	If yes, please give the reference number and date of UPSC letter under which the approval of the Commission was conveyed to the Ministry.			NA
(e)	In case the post was created more than a year ago, whether a statement has been attached showing how the post is being made operational since its creation?			NA
2	If the proposal is for amendment of existing RRs:-		NO	
(a)	Whether copy of existing RRs attached?			NA
(b)	Whether signed copy of Annexure-III attached?			NA
(c)	Whether reasons for amending the RRs specified?			NA
(d)	Whether recruitment to the post had become infructuous or been found difficult in the past, and if so, whether it was due to any provisions of the existing RRs?			NA
(e)	If yes, whether the details regarding such infructuous cases have been provided?			NA

(f)	Whether earlier reference No. of the Commission intimated			NA
3	If the proposal is for deciding the method of recruitment as a one time measure, pending finalization of RRs:-		NO	
(a)	Whether the information in the prescribed proforma has been furnished?			NA
(b)	Whether the status of framing the RRs of the post has been indicated?			NA
(c)	In case one time mode of recruitment is proposed for filling up a SAG level post, whether copies of the approval of the ACC and Minister-in-charge for filling up the post has been enclosed?			NA
4	Whether the draft 13-column schedule attached?	Yes		
5	Whether the draft covering the notification attached?	Yes		
6	If the proposal is from a Ministry/Department:-		NO	
(a)	Whether DOP&Trg. had approved the proposal?			NA
(b)	Whether copies of the notes exchanged with DOP&Trg. attached?			NA
(c)	Whether the proposal has been approved by the Competent Authority in the Ministry/ Department of Govt of India?			NA
(d)	If answer to c) is yes, by whom: Minister-in-Charge/Secretary/ Joint Secretary in the Ministry? (Kindly refer to Clause 2.1.1 of DoPT Circular)			NA
7	If the proposal is from a UT Admn.:-	YES		
(a)	Whether framing /amending the RRs is within the delegated powers of the Administrator /Lt. Governor of the UT?	Yes. Annexure-III		
(b)	If not, whether the proposal has been forwarded through the nodal Ministry?			NA
8	If the proposal is from a UT Admn. or a statutory body, whether it has been certified that the proposal has the approval of the competent authority?	Yes. Annexure-IV		

9(a)	Whether the RRs are being framed/amended to implement the judgment/directions of any court/Tribunal?		No	
(b)	Whether any court case is involved		No. certificate enclosed Annexure –V	
(c)	Whether the details of the court case(s) have been given as per the attached proforma?			NA
10	Whether the detailed list of duties attached to the post attached?	Yes annexure VI Details as para 3 of Annexure-II		
11	Whether the detailed list of duties attached to the feeder post attached?			NA
12	Whether the hierarchy charts Showing the designations, pay scale and sanctioned strength of each post in the hierarchy attached?	Yes. Annexure VII		
13	In case promotion has been proposed as a method of recruitment, whether existing RRs of the feeder post as well as the existing RRs of all other lower posts in the hierarchy furnished?			NA
14	Whether along with promotion, deputation has been proposed under the "failing which" clause?			NA
15	In case the post/feeder post was re-designated, whether copy of order reg. re designation of the post attached?			NA
16	In case there is a variation in the number of post or in the number of feeder post, whether copies of orders regarding creation/ abolition of posts, as the case may be, attached?			NA
17	In case there is a variation in the pay scale of the post or that of the feeder post, whether copies of orders regarding upgradation of the pay scale attached?			NA
18(a)	Whether it has been ensured the educational qualifications and experience proposed for direct recruitment / deputation match with the duties and responsibilities of the post?	Yes		
18(b)	Whether age limit prescribed is in order	Yes		
18(c)	Whether provision for filling short-term vacancies made in the Recruitment Rules when direct recruitment is the only method			NA

19	Whether direct recruitment proposed under the failing which clause along with promotion is in order?			NA
20	Whether the educational qualifications proposed for direct recruitment/ deputation are in accordance with the norms prescribed in any Act or laid down by any statutory authority (eg. UGC, AICTE)	Yes		
21	Whether the term 'or equivalent' has been avoided in the clause relating to educational qualifications for direct recruits / deputationists in accordance with para 3.8.1 of the DOP&Trg. Guidelines dated 31.12.2010?	Yes		
22(a)	In case EQ of direct recruits are being modified and are to be applied to promotees, whether safeguards provided for feeder grade incumbents?			NA
(b)	Whether as as per guidelines Eqs are to be insisted upon for promotes			NA
(c)	Will EQs for direct recruits apply to promotes (for Scientific and Technical posts in Senior Time Scales and above).			NA
23(a)	Whether the quota proposed for promotion is as per the norms? (Kindly refer Clause 3.11.2 of DoPT circular)			NA
(b)	If not, the reasons for proposing higher promotion quota have been given?			NA
(c)	Has composite method been proposed in cases where the firm strength of the feeder post is only one?			NA
(d)	Whether counting of combined regular service in the feeder post and the next lower post for promotion has been proposed?			NA
(e)	If yes, whether the reasons stated?			NA
(f)	Certificate to the effect that feeder post has no other promotional avenues			NA
24(a)	Whether a provision for training in the field relevant to the duties of the post has been incorporated while proposing the eligibility condition for promotion under col.(11)?		No	
(b)	If no, reasons furnished?			NA
(c)	If the qualifying service required for promotion is proposed to be enhanced on account of the revised guidelines of DOP&Trg., whether a clause for retention of existing eligibility service for feeder grade incumbents has been inserted under col.(11)?	Yes		

25(a)	If deputation has been proposed as a method of recruitment, whether the field of deputation proposed is as per norms?			NA
25(b)	Whether short-term contract also included			NA
25(c)	Whether along with promotion, deputation has been prescribed under the failing which clause.			NA
26(a)	If re-employment of armed forces personnel (AFP) has been proposed, whether the rank of AFP indicated?		No	
(b)	Whether absorption has been included as a method of recruitment?		No	
(c)	If so, whether it has been provided that officers of only Central / State Governments shall be eligible for consideration for absorption?			NA
(d)	Whether it has been specifically provided under col.(13) that consultation with UPSC shall be necessary for considering absorption?			NA
27(a)	Whether direct recruitment has been proposed?	Yes		
(b)	If yes, whether promotional avenue is available for direct recruits?	Yes		
28(a)	If direct recruitment / absorption /re-employment of AFP have been included as methods of recruitment, Whether composition of Departmental Confirmation Committee specified?			NA
28(b)	Composition of DPC intimated			NA
29(a)	Whether the proposal involves direct recruitment to a Group 'B' Non-Gazetted post?		No	
(b)	If yes, please mention the name of the recruiting agency			NA
(c)	If recruitment is being made by an agency other than SSC, whether a copy of the no-objection certificate issued by SSC is attached?			NA
30	Certificate to the effect that the draft RRs have been uploaded on the website of the concerned Ministry /Department for 30 days, seeking comments of the stakeholders be closed.	Yes Annexure-VIII		

ANNEXURE-II

Form to be filled by the Ministry/Department while forwarding proposals to the Department of Personnel & Training and the Union Public Service Commission for framing Recruitment Rules for posts.

1	a) Name of the posts	Medical Officer (Ayurvedic)
	b) Name of the Ministry/Department	The Administration of Union territory of Ladakh, Health and Medical Education Department
	b) Number of Posts	04* (Four) 2023 *Subject to variation dependent on workload
	c) Scale of pay	L-9 (52700-166700)
	e) Class and service to which the posts belong	Group "B" Gazetted, Health and Medical Education Department
	f) Ministerial or non-Ministerial of F.R.9 (17)	Non- Ministerial
2	Appointing Authority	Administrator
3	Duties of the post in detail	<ol style="list-style-type: none"> 1. Attending for delivering OPD services in need and proving adequate treatment or referral to concern department. 2. To deliver patient care service in emergency at first hand and arrange specialist care to the needy patient by informing concern specialist to attend. 3. To attend for duties within any section of hospital as desired by hospital administration or health medical education department. 4. To adhere to follow for duties as assigned by hospital administration. 5. Follow proper referral process of patient to higher center. 6. Writing reports and maintain records. 7. Teaching and supervising nurses and other paramedics. 8. Various awareness initiatives will be used to promote the traditional medical system. 9. He/she should have the necessary knowledge and communication skills, intervention and assessment skills. 10. He/she should maintain strict confidentiality with regard to the information they gather about the patient

