



O.M. No. Home/UTL/01/2024- 531-45

THE ADMINISTRATION OF UNION TERRITORY OF LADAKH
HOME DEPARTMENT
UT Secretariat

Leh-194101

Dated 04.03.2024

PUBLIC NOTICE

Subject: Draft Recruitment Rules for the Gazetted posts of Director (Group 'A') and Zila Sainik Welfare Officer in the Sainik Welfare Department, UT of Ladakh- Inviting comments of the stakeholders thereof.

Home Department, UT of Ladakh has drafted the Recruitment Rules for the following Gazetted Posts:

1. Director, Sainik Welfare (Group 'A').
2. Zila Sainik Welfare Officer (Group 'B').

Before finalizing the Recruitment Rules, comments/suggestions/ objections, if any are invited from all the stakeholders.

The stake holders may file/send comments/suggestions/objections, if any, within 30 days of the issuance of this notice and no objections shall be entertained after the expiry of the stipulated date.

Suggestions/comments/objections; if any, may be communicated through the official email ID only.

Email : home.ladakh@ladakh.gov.in

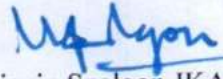
Sd/-

(Dr. Pawan Kotwal, IAS)
Advisor to HLG/Administrative Secretary
Home Department
UT of Ladakh

Enclosure: As above.

Copy to the:-

1. All the Administrative Secretaries, UT of Ladakh for favour of information.
2. Administrative Secretary, DIPR, UT of Ladakh for favour of information.
3. Secretary, Kendriya Sainik Board, Ministry of Defence, Government of India, New Delhi for favour of information.
4. Director, Sainik Welfare Department, UT of Ladakh for favour of information.
5. OSD to Advisor to the Hon'ble Lieutenant Governor, UT of Ladakh for favour of information of the Advisor.
6. NIC with the request to upload the draft Recruitment Rules on the official website of the Administration of UT of Ladakh.


(Rigzin Spalgon JKAS) 04.2.23
Additional Secretary
Home Department
UT of Ladakh



केंद्र शासित प्रदेश लद्दाख प्रशासन
सैनिक कल्याण विभाग
सिविल सचिवालय, लद्दाख

THE ADMINISTRATION OF
UNION TERRITORY OF LADAKH,
DEPARTMENT OF SAINIK WELFARE
CIVIL SECRETARIAT, LADAKH

F. No. : M/01/2023-SAINIK WELFARE DEPT SECTION

ई-मेल/Email:home.ladakh@ladakh.gov.in

Dated: - . .2024

NOTIFICATION

Ladakh, the _____ 2024

. ----In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India read with the Govt. 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 **Director Sainik Welfare** in the Sainik Welfare Department, namely: -

1. Short title and commencement: -

- (a) These rules may be called the Ladakh Administration **Director Sainik Welfare** in the Sainik Welfare Department Recruitment Rules, 2024.
- (b) These rules shall come into force on 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 paras 2,3 & 4 of the Schedule annexed hereto.

3. Method of recruitment, age limit, qualifications: -

The method of recruitment, age limit, qualifications, and other matters relating to said posts shall be as specified in paras 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.

By order and in the name of the Lieutenant Governor.

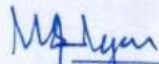
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(Dr. Pawan Kotwal, IAS)
Administrative Secretary
Home Department
UT of Ladakh

Copy to the: -

1. Secretary, Union Public Service Commission. This is in reference to UPSC' letter dated:23.08.2023 issue under File No. 3/31(1)2022RR.
2. Joint Secretary (Jammu, Kashmir & Ladakh), Ministry of Home Affairs, Government of India.

Copy also to the: -

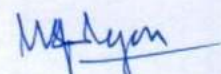
1. All Administrative Secretaries.
2. Secretary to Lieutenant Governor.
3. Administrative Secretary, General Administration Department.
4. Deputy Commissioners/CEOs, LAHDC, Leh/Kargil.
5. All Heads of the Departments.
6. Joint Director, Information.
7. Technical director, NIC, Leh.
8. OSD to Advisor to the Hon'ble Lieutenant Governor, UT of Ladakh for information of the Advisor.
9. PS to Secretary, General Administration Department for information of the Secretary.
10. PS to Chairman/Chief Executive Councilor, LAHDCs, Leh/Kargil for information of the HCECs.
11. Office file.


(Rigzin Spalgon, JKAS)
Additional Secretary
Home Department
UT of Ladakh

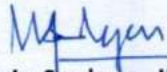
SCHEDULE

DIRECTOR SAINIK WELFARE

1	Name of Post	Director Sainik Welfare
2	No. of Posts	01 (One)
3	Classification.	Group "A" Gazetted-Major Head of Department (Non-Ministerial)
4	Scale of Pay.	L-11 (67700-208700)
5	Whether Selection Post/ Non-Selection Post.	Selection.
6	Age Limits for Direct Recruits.	Shall not be more than 60 years of age on 1st January of the year of recruitment.
7	Educational Qualification.	<p>An Ex-Servicemen (officer) of the rank of Brigadier or of equivalent ranks from Navy or Air Force be selected as Director of Department of Sainik Welfare. In case suitable officers of the rank of Brigadier or equivalent are not available, officers of the rank of Colonel or equivalent in Navy and Air Force may be selected.</p> <p>In the event of non-availability of suitable officer as above, dispensation shall be sought from Department of Ex-Servicemen Welfare, Ministry of Defence through Kendriya Sainik Board.</p> <p>The candidates shall be an Ex-serviceman, retired/discharged from the Indian Armed Forces. All officers, who are allowed to register themselves with the placement agencies of the three Services and Director General Resettlement for the purpose of re-employment, in terms of DoPT definition of Ex-Servicemen, shall be considered for inclusion in the panel.</p> <p>The candidates shall have had a clean record of service and good character.</p> <p>The tenure of Director, Sainik Welfare-cum-Secretary, Rajya Sainik Board shall be for a period of 05 years.</p>
8	Whether age & educational qualification prescribed for the Direct Recruitment will apply in the case of promotes.	Not Applicable.
9	Period of probation, if any.	Not Applicable.
10	Method of Recruitment	100% by direct recruitment. Shall be appointed by the Honorable Lieutenant Governor on the recommendations of Kendriya Sainik Board / the Selection Board and Administrative Secretary Home Department.



11	In case of recruitment by promotion/ deputation / absorption, the grades from which promotion/ deputation / absorption to be made.	Not Applicable.
12	Composition of Departmental Committee.	No.
13.	Circumstances in which UPSC to be Consulted.	Consultation with UPSC is not necessary, however, consultation with Kendriya Sainik Board, Government of India (GoI) and Ministry of Defence (MoD) (Department of Ex-Servicemen Welfare) is necessary for appointment to the post on each occasion. Recruitment is to be carried out as per the Guidelines issued vide Government of India, Ministry of Defence Department of Ex-Servicemen Welfare letter No. F.No.22(5)/2013-D (Res.II) dated 26th December, 2013 (copy attached).


(Rigzin Spalgon, JKAS)
Additional Secretary
Home Department
UT of Ladakh

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

File Reference Diary No.: _____ & Date _____

Officer dealing with the Case: _____

**Check list for referring RR proposals of Director Sainik Welfare
Sainik Welfare Department to U.P.S.C**

Sl. No.	Details	Reply of Department		
		Yes	No	N.A
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.			N.A
(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?			N.A
2	If the proposal is for amendment of existing RRs:-		No	
(a)	Whether copy of existing RRs attached?	Yes		
(b)	Whether signed copy of Annexure-III attached?	Yes		N.A
(c)	Whether reasons for amending the RRs specified?			N.A
(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?			N.A
(e)	If yes, whether the details regarding such infructuous cases have been provided?			N.A

M. K. Singh

(f)	Whether earlier reference No. of the Commission intimated			N.A
3	If the proposal is for deciding the method of recruitment as a one-time measure, pending finalization of RRs: -			N.A
(a)	Whether the information in the prescribed proforma has been furnished?			N.A
(b)	Whether the status of framing the RRs of the post has been indicated?			N.A
(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?			N.A
4	Whether the draft 13-column schedule attached?	Yes		
5	Whether the draft covering notification attached?	Yes		
6	If the proposal is from a Ministry/Department: -		No	
(a)	Whether DOP&Trg. had approved the proposal?			N.A
(b)	Whether copies of the notes exchanged with DOP&Trg. attached?			N.A
(c)	Whether the proposal has been approved by the Competent Authority in the Ministry/ Department of Govt of India?			N.A
(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)			N.A
7	If the proposal is from a UT Administration.	Yes		
(a)	Whether framing/amending the RRs is within the delegated powers of the Administrator/Lt. Governor of the UT?	Yes		
(b)	If not, whether the proposal has been forwarded through the nodal Ministry?	N.A		
8	If the proposal is from a UT Administration or a statutory body, whether it has been certified that the proposal has the approval of the competent authority?	Yes, enclosed as "Annexure III"		