		<p>and family.</p> <p>11. He/she should implement the health plans and train the health workers in identification of Medicinal plants and utilization of home-remedies. He/she will identify the medicinal herbs in the area to ensure their utilization and protection.</p> <p>12. They should be able to identify the persons who can be benefitted from palliative care. They should be able to find out the physical, social, emotional issues of the patients and family. On the home visit, the team should check the problems they had, the management undergoing and guidance of family members.</p> <p>13. He/she along with other staff contribute for effective implementation of National Health Programmes by helping the spread about the Ante-natal, post-natal care, infantile care including breast feeding immunization, communicable diseases, geriatric care, etc.</p> <p>14. They will also undertake health check up camps at schools in and around the selected villages.</p> <p>15. To promote health education.</p>
4	Describe briefly the method(s) adopted for filling the posts hitherto	<p>The method under which the incumbents have been recruited in the erstwhile State of J&K is reproduced as under:-</p> <p>100% by direct recruitment with minimum qualification fixed as under : -</p> <p>Bachelors Degree in (Ayurveda) recognized by CCIM</p>
5	Methods of recruitment proposed	100% by direct recruitment
6	If promotion is proposed as a method of recruitment-	No
	a) Designation and number of the posts proposed to be included in the field of promotion.	NA
	b) Number of years of qualifying service proposed to be fixed before persons in the field become eligible for promotion (As per extant GOI instructions)	NA
	c) Percentage of vacancies in the grade proposed to be filled by promotion	NA

	d) Have Recruitment Rules been framed for the post proposed in the field of promotion? If framed in consultation with the Commission, please quote Commission's reference No. If consultation with the Commission was not required, please attach copy of the rules framed. A copy of the rules should be sent DOPT along with the proposal.	NA
	e) If Recruitment Rules were not framed for the posts in the field of promotion;	NA
	i) Please indicate briefly the method of recruitment actually adopted for filling the posts. Please also state the percentage of vacancies filled by each of the methods.	NA
	ii) Please state briefly the educational qualifications possessed by the persons in the field of promotion	NA
	iii) In case the feeder posts are filled by promotion, the Recruitment Rules for the still lower posts including the lowest post to which direct recruitment is one of the methods of recruitment may be furnished.	NA
	f)(i) Is the promotion to be made on selection or non-selection basis?	NA
	ii) Reasons for the proposal (i) above	NA
	g) If a DPC exists, what is its composition?	NA
	h) Indicate if the feeder posts are having promotion channel other than the one under consideration.	NA
7	If promotion is not proposed as a method, please state why it is not considered Desirable /possible/ necessary.	It is an entry level post. Besides the qualification required for the post is not available in any post of lower pay level.
8	If direct recruitment is proposed as a method of recruitment please state	
	a) The percentage of vacancies proposed to be filled by direct recruitment.	100%
	b) Indicate if there are any promotional avenues for the direct recruits?	No, the direct recruits have no promotional avenues to the higher post
	c) (i) Age for direct recruits (As per extant GOI instructions) (ii) Is age relaxation for Government Servants?	Not exceeding 35 years Relaxation:- Note: 1: Relaxable for government servants upto 5 years in accordance with the instructions or orders issued by the Union Territory of Ladakh / Central Government.

		No: 2: The crucial date for determining the age limit shall be as advertised by competent Authority/ UPSC.
	d) Educational and other qualifications required for direct recruits. (it may please be noted that the essential qualifications prescribed are relaxable at Commission's discretion in case of candidates other wise well-qualified Essential Desirable	i. A degree in Ayurveda of a recognized University/ Statutory State Board/Council/Faculty of Indian Systems of Medicine recognized under the Indian Medical Council 1970 (48 of 1970). ii. Enrolment on the Central Register of Indian Medicine or a State Register of Indian Medicine. Desirable : Nil
	e) Whether essential qualifications to be prescribed are in accordance with any Act(S) ? If so please quote the relevant Act (s) under which it is necessary and also supply relevant extracts from the Act(s)	Indian Medicine Central Council Act, 1970
	f) Has the post been advertised by the Commission in the past? If so, please quote Commission's reference No.	No
9	If direct recruitment is not proposed as a method, please state why it is not considered desirable / possible/ necessary.	NA
10	i) If promotion and direct recruitment are both proposed as methods of recruitment, will the educational qualifications proposed for direct recruits apply in case of promotion?	NA
	ii) If not, to what extent are the educational qualifications proposed to be relaxed in case of promotions.	NA
11	a) Is deputation /absorption proposed as a method of recruitment? If so, please state the reasons for the proposal. Please state clearly whether deputation or absorption or both are proposed.	NA
	b) The percentage of vacancies proposed to be filled by this method.	NA
	c) The period to which deputation will be limited.	NA
	d) The names of the posts of grades or services etc. from which deputation/ absorption is proposed	NA
12	a) If any of the methods proposed fails, by what methods are such vacancies proposed to be filled.	By deputation/ISTC

	b) Whether the Recruitment Rules relate to a post which has been upgraded from Group 'C' to Group 'B' or Group 'B' to Group 'A' or within the same group? If so, whether the necessary provisions for initial constitution has been proposed.	No
	c) Whether the Recruitment Rules relate to a post which is proposed to be down graded? If so, whether necessary safeguards have been suggested in respect of the existing incumbents of that post?	No
13	a) Special circumstances, If any, other than those covered by the rules, in which the Commission may be required to be Consulted.	NA
	b) Whether the Department of Personnel and Training have concurred in the proposal?	NA
14	If these proposals are being sent in response to any reference from the Commission, please quote Commission's reference No.	NA
15	Name, address and telephone number of the Ministry's representatives with whom whose proposals may be discussed if necessary, for clarification/ early decision.	Dr. Pawan Kotwal, IAS Principal Secretary, Health and Medical Education Department UT-Ladakh.

Signature of the Officer sending the
proposals
Telephone No.

Place:-

Date:-

Annexure “IV”

Certificate

It is certified that the draft RR of **Medical Officer (Ayurvedic)** has been approved by the competent authority (HLG) in e-file No. E12218 A/224/2023-EST SEC (DHS)

(Dr. Pawan Kotwal) IAS,
Principal Secretary,
Health and Medical Education Department,
Union Territory of Ladakh.

Annexure-V

CERTIFICATE

It is certified that there is no Court case (s) pending in the Department on the draft RR of Medical Officer (Ayurvedic) of Health and Medical Education Department, UT of Ladakh.

(Dr. Pawan Kotwal) IAS,
Principal Secretary,
Health and Medical Education Department,
Union Territory of Ladakh.

Annexure -VI

Duties of the Medical Officer (Ayurvedic)

1. Attending for delivering OPD services in need and proving adequate treatment or referral to concern department.
2. To deliver patient care service in emergency at first hand and arrange specialist care to the needy patient by informing concern specialist to attend.
3. To attend for duties within any section of hospital as desired by hospital administration or health medical education department.
4. To adhere to follow for duties as assigned by hospital administration.
5. Follow proper referral process of patient to higher center.
6. Writing reports and maintain records.
7. Teaching and supervising nurses and other paramedics.
8. Various awareness initiatives will be used to promote the traditional medical system.
9. He/she should have the necessary knowledge and communication skills, intervention and assessment skills.
10. He/she should maintain strict confidentiality with regard to the information they gather about the patient and family.
11. He/she should implement the health plans and train the health workers in identification of Medicinal plants and utilization of home-remedies. He/she will identify the medicinal herbs in the area to ensure their utilization and protection.
12. They should be able to identify the persons who can be benefitted from palliative care. They should be able to find out the physical, social, emotional issues of the patients and family. On the home visit, the team should check the problems they had, the management undergoing and guidance of family members.
13. He/she along with other staff contribute for effective implementation of National Health Programmes by helping the spread about the Ante-natal, post-natal care, infantile care including breast feeding immunization, communicable diseases, geriatric care, etc.
14. They will also undertake health check up camps at schools in and around the selected villages.
15. To promote health education.

Annexure “VII”

Hierarchy Chart

Medical Officer (Homeopathy)
Sanctioned Strength (04)
L-9(52700-166700)

Medical Officer (Unani)
Sanctioned Strength (04)
L-9(52700-166700)

Medical Officer (Ayurvedic)
Sanctioned Strength (04)
L-9(52700-166700)

Annexure “VIII”

Certificate

. It is certified that the draft Recruitment Rules (RR) for the position of **Medical Officer (Ayurvedic)** was uploaded on the official website of the Administration of Union Territory as per OM No.....dated2023, inviting comments from stakeholders for a period of one month.