M. K. Singh

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 is enclosed as "Annexure IV"	
(c)	Whether the details of the court case(s) have been given as per the attached proforma?			N.A
10	Whether the detailed list of duties attached to the post attached?	Yes Details at para 3 of Annexure-II		
11	Whether the detailed list of duties attached to the feeder post attached?	N.A		
12	Whether the hierarchy chart showing the designations, pay scale and sanctioned strength of each post in the hierarchy attached?	Yes Annexure "V"		
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?	N.A		
14	Whether along with promotion, deputation has been proposed under the "failing which" clause?			N.A
15	In case the post/feeder post was re-designated, whether copy of order reg. redesignation of the post attached?			N.A
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?			N.A
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?			N.A
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		

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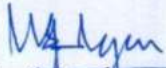
18(b)	Whether age limit prescribed is in order	Yes		
18 (c)	Whether provision for filling short-term vacancies made in the Recruitment Rules when direct recruitment is the only method	Yes		
19	Whether direct recruitment proposed under the failing which clause along with promotion is in order?	Yes		
20	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?			N.A
(b)	Whether as per guidelines Eqs are to be insisted upon for promotees			N.A
(c)	Will EQs for direct recruits apply to promotees (for Scientific and Technical posts in Senior Time Scales and above).			N.A
23 (a)	Whether the quota proposed for promotion is as per the norms? (Kindly refer Clause 3.11.2 of DoPT circular)			N.A
(b)	If not, the reasons for proposing higher promotion quota have been given?			N.A
(c)	Has composite method been proposed in cases where the firm strength of the feeder post is only one?			N.A
(d)	Whether counting of combined regular service in the feeder post and the next lower post for promotion has been proposed?			N.A
(e)	If yes, whether the reasons stated?			N.A
(f)	Certificate to the effect that feeder post has no other promotional avenues	N.A		

M. J. Jagan

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)?			N.A
(b)	If no, reasons furnished?	N.A		
(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)?	N.A		
25(a)	If deputation has been proposed as a method of recruitment, whether the field of deputation proposed is as per norms?			N.A
25(b)	Whether short-term contract also included	Yes		
25(c)	Whether along with promotion, deputation has been prescribed under the failing which clause.			N.A
26 (a)	If re-employment of armed forces personnel (AFP) has been proposed, whether the rank of AFP indicated?	Yes		
(b)	Whether absorption has been included as a method of recruitment?			N.A
(c)	If so, whether it has been provided that officers of only Central/ State Governments shall be eligible for consideration for absorption?			N.A
(d)	Whether it has been specifically provided under col.(13) that consultation with UPSC shall be necessary for considering absorption?			N.A
27 (a)	Whether direct recruitment has been proposed?	Yes		
(b)	If yes, whether promotional avenue is available for direct recruits?		No.	
28(a)	If direct recruitment/absorption/ re-employment of AFP have been included as methods of recruitment, whether composition of Departmental Confirmation Committee specified?		No.	N.A

M. S. Kumar

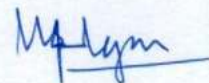
28(b)	Composition of DPC intimated			N.A
29 (a)	Whether the proposal involves direct recruitment to a Group 'B' Non-Gazetted post?		No	
(b)	If yes, please mention the name of the recruiting agency	N. A		
(c)	If recruitment is being made by an agency other than SSC, whether a copy of the no-objection certificate issued by SSC is attached?		No.	
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 stake holders be enclosed.	Yes Annexure "VI"		


 (Rigzin Spalgon, JKAS)
 Additional Secretary
 Home Department
 UT of Ladakh

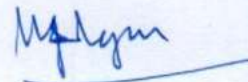
ANNEXURE-II

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	Director Sainik Welfare
	b) Name of the Ministry/Department	Sainik Welfare Department
	b) Number of Posts	01 (One)
	c) Scale of pay	L-11 (67700-208700)
	e) Class and service to which the posts belong	Group "A" Gazetted-Major Head of Department
	f) Ministerial or non-Ministerial off.R.9 (17)	Non- Ministerial
2	Appointing Authority	Administrator
3	Duties of the post in detail	<p>1. Control and coordinate the work of ZSW Offices in the State and ensure their effective functioning.</p> <p>2. Maintain liaison with Ministries of the State, State undertaking and enterprises and Banks to seek vacancies for Ex-Servicemen and widows as per reservation policy of the State and as per recruitment rules, monitor such vacancies and ensure Ex-Servicemen or widows fill these up, and have the policy on reservation for ESM in the State amended in conformity with that of Centre. They ensure that ESM are given due place in the 100 point roster prepared by UT Administration in accordance with their reservation policy and be a member of the Subordinate Selection Board of the UT to ensure above.</p> <p>3. Promoting measures for the welfare and resettlement of Ex-Servicemen and families of serving / deceased personnel of the Armed Forces.</p> <p>4. Disseminating information to the general public regarding the Armed Forces in the country and for taking measures to enhance interest in Armed Forces amongst general public.</p> <p>5. Administering the Zila Sainik Welfare Offices in the UR in accordance with the rules and instructions prescribed by the Central and UT Administration including annual inspections. In coordination with the administration of the UT, ensure that vacancies of ZSWO and their staff are filled on occurrence.</p> <p>6. Carry out any duty assigned by Secretary, KSB.</p>



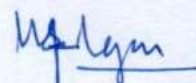
7. Submit papers to KSB for claiming 50 percent expenditure for establishment expenditure of Department of Sainik Welfare / RSB and ZSWOs of the UT.
8. Maintain up to date statistics of ESM, disabled ESM, widows and dependents and families of serving defence personnel under the head's pensioners and non-pensioners both for ESM and widows.
9. Ensure timely submission of reports and returns to KSB.
10. Organize annual RSB meeting under Chairmanship of Lieutenant Governor / Chief Secretary and Amalgamated Special Fund meeting under chairmanship of Lieutenant Governor of the UT. At these meetings a review is made of the welfare and rehabilitation measures, fresh policies formulated and implemented.
11. Seek and monitor employment opportunities for ESM and widows in the private sector.
12. Assist ESM and widows in planning and funding of self-employment ventures.
13. Organize Armed Forces Flag Day Fund committee meetings in order to fix targets for various UT and voluntary agencies to enhance collection drive throughout the year. Maintain the Amalgamated Special Fund and institute welfare schemes in the UT from these funds as per decisions of the Management Committee of these funds.
14. Undertake additional welfare measures for Ex-Servicemen and widows. Give wide publicity to welfare measures being undertaken by the Department through the media.
15. Hold Ex-Servicemen rallies and pension Adalats to propagate various concessions being extended and settle on the spot functional and other problems projected by Ex-Servicemen and their dependents.
16. Report to Director General Re-settlement/ Secretary Kendriya Sainik Board on the Ex-Servicemen training being conducted in respective states and make suggestions with regard to changes in courses commensurate with changing trends.
17. Conduct Annual Inspection of the ZSWs and submit report to the DCs, Chief Secretary, KSB.



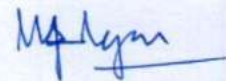
		18. Ensure that only, ESM are employed in the RSBs / ZSWOs to qualify for the 50% Central share towards pay and allowances. Employment of civilian employees must be undertaken with the prior approval of the KSB / MoD.
4	Describe briefly the method(s) adopted for filling the posts hither to	In the erstwhile State of J&K the following method existed; 100% by direct recruitment from amongst ex-defence officers.
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.	N.A.
	b) Number of years of qualifying service proposed to be fixed for persons in the field become eligible for promotion (As per extant GOI instructions)	N.A.
	c) Percentage of vacancies in the grade proposed to be filled by promotion	N.A.
	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 a copy of rules framed. A copy of the rules should be sent DOPT along with the proposal.	N.A.
	e) If Recruitment Rules were not framed for the posts in the field of promotion;	N. A.