After the completion of the one-month period, no comments will be received from stakeholders regarding the draft Recruitment Rules.

Therefore, the draft Recruitment Rules for the position of Medical Officer (Ayurvedic) have been deemed final and have been approved for implementation by the Administration of Union Territory.

(Dr. Pawan Kotwal) IAS,
Principal Secretary,
Health and Medical Education Department,
Union Territory of Ladakh.



संघ राज्य प्रशासन, लद्दाख
स्वास्थ्य एवं चिकित्सा शिक्षा विभाग



वसुधैव कुटुम्बकम्
ONE EARTH • ONE FAMILY • ONE FUTURE

The Administration of
Union Territory of Ladakh
Health and Medical Education
Department

File No. E12218 A/224/2023-EST SEC (DHS)

फोन/फैक्स नं Phone No: 01982 - 257561, Fax No 257435
ईमेल Email: comsecyutladakh@gmail.com

यूटी सचिवालय, लेह/ UT Secretariat, Leh
Dated: .09.2023

Notification
Ladakh, _____ September, 2023.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, read with the Government of India Ministry of Home Affairs, New Delhi Notification No. S.O. 5088(E), dated 1st November, 2022 **and in supersession of all earlier notifications on the subject matter**, the Lieutenant Governor (Administrator) of Union territory of Ladakh, hereby makes the following rules regulating the method of recruitment to the post of **Medical Officer (Unani)** in the Ladakh Health & Medical Education Department, namely:-

1. Short title and commencement:-

- These rules may be called the Ladakh Administration, **Medical Officer (Unani)** in the Ladakh Health & Medical Education Department Recruitment Rules, 2023.
- These rules shall come into force from the date of their publication in the official Gazette.

2. Number of Posts, classification and Level in the Pay Matrix:-

The number of said posts, its classification and Level in the Pay Matrix attached thereto shall be as specified in column (2), (3) & (4) of the Schedule annexed hereto.

3. Method of recruitment, age limit, and other qualifications etc:-

The method of recruitment to the said post, age limit, qualifications and other matters relating to said posts shall be as specified in column (5) to (13) of the Schedule annexed hereto.

4. Provision for Resident Criteria for appointment by direct recruitment: -

The eligibility for appointment will be subject to residency requirements prescribed in any Act, Rule, Regulation or Order in force in the Union territory of Ladakh.

5. Disqualification: -

No person,

- a. Who has entered into or contracted a marriage with a person having a spouse living;

OR

- b. Who, having a spouse living, has entered into or contracted a marriage with any person(s) shall be eligible for appointment to the said post.

Provided that the Lieutenant Governor (Administrator) of Ladakh may, if satisfied that such marriage is permissible under the personal law, applicable to such person(s) and the other party to the marriage or there are other grounds for so doing, exempt any person from the operation of these rules.

6. Power to relax: -

Where the Lieutenant Governor (Administrator) is of the opinion that, it is necessary or expedient to do so, he may, by order for reasons to be recorded in writing and in consultation with UPSC, relax any of the provisions of these rules with respect to any class or category of persons.

7. Savings: -

Nothing in these rules shall affect reservations, relaxation in age limit, and other concessions required to be provided for the Scheduled Castes, Scheduled Tribes, and other special categories in accordance with the Rules, Instructions or Orders issued by the Administration of Union territory of Ladakh.

Sd-

Brig. (Dr.) Shri B.D Mishra (Retd)

Lieutenant Governor,
Union Territory of Ladakh.

By order and in the name of the Lieutenant Governor, Ladakh.

(Dr. Pawan Kotwal) IAS,

Advisor to HLG / Principal Secretary,
Health and Medical Education Department,
Union Territory of Ladakh.

Copy to the: -

1. Secretary, Union Public Service Commission.
2. Joint Secretary (Jammu, Kashmir & Ladakh), Ministry of Home Affairs, Government of India.

Copy also to the: -

1. All Administrative Secretaries.
2. Secretary to Lieutenant Governor.
3. Administrative Secretary, General Administration Department.
4. Deputy Commissioners/CEOs, LAHDC, Leh/Kargil.
5. Director Health Services, Ladakh.
6. All Heads of the Departments.
7. Joint Director, Information.
8. Technical Director, NIC, Leh.
9. Superintendent, Archives, Archaeology & Museums.
10. Pvt. Secretary to Advisor, Ladakh for information of the Advisor.
11. Pvt. Secretaries to Chairman/Chief Executive Councilor, LAHDCs, Leh/Kargil for information of the Hon'ble CECs.
12. Order/Stock file.

RECRUITMENT RULES FOR THE POST OF MEDICAL OFFICER UNANI IN LADAKH
HEALTH & MEDICAL EDUCATION DEPARTMENT

1	Name of Post	Medical Officer (Unani)
2	No. of Post	04* (Four) 2023 *Subject to variation dependent on workload
3	Classification	General Central Service Group 'B' Gazetted (Non- Ministerial)
4	Level in the Pay Matrix	L-9 (52700-166700)
5	Whether selection or non-Selection Post	NA
6	Age limit for direct Recruits	Not exceeding 35 years Relaxation:- Note: 1: Relaxable for government servants upto 5 years in accordance with the instructions or orders issued by the Union Territory of Ladakh / Central Government. No: 2: The crucial date for determining the age limit shall be as advertised by competent Authority/ UPSC .
7	Educational and other Qualifications required for direct recruits	i. Bachelor in Unani Medicine and Surgery of a recognized University/ Statutory State Board/Council/Faculty of Indian Systems of Medicine recognized under the Indian Medicine Central Council Act, 1970 (48 of 1970). ii. Enrolment on the Central Register of Indian Medicine or a State Register of Indian Medicine.
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees?	No
9	Period of probation, if any	01 years for Direct Recruits
10	Method of recruitment whether by direct recruit or by Promotion or by deputation/absorption & % of the vacancies to be filled by various methods	By direct recruitment, failing which by deputation, including short-term contract (ISTC)

11	In case of recruitment by promotion/deputation/Absorption, grades from which promotion/deputation/Absorption, to be made	<p>Deputation / ISTC Officers under Central / State Governments/ UTs/Govt Medical Colleges/Autonomous Research Institutes.</p> <ol style="list-style-type: none"> Holding analogous post on regular basis in the parent cadre/department; or With 2 years of regular service in the level-8 in the pay matrix or equivalent in the parent cadre/department. <p>Possessing the educational qualifications prescribed for direct recruitment under column (7)</p> <p>Note: Period of deputation (ISTC) including period of deputation (ISTC) in another ex-cadre post held immediately preceding this appointment in the same or some other organization / department of the Central Government shall ordinarily not to exceed three years. The maximum age limit for appointment by deputation (ISTC) shall be not exceeding 56 years as on the closing date of receipt of applications.</p>
12	If a D.P.C exists, what is its composition?	<p>Departmental Confirmation Committee (DCC)</p> <ol style="list-style-type: none"> Administrative Secretary H&ME, - Chairman Administrative Secretary, GAD, – Member Director Health Services, - Member
13	Circumstances in which UPSC is to be consulted in making recruitment.	Consultation with Union Public Service Commission is necessary while making direct recruitment and while appointing an officer on deputation (ISTC)

**Union Public Service Commission
(Recruitment Rules Branch)**

File Reference No.: _____

Diary No. _____ & Date: _____

Officer dealing with the Case: _____

Checklist for referring RR proposals to U.P.S.C

Sl.No.	Details	Reply of Deptt		
1	If the proposal is for framing RRs:-	Yes		
(a)	Whether order regarding creation of post enclosed?	Yes	Enclosed as Annexure- "I"	
(b)	Whether signed copy of Annexure-II attached?	Yes	Enclosed as Annexure-II	
(c)	Whether, as a one time-measure, the mode of recruitment to the post was ever decided in consultation with the Commission?		No	
(d)	If yes, please give the reference number and date of UPSC letter under which the approval of the Commission was conveyed to the Ministry.			NA
(e)	In case the post was created more than a year ago, whether a statement has been attached showing how the post is being made operational since its creation?			NA
2	If the proposal is for amendment of existing RRs:-		NO	
(a)	Whether copy of existing RRs attached?			NA
(b)	Whether signed copy of Annexure-III attached?			NA
(c)	Whether reasons for amending the RRs specified?			NA
(d)	Whether recruitment to the post had become infructuous or been found difficult in the past, and if so, whether it was due to any provisions of the existing RRs?			NA
(e)	If yes, whether the details regarding such infructuous cases have been provided?			NA
(f)	Whether earlier reference No. of the Commission intimated			NA

3	If the proposal is for deciding the method of recruitment as a one time measure, pending finalization of RRs:-		NO	
(a)	Whether the information in the prescribed proforma has been furnished?			NA
(b)	Whether the status of framing the RRs of the post has been indicated?			NA
(c)	In case one time mode of recruitment is proposed for filling up a SAG level post, whether copies of the approval of the ACC and Minister-in-charge for filling up the post has been enclosed?			NA
4	Whether the draft 13-column schedule attached?	Yes		
5	Whether the draft covering the notification attached?	Yes		
6	If the proposal is from a Ministry/Department:-		NO	
(a)	Whether DOP&Trg. had approved the proposal?			NA
(b)	Whether copies of the notes exchanged with DOP&Trg. attached?			NA
(c)	Whether the proposal has been approved by the Competent Authority in the Ministry/ Department of Govt of India?			NA
(d)	If answer to c) is yes, by whom: Minister-in-Charge/Secretary/ Joint Secretary in the Ministry? (Kindly refer to Clause 2.1.1 of DoPT Circular)			NA
7	If the proposal is from a UT Admn.:-	YES		
(a)	Whether framing /amending the RRs is within the delegated powers of the Administrator /Lt. Governor of the UT?	Yes, Annexure-III		
(b)	If not, whether the proposal has been forwarded through the nodal Ministry?			NA
8	If the proposal is from a UT Admn. or a statutory body, whether it has been certified that the proposal has the approval of the competent authority?	Yes, Annexure-IV		
9(a)	Whether the RRs are being framed/amended to implement the judgment/directions of any court/Tribunal?		No	
(b)	Whether any court case is involved		No. Certificate enclosed Annexure –V	

(c)	Whether the details of the court case(s) have been given as per the attached proforma?			NA
10	Whether the detailed list of duties attached to the post attached?	Yes annexure VI Details as para 3 of annexure-II		
11	Whether the detailed list of duties attached to the feeder post attached?			NA
12	Whether the hierarchy charts Showing the designations, pay scale and sanctioned strength of each post in the hierarchy attached?	Yes. Annexure "VII"		
13	In case promotion has been proposed as a method of recruitment, whether existing RRs of the feeder post as well as the existing RRs of all other lower posts in the hierarchy furnished?			NA
14	Whether along with promotion, deputation has been proposed under the "failing which" clause?			NA
15	In case the post/feeder post was re-designated, whether copy of order reg. re designation of the post attached?			NA
16	In case there is a variation in the number of post or in the number of feeder post, whether copies of orders regarding creation/ abolition of posts, as the case may be, attached?			NA
17	In case there is a variation in the pay scale of the post or that of the feeder post, whether copies of orders regarding upgradation of the pay scale attached?			NA
18(a)	Whether it has been ensured the educational qualifications and experience proposed for direct recruitment / deputation match with the duties and responsibilities of the post?	Yes		
18(b)	Whether age limit prescribed is in order	Yes		
18(c)	Whether provision for filling short-term vacancies made in the Recruitment Rules when direct recruitment is the only method			NA
19	Whether direct recruitment proposed under the failing which clause along with promotion is in order?			NA
20	Whether the educational qualifications proposed for direct recruitment/ deputation are in accordance with the norms prescribed in any Act or laid down by any statutory authority (eg. UGC, AICTE)	Yes		

21	Whether the term 'or equivalent' has been avoided in the clause relating to educational qualifications for direct recruits / deputationists in accordance with para 3.8.1 of the DOP&Trg. Guidelines dated 31.12.2010?	Yes		
22(a)	In case EQ of direct recruits are being modified and are to be applied to promotees, whether safeguards provided for feeder grade incumbents?			NA
(b)	Whether as as per guidelines Eqs are to be insisted upon for promotes			NA
(c)	Will EQs for direct recruits apply to promotes (for Scientific and Technical posts in Senior Time Scales and above).			NA
23(a)	Whether the quota proposed for promotion is as per the norms? (Kindly refer Clause 3.11.2 of DoPT circular)			NA
(b)	If not, the reasons for proposing higher promotion quota have been given?			NA
(c)	Has composite method been proposed in cases where the firm strength of the feeder post is only one?			NA
(d)	Whether counting of combined regular service in the feeder post and the next lower post for promotion has been proposed?			NA
(e)	If yes, whether the reasons stated?			NA
(f)	Certificate to the effect that feeder post has no other promotional avenues			NA
24(a)	Whether a provision for training in the field relevant to the duties of the post has been incorporated while proposing the eligibility condition for promotion under col.(11)?		No	
(b)	If no, reasons furnished?			NA
(c)	If the qualifying service required for promotion is proposed to be enhanced on account of the revised guidelines of DOP&Trg., whether a clause for retention of existing eligibility service for feeder grade incumbents has been inserted under col.(11)?	Yes		
25(a)	If deputation has been proposed as a method of recruitment, whether the field of deputation proposed is as per norms?			NA
25(b)	Whether short-term contract also included			NA
25(c)	Whether along with promotion, deputation has been prescribed under the failing which clause.			NA

26(a)	If re-employment of armed forces personnel (AFP) has been proposed, whether the rank of AFP indicated?		No	
(b)	Whether absorption has been included as a method of recruitment?		No	
(c)	If so, whether it has been provided that officers of only Central / State Governments shall be eligible for consideration for absorption?			NA
(d)	Whether it has been specifically provided under col.(13) that consultation with UPSC shall be necessary for considering absorption?			NA
27(a)	Whether direct recruitment has been proposed?	Yes		
(b)	If yes, whether promotional avenue is available for direct recruits?	Yes		
28(a)	If direct recruitment / absorption /re-employment of AFP have been included as methods of recruitment, Whether composition of Departmental Confirmation Committee specified?			NA
28(b)	Composition of DPC intimated			NA
29(a)	Whether the proposal involves direct recruitment to a Group 'B' Non-Gazetted post?		No	
(b)	If yes, please mention the name of the recruiting agency			NA
(c)	If recruitment is being made by an agency other than SSC, whether a copy of the no-objection certificate issued by SSC is attached?			NA
30	Certificate to the effect that the draft RRs have been uploaded on the website of the concerned Ministry /Department for 30 days, seeking comments of the stakeholders be closed.	Certificate enclosed as annexure-VIII		

Form to be filled by the Ministry/Department while forwarding proposals to the Department of Personnel & Training and the Union Public Service Commission for framing Recruitment Rules for posts.

1	a) Name of the posts	Medical Officer (Unani)
	b) Name of the Ministry/Department	The Administration of Union territory of Ladakh, Health and Medical Education Department
	b) Number of Posts	04* (Four) 2023 *Subject to variation dependent on workload
	c) Scale of pay	L-9 (52700-166700)
	e) Class and service to which the posts belong	Group "B" Gazetted, Health and Medical Education Department
	f) Ministerial or non-Ministerial of F.R.9 (17)	Non- Ministerial
2	Appointing Authority	Administrator
3	Duties of the post in detail	<ol style="list-style-type: none"> 1. Attending for delivering OPD services in need and proving adequate treatment or referral to concern department. 2. To deliver patient care service in emergency at first hand and arrange specialist care to the needy patient by informing concern specialist to attend. 3. To attend for duties within any section of hospital as desired by hospital administration or health medical education department. 4. To adhere to follow for duties as assigned by hospital administration. 5. Follow proper referral process of patient to higher center. 6. Writing reports and maintain records. 7. Teaching and supervising nurses and other paramedics. 8. Various awareness initiatives will be used to promote the traditional medical system. 9. He/she should have the necessary knowledge and communication skills, intervention and assessment skills. 10. He/she should maintain strict confidentiality with regard to the information they gather about the patient and family. 11. He/she should implement the health plans and train the health workers in