M. K. Singh

<p>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.</p>	<p>100% by direct recruitment from amongst Ex-Servicemen (officer) of the rank of Brigadier or of equivalent ranks from Navy or Air Force be selected as Director of Department of Sainik Welfare. In case suitable officers of the rank of Brigadier or equivalent are not available, officers of the rank of Colonel or equivalent in Navy and Air Force may be selected.</p> <p>In the event of non-availability of suitable officer as above, dispensation shall be sought from Department of Ex-Servicemen Welfare, Ministry of Defence through Kendriya Sainik Board.</p> <p>The candidates shall be an Ex-serviceman, retired/ discharged from the Indian Armed Forces. All officers, who are allowed to register themselves with the placement agencies of the three Services and Director General Resettlement for the purpose of re-employment, in terms of DoPT definition of Ex-Servicemen, shall be considered for inclusion in the panel.</p> <p>The candidates shall have had a clean record of service and good character.</p> <p>The tenure of Director, Sainik Welfare-cum-Secretary, Rajya Sainik Board shall be for a period of 05 years.</p>
<p>ii) Please state briefly the educational qualifications possessed by the persons in the field of promotion</p>	<p>N.A.</p>
<p>iii) In case the feeder posts are filled by promotion, the Recruitment Rules for the still over posts including the lowest post to which direct recruitments one methods of recruitment may be furnished.</p>	<p>N.A.</p>
<p>f) (i) Is the promotion to be made on selection or non-selection basis?</p>	<p>N.A.</p>
<p>ii) Reasons for the proposal (i) above</p>	<p>N.A.</p>
<p>g) If a DPC exists, what is its composition?</p>	<p>No.</p>
<p>h) Indicate if the feeder posts are having promotion channels other than the one under consideration.</p>	<p>N.A.</p>
<p>7 If promotion is not proposed as a method, please state why it is not considered Desirable/ possible/ necessary.</p>	<p>As the posts are to be filled directly amongst the Ex-defence officers on contractual basis, for a specified period, promotion is not proposed as a method.</p>



8	If direct recruitments proposed as a method of recruitment, please state	Yes.
	a) The percentage of vacancies proposed to be filled by direct recruitment.	100% by direct recruitment.
	b) Indicate if there are any promotional Avenues for the direct recruits?	N.A
	c) (i) Age for direct recruits (As per extant GOI instructions) (ii) Is age relaxation for Government Servants?	Shall not be more than 60 years of age on 1st January of the year of recruitment. N.A
	d) Education and other qualification required for direct recruits. (It may please be noted that the essential qualifications prescribed are relaxable at Commission's discretion in case of candidates otherwise well-qualified Essential Desirable	<p>An Ex-Servicemen (officer) of the rank of Brigadier or of equivalent ranks from Navy or Air Force be selected as Director of Department of Sainik Welfare. In case suitable officers of the rank of Brigadier or equivalent are not available, officers of the rank of Colonel or equivalent in Navy and Air Force may be selected.</p> <p>In the event of non-availability of suitable officer as above, dispensation shall be sought from Department of Ex-Servicemen Welfare, Ministry of Defence through Kendriya Sainik Board.</p> <p>The candidates shall be an Ex-serviceman, retired/ discharged from the Indian Armed Forces. All officers, who are allowed to register themselves with the placement agencies of the three Services and Director General Resettlement for the purpose of re-employment, in terms of DoPT definition of Ex-Servicemen, shall be considered for inclusion in the panel.</p> <p>The candidates shall have had a clean record of service and good character.</p> <p>The tenure of Director, Sainik Welfare-cum-Secretary, Rajya Sainik Board be for a period of 05 years.</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)	Essential qualifications are prescribed in accordance with the Guidelines issued vide Government of India, Ministry of Defence Department of Ex-Servicemen Welfare letter No. F.No.22(5)/2013-D (Res.II) dated 26th December, 2013 (copy attached).
	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.	N.A
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?	N.A
	ii) If not, to what extent are the educational qualifications proposed to be relaxed in case of promotions.	N. A
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.	N. A
	b) The percentage of vacancies proposed to be filled by this method.	N. A
	c) The period to which deputation will be limited.	N. A
	d) The names of the posts of grades or services etc. from which deputation/ absorption is proposed	N.A
12	a) If any of the methods proposed fails, by what methods are such vacancies proposed to be filled.	In the event of non-availability of suitable officer, dispensation shall be sought from Department of Ex-Servicemen Welfare, Ministry of Defence through Kendriya Sainik Board.
	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 have been proposed.	N.A
	c) Whether the Recruitment Rules relate to a post which is proposed to be downgraded? If so, whether necessary safeguards have been suggested in respect of the existing incumbents of that post?	N.A
13	a) Special circumstances, if any, other than those covered by the rules, in which the Commission may be required to be consulted.	N.A
	b) Whether the Department of Personnel and Training have concurred in the proposal?	N.A

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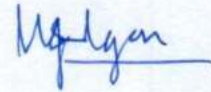
14	If these proposals are being sent in response to any reference from the Commission, please quote Commission's reference No.	N.A
15	Name, address and telephone number of the Ministry's representatives with whom whose proposals may be discussed, if necessary, for clarification/early decision.	(Rigzin Spalgon, JKAS) Additional Secretary Home Department, UT of Ladakh Ph. No:- 9622226155

Signature of the Officer sending the proposals:

Telephone No. 9622226155

Place: - Leh-Ladakh

Date: -





केंद्र शासित प्रदेश लद्दाख प्रशासन
सैनिक कल्याण विभाग
सिविल सचिवालय, लद्दाख

THE ADMINISTRATION OF
UNION TERRITORY OF LADAKH,
DEPARTMENT OF SAINIK WELFARE
CIVIL SECRETARIAT, LADAKH

F. No. : M/01/2023-SAINIK WELFARE DEPT SECTION

ई-मेल/email:home.ladakh@ladakh.gov.in

Dated: - . .2024

NOTIFICATION

Ladakh, the _____ 2024

. ----In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India read with the Govt. 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 **Zila Sainik Welfare Officer** in the Sainik Welfare Department, namely: -

1. Short title and commencement: -

- (a) These rules may be called the Ladakh Administration **Zila Sainik Welfare Officer** in the Sainik Welfare Department Recruitment Rules, 2024.
- (b) These rules shall come into force on 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 paras 2,3 & 4 of the Schedule annexed hereto.

3. Method of recruitment, age limit, qualifications: -

The method of recruitment, age limit, qualifications, and other matters relating to said posts shall be as specified in paras 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.

By order and in the name of the Lieutenant Governor.

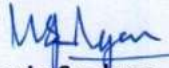
Sd/-
(Dr. Pawan Kotwal, IAS)
Administrative Secretary
Home Department
UT of Ladakh

Copy to the: -

1. Secretary, Union Public Service Commission. This is in reference to UPSC' letter dated:23.08.2023 issue under File No. 3/31(1)2022RR.
2. Joint Secretary (Jammu, Kashmir & Ladakh), Ministry of Home Affairs, Government of India.

Copy also to the: -

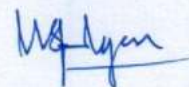
1. All Administrative Secretaries.
2. Secretary to Lieutenant Governor.
3. Administrative Secretary, General Administration Department.
4. Deputy Commissioners/CEOs, LAHDC, Leh/Kargil.
5. All Heads of the Departments.
6. Joint Director, Information.
7. Technical director, NIC, Leh.
8. OSD to Advisor to the Hon'ble Lieutenant Governor, UT of Ladakh for information of the Advisor.
9. PS to Secretary, General Administration Department for information of the Secretary.
10. PS to Chairman/Chief Executive Councilor, LAHDCs, Leh/Kargil for information of the HCECs.
11. Office file.


(Rigzin Spalgon, JKAS)
Additional Secretary
Home Department
UT of Ladakh

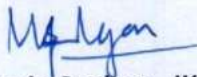
SCHEDULE

ZILA SAINIK WELFARE OFFICER

1	Name of Post	Zila Sainik Welfare Officer
2	No. of Posts	02(Two) 2024* *Subject to variation dependent on workload
3	Classification.	General Central Service Group "B" Gazetted, Non-Ministerial.
4	Scale of Pay.	Level-6F (40800-129200)
5	Whether Selection Post/ Non-Selection Post.	Selection.
6	Age Limits for Direct Recruits.	Shall not be more than 57 years of age on 1 st January of the year of recruitment.
7	Educational Qualification.	<p>An Ex-Servicemen (officer) of the rank of Colonel/Lieutenant Colonel or of equivalent ranks from Navy or Air Force be selected as Zila Sainik Welfare Officer. In case, suitable officers of the rank of Colonel/Lieutenant Colonel or equivalent are not available, officers of the rank of Major or equivalent in Navy and Air Force may be selected.</p> <p>In the event of non-availability of suitable officer as above, dispensation shall be sought from Department of Ex-Servicemen Welfare, Ministry of Defence through Kendriya Sainik Board.</p> <p>The candidate shall be an Ex-serviceman, retired/discharged from the Indian Armed Forces. All officers, who are allowed to register themselves with the placement agencies of the three Services and Director General Resettlement for the purpose of re-employment, in terms of DoPT definition of Ex-Servicemen, shall be considered for inclusion in the panel.</p> <p>The candidates shall have had a clean record of service and good character.</p> <p>A Zila Sainik Welfare Officer may continue in service up to 60 years of age and may be extendable up to the age of 62 years.</p>
8	Whether age & educational qualification prescribed for the Direct Recruitment will apply in the case of promotes.	Not Applicable.
9	Period of probation, if any.	Not Applicable.