		<p>identification of Medicinal plants and utilization of home-remedies. He/she will identify the medicinal herbs in the area to ensure their utilization and protection.</p> <p>12. They should be able to identify the persons who can be benefitted from palliative care. They should be able to find out the physical, social, emotional issues of the patients and family. On the home visit, the team should check the problems they had, the management undergoing and guidance of family members.</p> <p>13. He/she along with other staff contribute for effective implementation of National Health Programmes by helping the spread about the Ante-natal, post-natal care, infantile care including breast feeding immunization, communicable diseases, geriatric care, etc.</p> <p>14. They will also undertake health check up camps at schools in and around the selected villages.</p> <p>15. To promote health education.</p>
4	Describe briefly the method(s) adopted for filling the posts hitherto	<p>The method under which the incumbents have been recruited in the erstwhile State of J&K is reproduced as under:-</p> <p>100% by direct recruitment with minimum qualification fixed as under : -</p> <p>Possession Bachelors Degree in (Unani) recognized by CCIM.</p>
5	Methods of recruitment proposed	100% by direct recruitment
6	If promotion is proposed as a method of recruitment-	No
	a) Designation and number of the posts proposed to be included in the field of promotion.	NA
	b) Number of years of qualifying service proposed to be fixed before persons in the field become eligible for promotion (As per extant GOI instructions)	NA
	c) Percentage of vacancies in the grade proposed to be filled by promotion	NA

	d) Have Recruitment Rules been framed for the post proposed in the field of promotion? If framed in consultation with the Commission, please quote Commission's reference No. If consultation with the Commission was not required, please attach copy of the rules framed. A copy of the rules should be sent DOPT along with the proposal.	NA
	e) If Recruitment Rules were not framed for the posts in the field of promotion;	NA
	i) Please indicate briefly the method of recruitment actually adopted for filling the posts. Please also state the percentage of vacancies filled by each of the methods.	NA
	ii) Please state briefly the educational qualifications possessed by the persons in the field of promotion	NA
	iii) In case the feeder posts are filled by promotion, the Recruitment Rules for the still lower posts including the lowest post to which direct recruitment is one of the methods of recruitment may be furnished.	NA
	f)(i) Is the promotion to be made on selection or non-selection basis?	NA
	ii) Reasons for the proposal (i) above	NA
	g) If a DPC exists, what is its composition?	NA
	h) Indicate if the feeder posts are having promotion channel other than the one under consideration.	NA
7	If promotion is not proposed as a method, please state why it is not considered Desirable /possible/ necessary.	It is an entry level post. Besides the qualification required for the post is not available in any post of lower pay level.
8	If direct recruitment is proposed as a method of recruitment please state	
	a) The percentage of vacancies proposed to be filled by direct recruitment.	100%
	b) Indicate if there are any promotional avenues for the direct recruits?	No, as of now the direct recruits have no promotional avenues to the higher post as no higher posts sanctioned at UT-Ladakh.
	c) (i) Age for direct recruits (As per extant GOI instructions) (ii) Is age relaxation for Government Servants?	Not exceeding 35 years Note: 1: Relaxable for government servants upto 5 years in accordance with the instructions or orders issued by the Union Territory of Ladakh / Central Government. No: 2: The crucial date for determining the age limit shall be as advertised by competent

		Authority/ UPSC.
	<p>d) Educational and other qualifications required for direct recruits. (it may please be noted that the essential qualifications prescribed are relaxable at Commission's discretion in case of candidates other wise well-qualified</p> <p>Essential Desirable</p>	<p>i. A degree in Unani of a recognized University/ Statutory State Board/Council/Faculty of Indian Systems of Medicine recognized under the Indian Medicine Central Council Act 1970 (48 of 1970).</p> <p>ii. Enrolment on the Central Register of Indian Medicine or a State Register of Indian Medicine.</p> <p>Desirable : Nil</p>
	e) Whether essential qualifications to be prescribed are in accordance with any Act(S) ? If so please quote the relevant Act (s) under which it is necessary and also supply relevant extracts from the Act(s)	Indian Medicine Central Council Act, 1970
	f) Has the post been advertised by the Commission in the past? If so, please quote Commission's reference No.	No
9	If direct recruitment is not proposed as a method, please state why it is not considered desirable / possible/ necessary.	NA
10	i) If promotion and direct recruitment are both proposed as methods of recruitment, will the educational qualifications proposed for direct recruits apply in case of promotion?	NA
	ii) If not, to what extent are the educational qualifications proposed to be relaxed in case of promotions.	NA
11	a) Is deputation /absorption proposed as a method of recruitment? If so, please state the reasons for the proposal. Please state clearly whether deputation or absorption or both are proposed.	NA
	b) The percentage of vacancies proposed to be filled by this method.	NA
	c) The period to which deputation will be limited.	NA
	d) The names of the posts of grades or services etc. from which deputation/ absorption is proposed	NA
12	a) If any of the methods proposed fails, by what methods are such vacancies proposed to be filled.	By deputation/ISTC

	b) Whether the Recruitment Rules relate to a post which has been upgraded from Group 'C' to Group 'B' or Group 'B' to Group 'A' or within the same group? If so, whether the necessary provisions for initial constitution has been proposed.	No
	c) Whether the Recruitment Rules relate to a post which is proposed to be down graded? If so, whether necessary safeguards have been suggested in respect of the existing incumbents of that post?	No
13	a) Special circumstances, If any, other then those covered by the rules, in which the Commission may be required to be Consulted.	NA
	b) Whether the Department of Personnel and Training have concurred in the proposal?	NA
14	If these proposals are being sent in response to any reference from the Commission, please quote Commission's reference No.	NA
15	Name, address and telephone number of the Ministry's representatives with whom whose proposals may be discussed if necessary, for clarification/ early decision.	Dr. Pawan Kotwal, IAS Principal Secretary, Health and Medical Education Department UT-Ladakh.

Signature of the Officer sending the
proposals
Telephone No.

Place:-

Date:-

Annexure “IV”

Certificate

It is certified that the draft RR of **Medical Officer (Unani)** has been approved by the competent authority (HLG) in e-file No. E12218 A/224/2023-EST SEC (DHS)

(Dr. Pawan Kotwal) IAS,
Principal Secretary,
Health and Medical Education Department,
Union Territory of Ladakh.

Annexure-V

CERTIFICATE

It is certified that there is no Court case (s) pending in the Department on the draft RR of Medical Officer (Unani) of Health and Medical Education Department, UT of Ladakh.

(Dr. Pawan Kotwal) IAS,
Principal Secretary,
Health and Medical Education Department,
Union Territory of Ladakh.

Annexure -VI

Duties of the Medical Officer (Unani)

1. Attending for delivering OPD services in need and providing adequate treatment or referral to concern department.
2. To deliver patient care service in emergency at first hand and arrange specialist care to the needy patient by informing concern specialist to attend.
3. To attend for duties within any section of hospital as desired by hospital administration or health medical education department.
4. To adhere to follow for duties as assigned by hospital administration.
5. Follow proper referral process of patient to higher center.
6. Writing reports and maintain records.
7. Teaching and supervising nurses and other paramedics.
8. Various awareness initiatives will be used to promote the traditional medical system.
9. He/she should have the necessary knowledge and communication skills, intervention and assessment skills.
10. He/she should maintain strict confidentiality with regard to the information they gather about the patient and family.
11. He/she should implement the health plans and train the health workers in identification of Medicinal plants and utilization of home-remedies. He/she will identify the medicinal herbs in the area to ensure their utilization and protection.
12. They should be able to identify the persons who can be benefitted from palliative care. They should be able to find out the physical, social, emotional issues of the patients and family. On the home visit, the team should check the problems they had, the management undergoing and guidance of family members.
13. He/she along with other staff contribute for effective implementation of National Health Programmes by helping the spread about the Ante-natal, post-natal care, infantile care including breast feeding immunization, communicable diseases, geriatric care, etc.
14. They will also undertake health check up camps at schools in and around the selected villages.
15. To promote health education.

Annexure “VII”

Hierarchy Chart

Medical Officer (Homeopathy)
Sanctioned Strength (04)
L-9(52700-166700)

Medical Officer (Unani)
Sanctioned Strength (04)
L-9(52700-166700)

Medical Officer (Ayurvedic)
Sanctioned Strength (04)
L-9(52700-166700)

Annexure “VIII”

Certificate

. It is certified that the draft Recruitment Rules (RR) for the position of **Medical Officer (Unani)** was uploaded on the official website of the Administration of Union Territory as per OM No.....dated2023, inviting comments from stakeholders for a period of one month.

After the completion of the one-month period, no comments will be received from stakeholders regarding the draft Recruitment Rules.

Therefore, the draft Recruitment Rules for the position of Medical Officer (Unani) have been deemed final and have been approved for implementation by the Administration of Union Territory.

(Dr. Pawan Kotwal) IAS,
Principal Secretary,
Health and Medical Education Department,
Union Territory of Ladakh.