10	Method of Recruitment	100% by direct recruitment. Shall be appointed by the Honorable Lieutenant Governor on the recommendations of Kendriya Sainik Board / the Selection Board and Administrative Secretary Home Department.
11	In case of recruitment by promotion/ deputation / absorption, the grades from which promotion/ deputation / absorption to be made.	Not Applicable.
12	Composition of Departmental Committee.	No.
13.	Circumstances in which UPSC to be consulted.	Consultation with UPSC is not necessary, however, consultation with Kendriya Sainik Board, Government of India (GoI) and Ministry of Defence (MoD) (Department of Ex-Servicemen Welfare) is necessary for appointment to the post on each occasion. Recruitment is to be carried out as per the Guidelines issued vide Government of India, Ministry of Defence Department of Ex-Servicemen Welfare letter No. F.No.22(5)/2013-D (Res.II) dated 26th December, 2013 (copy attached).


(Rigzin Spalgon, JKAS)
Additional Secretary
Home Department
UT of Ladakh

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

File Reference Diary No.: _____ & Date _____

Officer dealing with the Case: _____

**Check list for referring RR proposals of Zila Sainik Welfare Officer
Sainik Welfare Department to U.P.S.C**

Sl. No.	Details	Reply of Department		
		Yes	No	N.A
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.			N.A
(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?			N. A
2	If the proposal is for amendment of existing RRs:-		No	
(a)	Whether copy of existing RRs attached?	Yes		
(b)	Whether signed copy of Annexure-III attached?	Yes		
(c)	Whether reasons for amending the RRs specified?			N.A
(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?			N.A
(e)	If yes, whether the details regarding such infructuous cases have been provided?			N.A
(f)	Whether earlier reference No. of the Commission intimated			N.A

M. P. Singh

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?			N.A
(b)	Whether the status of framing the RRs of the post has been indicated?			N.A
(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?			N.A
4	Whether the draft 13-column schedule attached?	Yes		
5	Whether the draft covering notification attached?	Yes		
6	If the proposal is from a Ministry/Department: -		No	
(a)	Whether DOP&Trg. had approved the proposal?			N.A
(b)	Whether copies of the notes exchanged with DOP&Trg. attached?			N.A
(c)	Whether the proposal has been approved by the Competent Authority in the Ministry/ Department of Govt of India?			N.A
(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)			N.A
7	If the proposal is from a UT Administration.	Yes		
(a)	Whether framing/amending the RRs is within the delegated powers of the Administrator/Lt. Governor of the UT?	Yes		
(b)	If not, whether the proposal has been forwarded through the nodal Ministry?	N.A		
8	If the proposal is from a UT Administration or a statutory body, whether it has been certified that the proposal has the approval of the competent authority?	Yes, enclosed as "Annexure III"		
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 is	

M. J. Nayan

			enclosed as "Annexure IV"	
(c)	Whether the details of the court case(s) have been given as per the attached proforma?			N.A
10	Whether the detailed list of duties attached to the post attached?	Yes Details at para 3 of Annexure-II		
11	Whether the detailed list of duties attached to the feeder post attached?	N.A		
12	Whether the hierarchy chart showing the designations, pay scale and sanctioned strength of each post in the hierarchy attached?	Yes Annexure "V"		
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?	N.A		
14	Whether along with promotion, deputation has been proposed under the "failing which" clause?			N.A
15	In case the post/feeder post was re-designated, whether copy of order reg. redesignation of the post attached?			N.A
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?			N.A
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?			N.A
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	Yes		

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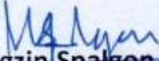
19	Whether direct recruitment proposed under the failing which clause along with promotion is in order?	Yes		
20	Whether the educational qualifications proposed for direct recruitment/deputation are in accordance with the norms prescribed in any Act or laid down by any statutory authority (eg. UGC, AICTE)	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?			N.A
(b)	Whether as per guidelines EQs are to be insisted upon for promotees			N.A
(c)	Will EQs for direct recruits apply to promotees (for Scientific and Technical posts in Senior Time Scales and above).			N.A
23 (a)	Whether the quota proposed for promotion is as per the norms? (Kindly refer Clause 3.11.2 of DoPT circular)			N.A
(b)	If not, the reasons for proposing higher promotion quota have been given?			N.A
(c)	Has composite method been proposed in cases where the firm strength of the feeder post is only one?			N.A
(d)	Whether counting of combined regular service in the feeder post and the next lower post for promotion has been proposed?			N.A
(e)	If yes, whether the reasons stated?			N.A
(f)	Certificate to the effect that feeder post has no other promotional avenues	Not Applicable. Annexure-VII		
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)?			N.A
(b)	If no, reasons furnished?	N.A		