संघ राज्य प्रशासन, लद्दाख
स्वास्थ्य एवं चिकित्सा शिक्षा विभाग



वसुधैव कुटुम्बकम्
ONE EARTH • ONE FAMILY • ONE FUTURE

The Administration of
Union Territory of Ladakh
Health and Medical Education
Department

File No. E12218 A/224/2023-EST SEC (DHS)

फोन/फैक्स नं Phone No: 01982 - 257561, Fax No 257435
ईमेल Email: comsecyutladakh@gmail.com

यूटी सचिवालय, लेह/ UT Secretariat, Leh
Dated: .09.2023

Notification
Ladakh, _____ September, 2023.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, read with the Government of India Ministry of Home Affairs, New Delhi Notification No. S.O 5088(E), dated: 1st November, 2022 and in supersession of all earlier notifications on the subject matter, the Lieutenant Governor (Administrator) of Union territory of Ladakh, hereby makes the following rules regulating the method of recruitment to the post of **Medical Officer (Homeopathy)** in the Ladakh Health and Medical Education Department, namely: -

1. Short title and commencement:-

These rules may be called the Ladakh Administration, **Medical Officer (Homeopathy)** in the Ladakh Health and Medical Education Department Recruitment Rules, 2023.

These rules shall come into force from the date of their publication in the official Gazette.

2. Number of Posts, Classification, and Level in the Pay Matrix:-

The number of said posts, its classification and Level in the Pay Matrix attached thereto, shall be as specified in columns (2), to (4) of the Schedule annexed hereto.

3. Method of recruitment, age limit, and other qualifications etc:-

The method of recruitment to the said post, age limit, qualifications and other matters relating to said posts shall be as specified in column (5) to (13) of the Schedule annexed hereto.

4. Provision for Resident Criteria for appointment by direct recruitment: -

The eligibility for appointment will be subject to residency requirements prescribed in any Act, Rule, Regulation or Order in force in the Union territory of Ladakh.

5. Disqualification: -

No person,

- a. Who has entered into or contracted a marriage with a person having a spouse living;

OR

- b. Who, having a spouse living, has entered into or contracted a marriage with any person(s) shall be eligible for appointment to the said post.

Provided that the Lieutenant Governor (Administrator) of Ladakh may, if satisfied that such marriage is permissible under the personal law, applicable to such person(s) and the other party to the marriage or there are other grounds for so doing, exempt any person from the operation of these rules.

6. Power to relax: -

Where the Lieutenant Governor (Administrator) is of the opinion that, it is necessary or expedient to do so, he may, by order for reasons to be recorded in writing and in consultation with UPSC, relax any of the provisions of these rules with respect to any class or category of persons.

7. Savings: -

Nothing in these rules shall affect reservations, relaxation in age limit, and other concessions required to be provided for the Scheduled Castes, Scheduled Tribes, and other special categories in accordance with the Rules, Instructions or Orders issued by the Administration of Union territory of Ladakh.

Sd-

Brig. (Dr.) Shri B.D Mishra (Retd)

Lieutenant Governor,
Union Territory of Ladakh.

By order and in the name of the Lieutenant Governor, Ladakh.

(Dr. Pawan Kotwal) IAS,

Advisor to HLG / Principal Secretary,
Health and Medical Education Department,
Union Territory of Ladakh.

Copy to the: -

1. Secretary, Union Public Service Commission.

2. Joint Secretary (Jammu, Kashmir & Ladakh), Ministry of Home Affairs, Government of India.

Copy also to the: -

1. All Administrative Secretaries.
2. Secretary to Lieutenant Governor.
3. Administrative Secretary, General Administration Department.
4. Deputy Commissioners/CEOs, LAHDC, Leh/Kargil.
5. Director Health Services, Ladakh.
6. All Heads of the Departments.
7. Joint Director, Information.
8. Technical Director, NIC, Leh.
9. Superintendent, Archives, Archaeology & Museums.
10. Pvt. Secretary to Advisor, Ladakh for information of the Advisor.
11. Pvt. Secretaries to Chairman/Chief Executive Councilor, LAHDCs, Leh/Kargil for information of the Hon'ble CECs.
12. Order/Stock file.

RECRUITMENT RULES FOR THE POST OF MEDICAL OFFICER HOMEOPATHY IN LADAKH HEALTH & MEDICAL EDUCATION DEPARTMENT

1	Name of Post	Medical Officer (Homeopathy)
2	No. of Post	04* (Four) 2023 *Subject to variation dependent on workload
3	Classification	General Central Service Group 'B' Gazetted (Non-Ministerial)
4	Level in the Pay Matrix	L-9 (52700-166700)
5	Whether selection or non- Selection Post	NA
6	Age limit for direct Recruits	Not exceeding 35 years Relaxation:- Note: 1: Relaxable for government servants upto 5 years in accordance with the instructions or orders issued by the Union Territory of Ladakh / Central Government. No: 2: The crucial date for determining the age limit shall be as advertised by Competent Authority/UPSC.
7	Educational and other Qualifications required for direct recruits	i. Bachelor in Homoeopathic Medicine & Surgery from a recognized University/ Statutory State Board/Council/Faculty of Indian Systems of Medicine recognized under the Indian Medicine Central Council 1970 (48 of 1970). ii. Enrolment on the Central Register of Indian Medicine or a State Register of Indian Medicine.
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees?	NO
9	Period of probation, if any	01 years for Direct Recruits.
10	Method of recruitment whether by direct recruit or by Promotion or by deputation/absorption & % of the vacancies to be filled by various methods	By direct recruitment, failing which by deputation, including short-term contract (ISTC)

11	In case of recruitment by promotion/deputation/Absorption, grades from which promotion/deputation/Absorption, to be made	<p>Deputation (Including ISTC) Officers under Central/State Governments/UTs/Govt Medical Colleges/Autonomous Research Institutes.</p> <p>(a) (i) Holding analogous posts on a regular basis in the parent cadre/department; or (ii) With 2 years of regular service in the level-8 in the pay matrix or equivalent in the parent cadre/department</p> <p>(b) Possessing the educational qualifications prescribed for direct recruitment under column (7).</p> <p>Note: Period of deputation (ISTC) including period of deputation (ISTC) in another ex-cadre post held immediately preceding this appointment in the same or some other organization / department of the Central Government shall ordinarily not to exceed three years. The maximum age limit for appointment by deputation (ISTC) shall be not exceeding 56 years as on the closing date of receipt of applications.</p>
12	If a D.P.C exists, what is its composition?	<p>Departmental Confirmation Committee (DCC)</p> <ol style="list-style-type: none"> 1. Administrative Secretary H&ME, - Chairman 2. Administrative Secretary, GAD, – Member 3. Director Health Services, - Member
13	Circumstances in which UPSC is to be consulted in making recruitment.	Consultation with Union Public Service Commission is necessary while making direct recruitment and while appointing an officer on deputation (ISTC.)

**Union Public Service Commission
(Recruitment Rules Branch)**

File Reference No.: _____

Diary No. _____ & Date: _____

Officer dealing with the Case: _____

Checklist for referring RR proposals to U.P.S.C

New Sl. No.	Details	Reply of Deptt		
1	If the proposal is for framing RRs:-	Yes		
(a)	Whether order regarding creation of post enclosed?	Yes	Enclosed as Annexure- "I"	
(b)	Whether signed copy of Annexure-II attached?	Yes	Enclosed as Annexure-II	
(c)	Whether, as a one time-measure, the mode of recruitment to the post was ever decided in consultation with the Commission?		No	
(d)	If yes, please give the reference number and date of UPSC letter under which the approval of the Commission was conveyed to the Ministry.			NA
(e)	In case the post was created more than a year ago, whether a statement has been attached showing how the post is being made operational since its creation?			NA
2	If the proposal is for amendment of existing RRs:-		NO	
(a)	Whether copy of existing RRs attached?			NA
(b)	Whether signed copy of Annexure-III attached?			NA
(c)	Whether reasons for amending the RRs specified?			NA
(d)	Whether recruitment to the post had become infructuous or been found difficult in the past, and if so, whether it was due to any provisions of the existing RRs?			NA
(e)	If yes, whether the details regarding such infructuous cases have been provided?			NA

(f)	Whether earlier reference No. of the Commission intimated			NA
3	If the proposal is for deciding the method of recruitment as a one time measure, pending finalization of RRs:-		NO	
(a)	Whether the information in the prescribed proforma has been furnished?			NA
(b)	Whether the status of framing the RRs of the post has been indicated?			NA
(c)	In case one time mode of recruitment is proposed for filling up a SAG level post, whether copies of the approval of the ACC and Minister-in-charge for filling up the post has been enclosed?			NA
4	Whether the draft 13-column schedule attached?	Yes		
5	Whether the draft covering the notification attached?	Yes		
6	If the proposal is from a Ministry/Department:-		NO	
(a)	Whether DOP&Trg. had approved the proposal?			NA
(b)	Whether copies of the notes exchanged with DOP&Trg. attached?			NA
(c)	Whether the proposal has been approved by the Competent Authority in the Ministry/ Department of Govt of India?			NA
(d)	If answer to c) is yes, by whom: Minister-in-Charge/Secretary/ Joint Secretary in the Ministry? (Kindly refer to Clause 2.1.1 of DoPT Circular)			NA
7	If the proposal is from a UT Admn.:-	YES		
(a)	Whether framing /amending the RRs is within the delegated powers of the Administrator /Lt. Governor of the UT?	Yes. Annexure-III		
(b)	If not, whether the proposal has been forwarded through the nodal Ministry?			NA
8	If the proposal is from a UT Admn. or a statutory body, whether it has been certified that the proposal has the approval of the competent authority?	Yes. Annexure-IV		
9(a)	Whether the RRs are being framed/amended to implement the judgment/directions of any court/Tribunal?		No	

(b)	Whether any court case is involved		No. certificate enclosed Annexure –V
(c)	Whether the details of the court case(s) have been given as per the attached proforma?		NA
10	Whether the detailed list of duties attached to the post attached?	Yes annexure VI Details as para 3 of Annexure-II	
11	Whether the detailed list of duties attached to the feeder post attached?		NA
12	Whether the hierarchy charts Showing the designations, pay scale and sanctioned strength of each post in the hierarchy attached?	Yes Annexure "VII"	
13	In case promotion has been proposed as a method of recruitment, whether existing RRs of the feeder post as well as the existing RRs of all other lower posts in the hierarchy furnished?		NA
14	Whether along with promotion, deputation has been proposed under the "failing which" clause?		NA
15	In case the post/feeder post was re-designated, whether copy of order reg. re designation of the post attached?		NA
16	In case there is a variation in the number of post or in the number of feeder post, whether copies of orders regarding creation/ abolition of posts, as the case may be, attached?		NA
17	In case there is a variation in the pay scale of the post or that of the feeder post, whether copies of orders regarding upgradation of the pay scale attached?		NA
18(a)	Whether it has been ensured the educational qualifications and experience proposed for direct recruitment / deputation match with the duties and responsibilities of the post?	Yes	
18(b)	Whether age limit prescribed is in order	Yes	
18(c)	Whether provision for filling short-term vacancies made in the Recruitment Rules when direct recruitment is the only method		NA
19	Whether direct recruitment proposed under the failing which clause along with promotion is in order?		NA

20	Whether the educational qualifications proposed for direct recruitment/ deputation are in accordance with the norms prescribed in any Act or laid down by any statutory authority (eg. UGC, AICTE)	Yes		
21	Whether the term 'or equivalent' has been avoided in the clause relating to educational qualifications for direct recruits / deputationists in accordance with para 3.8.1 of the DOP&Trg. Guidelines dated 31.12.2010?	Yes		
22(a)	In case EQ of direct recruits are being modified and are to be applied to promotees, whether safeguards provided for feeder grade incumbents?			NA
(b)	Whether as as per guidelines Eqs are to be insisted upon for promotes			NA
(c)	Will EQs for direct recruits apply to promotes (for Scientific and Technical posts in Senior Time Scales and above).			NA
23(a)	Whether the quota proposed for promotion is as per the norms? (Kindly refer Clause 3.11.2 of DoPT circular)			NA
(b)	If not, the reasons for proposing higher promotion quota have been given?			NA
(c)	Has composite method been proposed in cases where the firm strength of the feeder post is only one?			NA
(d)	Whether counting of combined regular service in the feeder post and the next lower post for promotion has been proposed?			NA
(e)	If yes, whether the reasons stated?			NA
(f)	Certificate to the effect that feeder post has no other promotional avenues			NA
24(a)	Whether a provision for training in the field relevant to the duties of the post has been incorporated while proposing the eligibility condition for promotion under col.(11)?		No	
(b)	If no, reasons furnished?			NA
(c)	If the qualifying service required for promotion is proposed to be enhanced on account of the revised guidelines of DOP&Trg., whether a clause for retention of existing eligibility service for feeder grade incumbents has been inserted under col.(11)?	Yes		
25(a)	If deputation has been proposed as a method of recruitment, whether the field of deputation proposed is as per norms?			NA

25(b)	Whether short-term contract also included			NA
25(c)	Whether along with promotion, deputation has been prescribed under the failing which clause.			NA
26(a)	If re-employment of armed forces personnel (AFP) has been proposed, whether the rank of AFP indicated?		No	
(b)	Whether absorption has been included as a method of recruitment?		No	
(c)	If so, whether it has been provided that officers of only Central / State Governments shall be eligible for consideration for absorption?			NA
(d)	Whether it has been specifically provided under col.(13) that consultation with UPSC shall be necessary for considering absorption?			NA
27(a)	Whether direct recruitment has been proposed?	Yes		
(b)	If yes, whether promotional avenue is available for direct recruits?	Yes		
28(a)	If direct recruitment / absorption /re-employment of AFP have been included as methods of recruitment, Whether composition of Departmental Confirmation Committee specified?			NA
28(b)	Composition of DPC intimated			NA
29(a)	Whether the proposal involves direct recruitment to a Group 'B' Non-Gazetted post?		No	
(b)	If yes, please mention the name of the recruiting agency			NA
(c)	If recruitment is being made by an agency other than SSC, whether a copy of the no-objection certificate issued by SSC is attached?			NA
30	Certificate to the effect that the draft RRs have been uploaded on the website of the concerned Ministry /Department for 30 days, seeking comments of the stakeholders be closed.	Yes. Annexure-VIII		

ANNEXURE-II

Form to be filled by the Ministry/Department while forwarding proposals to the Department of Personnel & Training and the Union Public Service Commission for framing Recruitment Rules for posts.

1	a) Name of the posts	Medical Officer (Homeopathy)
	b) Name of the Ministry/Department	The Administration of the Union territory of Ladakh, Health and Medical Education Department
	b) Number of Posts	04* (Four) 2023 *Subject to variation dependent on workload
	c) Scale of pay	L-9 (52700-166700)
	e) Class and service to which the posts belong	Group "B" Gazetted, Health and Medical Education Department
	f) Ministerial or non-Ministerial of F.R.9 (17)	Non- Ministerial
2	Appointing Authority	Administrator
3	Duties of the post in detail	<ol style="list-style-type: none"> 1. Attending for delivering OPD services in need and proving adequate treatment or referral to concern department. 2. To deliver patient care service in emergency at first hand and arrange specialist care to the needy patient by informing concern specialist to attend. 3. To attend for duties within any section of hospital as desired by hospital administration or health medical education department. 4. To adhere to follow for duties as assigned by hospital administration. 5. Follow proper referral process of patient to higher center. 6. Writing reports and maintain records. 7. Teaching and supervising nurses and other paramedics. 8. Various awareness initiatives will be used to promote the traditional medical system. 9. He/she should have the necessary knowledge and communication skills, intervention and assessment skills. 10. He/she should maintain strict confidentiality with regard to the information they gather about the patient

		<p>and family.</p> <p>11. He/she should implement the health plans and train the health workers in identification of Medicinal plants and utilization of home-remedies. He/she will identify the medicinal herbs in the area to ensure their utilization and protection.</p> <p>12. They should be able to identify the persons who can be benefitted from palliative care. They should be able to find out the physical, social, emotional issues of the patients and family. On the home visit, the team should check the problems they had, the management undergoing and guidance of family members.</p> <p>13. He/she along with other staff contribute for effective implementation of National Health Programmes by helping the spread about the Ante-natal, post-natal care, infantile care including breast feeding immunization, communicable diseases, geriatric care, etc.</p> <p>14. They will also undertake health check up camps at schools in and around the selected villages.</p> <p>15. To promote health education.</p>
4	Describe briefly the method(s) adopted for filling the posts hitherto	<p>The method under which the incumbents have been recruited in the erstwhile State of J&K is reproduced as under:-</p> <p>100% by direct recruitment with minimum qualification fixed as under : -</p> <p>Bachelors Degree in (Homeopathy) recognized by CCIH/CCIM.</p>
5	Methods of recruitment proposed	100% by direct recruitment
6	If promotion is proposed as a method of recruitment-	No
	a) Designation and number of the posts proposed to be included in the field of promotion.	NA
	b) Number of years of qualifying service proposed to be fixed before persons in the field become eligible for promotion (As per extant GOI instructions)	NA
	c) Percentage of vacancies in the grade proposed to be filled by promotion	NA

	d) Have Recruitment Rules been framed for the post proposed in the field of promotion? If framed in consultation with the Commission, please quote Commission's reference No. If consultation with the Commission was not required, please attach copy of the rules framed. A copy of the rules should be sent DOPT along with the proposal.	NA
	e) If Recruitment Rules were not framed for the posts in the field of promotion;	NA
	i) Please indicate briefly the method of recruitment actually adopted for filling the posts. Please also state the percentage of vacancies filled by each of the methods.	NA
	ii) Please state briefly the educational qualifications possessed by the persons in the field of promotion	NA
	iii) In case the feeder posts are filled by promotion, the Recruitment Rules for the still lower posts including the lowest post to which direct recruitment is one of the methods of recruitment may be furnished.	NA
	f)(i) Is the promotion to be made on selection or non-selection basis?	NA
	ii) Reasons for the proposal (i) above	NA
	g) If a DPC exists, what is its composition?	NA
	h) Indicate if the feeder posts are having promotion channel other than the one under consideration.	NA
7	If promotion is not proposed as a method, please state why it is not considered Desirable /possible/ necessary.	It is an entry level post. Besides the qualification required for the post is not available in any post of lower pay level.
8	If direct recruitment is proposed as a method of recruitment please state	
	a) The percentage of vacancies proposed to be filled by direct recruitment.	100%
	b) Indicate if there are any promotional avenues for the direct recruits?	No, the direct recruits have no promotional avenues to the higher post

	<p>c) (i) Age for direct recruits (As per extant GOI instructions)</p> <p>(ii) Is age relaxation for Government Servants?</p>	<p>Not exceeding 35 years</p> <p>Relaxation:-</p> <p>Note: 1: Relaxable for government servants upto 5 years in accordance with the instructions or orders issued by the Union Territory of Ladakh / Central Government.</p> <p>No: 2: The crucial date for determining the age limit shall be as advertised by Competent Authority/UPSC.</p>
	<p>d) Educational and other qualifications required for direct recruits. (it may please be noted that the essential qualifications prescribed are relaxable at Commission's discretion in case of candidates other wise well-qualified</p> <p>Essential</p> <p>Desirable</p>	<p>i. Bachelor in Homeopathy from a recognized University/ Statutory State Board/Council/Faculty of Indian Systems of Medicine recognized under the Indian Medical Council 1970 (48 of 1970).</p> <p>ii. Enrolment on the Central Register of Indian Medicine or a State Register of Indian Medicine.</p> <p>Desirable : Nil</p>
	<p>e) Whether essential qualifications to be prescribed are in accordance with any Act(S) ? If so please quote the relevant Act (s) under which it is necessary and also supply relevant extracts from the Act(s)</p>	<p>Indian Medicine Central Council Act, 1970</p>
	<p>f) Has the post been advertised by the Commission in the past? If so, please quote Commission's reference No.</p>	<p>No</p>
9	<p>If direct recruitment is not proposed as a method, please state why it is not considered desirable / possible/ necessary.</p>	<p>NA</p>
10	<p>i) If promotion and direct recruitment are both proposed as methods of recruitment, will the educational qualifications proposed for direct recruits apply in case of promotion?</p>	<p>NA</p>
	<p>ii) If not, to what extent are the educational qualifications proposed to be relaxed in case of promotions.</p>	<p>NA</p>
11	<p>a) Is deputation /absorption proposed as a method of recruitment? If so, please state the reasons for the proposal. Please state clearly whether deputation or absorption or both are proposed.</p>	<p>NA</p>
	<p>b) The percentage of vacancies proposed to be filled by this method.</p>	<p>NA</p>
	<p>c) The period to which deputation will be limited.</p>	<p>NA</p>

	d)The names of the posts of grades or services etc. from which deputation/ absorption is proposed	NA
12	a) If any of the methods proposed fails, by what methods are such vacancies proposed to be filled.	By deputation/ISTC
	b) Whether the Recruitment Rules relate to a post which has been upgraded from Group 'C' to Group 'B' or Group 'B' to Group 'A' or within the same group? If so, whether the necessary provisions for initial constitution has been proposed.	No
	c) Whether the Recruitment Rules relate to a post which is proposed to be down graded? If so, whether necessary safeguards have been suggested in respect of the existing incumbents of that post?	No
13	a) Special circumstances, If any, other than those covered by the rules, in which the Commission may be required to be Consulted.	NA
	b) Whether the Department of Personnel and Training have concurred in the proposal?	NA
14	If these proposals are being sent in response to any reference from the Commission, please quote Commission's reference No.	NA
15	Name, address and telephone number of the Ministry's representatives with whom whose proposals may be discussed if necessary, for clarification/ early decision.	Dr. Pawan Kotwal, IAS Principal Secretary, Health and Medical Education Department UT-Ladakh.

Signature of the Officer sending the
proposals Telephone No.

Place:-

Date:-

Annexure “IV”

Certificate

It is certified that the draft RR of **Medical Officer (Homeopathy)** has been approved by the competent authority (HLG) in e-file No. E12218 A/224/2023-EST SEC (DHS)

(Dr. Pawan Kotwal) IAS,
Principal Secretary,
Health and Medical Education Department,
Union Territory of Ladakh.

Annexure-V

Certificate

It is certified that there is no Court case (s) pending in the Department on the draft RR of **Medical Officer (Homeopathy)** of Health and Medical Education Department, UT of Ladakh.

(Dr. Pawan Kotwal) IAS,
Principal Secretary,
Health and Medical Education Department,
Union Territory of Ladakh.

Annexure -VI

Duties of the Medical Officer (Homeopathy)

1. Attending for delivering OPD services in need and providing adequate treatment or referral to concern department.
2. To deliver patient care service in emergency at first hand and arrange specialist care to the needy patient by informing concern specialist to attend.
3. To attend for duties within any section of hospital as desired by hospital administration or health medical education department.
4. To adhere to follow for duties as assigned by hospital administration.
5. Follow proper referral process of patient to higher center.
6. Writing reports and maintain records.
7. Teaching and supervising nurses and other paramedics.
8. Various awareness initiatives will be used to promote the traditional medical system.
9. He/she should have the necessary knowledge and communication skills, intervention and assessment skills.
10. He/she should maintain strict confidentiality with regard to the information they gather about the patient and family.
11. He/she should implement the health plans and train the health workers in identification of Medicinal plants and utilization of home-remedies. He/she will identify the medicinal herbs in the area to ensure their utilization and protection.
12. They should be able to identify the persons who can be benefitted from palliative care. They should be able to find out the physical, social, emotional issues of the patients and family. On the home visit, the team should check the problems they had, the management undergoing and guidance of family members.
13. He/she along with other staff contribute for effective implementation of National Health Programmes by helping the spread about the Ante-natal, post-natal care, infantile care including breast feeding immunization, communicable diseases, geriatric care, etc.
14. They will also undertake health check up camps at schools in and around the selected villages.
15. To promote health education.

Annexure “VII”

Hierarchy Chart

Medical Officer (Homeopathy)
Sanctioned Strength (04)
L-9(52700-166700)

Medical Officer (Unani)
Sanctioned Strength (04)
L-9(52700-166700)

Medical Officer (Ayurvedic)
Sanctioned Strength (04)
L-9(52700-166700)

Annexure “VIII”

Certificate

. It is certified that the draft Recruitment Rules (RR) for the position of **Medical Officer (Homeopathy)** was uploaded on the official website of the Administration of Union Territory as per OM No.....dated2023, inviting comments from stakeholders for a period of one month.

After the completion of the one-month period, no comments will be received from stakeholders regarding the draft Recruitment Rules.

Therefore, the draft Recruitment Rules for the position of Medical Officer (Homeopathy) have been deemed final and have been approved for implementation by the Administration of Union Territory.

(Dr. Pawan Kotwal) IAS,
Principal Secretary,
Health and Medical Education Department,
Union Territory of Ladakh.