M. P. Singh

(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)?	N.A		
25(a)	If deputation has been proposed as a method of recruitment, whether the field of deputation proposed is as per norms?			N.A
25(b)	Whether short-term contract also included	Yes		
25(c)	Whether along with promotion, deputation has been prescribed under the failing which clause.			N.A
26 (a)	If re-employment of armed forces personnel (AFP) has been proposed, whether the rank of AFP indicated?	Yes		
(b)	Whether absorption has been included as a method of recruitment?			N.A
(c)	If so, whether it has been provided that officers of only Central/ State Governments shall be eligible for consideration for absorption?			N.A
(d)	Whether it has been specifically provided under col.(13) that consultation with UPSC shall be necessary for considering absorption?			N.A
27 (a)	Whether direct recruitment has been proposed?	Yes		
(b)	If yes, whether promotional avenue is available for direct recruits?		No.	
28(a)	If direct recruitment/absorption/ re-employment of AFP have been included as methods of recruitment, whether composition of Departmental Confirmation Committee specified?			N.A
28(b)	Composition of DPC intimated			N.A
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	N. A		

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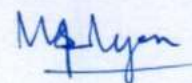
(c)	If recruitment is being made by an agency other than SSC, whether a copy of the no-objection certificate issued by SSC is attached?			N.A
30	Certificate to the effect that the draft RRs have been uploaded on the website of the concerned Ministry/ Department for 30 days, seeking comments of the stake holders be enclosed.	Yes - Annexure "VI"		


 (Rigzin Spalgon, JKAS)
 Additional Secretary
 Home Department, UT of Ladakh

'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	Zila Sainik Welfare Officer
	b) Name of the Ministry/Department	Sainik Welfare Department
	c) Number of Posts	02* (Two) 2024 *Subject to variation dependent on workload
	d) Scale of pay	Level-6F (40800-129200)
	e) Class and service to which the posts belong	Sainik Welfare Group 'B' Gazetted
	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. Disseminating information to the general public regarding the Armed Forces in the country and constantly endeavoring to promote and maintain a feeling of goodwill between civilian population, service personnel and Ex-Servicemen.2. Monitoring the welfare of families of servicemen and Ex-Servicemen and assisting them in representing their cases with local administration or Defence authorities.3. Spreading awareness of the resettlement and welfare measures in place which they can avail-of.4. Giving information to general public regarding the conditions of service in the Armed Forces and to assist intending candidates in approaching the appropriate recruiting authorities for purposes of enlistment.5. Scrutinizing applications for relief from various military and civil charitable funds and making suitable recommendations.6. Granting financial relief to Ex-Servicemen and their dependents from



funds at their disposal and recommending cases of ESM and their dependents for financial assistance from KSB.

Settlement of financial problems such as pension and other retirement / release benefits / dues to Ex-Servicemen and grants and assistance in kind to Ex-Servicemen beneficiaries and dependents from the Central / UT Administration or other Organizations such as the Indian Red Cross Society etc.

Providing assistance for settlement of land and other disputes.

7. Assist families of serving personnel staying separately during their absence away on duty.

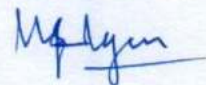
8. Maintain liaison with other welfare Organizations such as the Indian Red Cross Society, NGOs and voluntary agencies to enhance additional sources of welfare and concessions for Ex-Servicemen and their families / dependents in the districts.

9. Maintain an Up-To-date register of war widows, dependents and those disabled in action with a view to ensure their welfare.

10. To maintain close and effective liaison for purpose of resettlement through employment of Ex-Servicemen with:

Local Central / UT / private industrial organization/ SSRB for re-employment of Ex-Servicemen. Local revenue authorities in connection with schemes for resettlement on land of ESM. District Industries / Block Development Office and assisting those Ex-Servicemen desirous of setting up small scale industries.

11. Assist Ex-Servicemen in forming and setting up cooperatives for their self-employment.



		<p>12. Provide all resettlement assistance to war widows, dependents and war disabled as well as to those who died / disabled while in service due to attributable reasons.</p> <p>13. Assist Ex-Servicemen in preparing of project reports for self-employment ventures and in obtaining loans under DGR resettlement schemes.</p>
4	Describe briefly the method(s) adopted for filling the posts hither to	In the erstwhile State of J&K the following method existed; 100% by direct recruitment from amongst ex-defence officers.
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.	Not Applicable.
	b) Number of years of qualifying service proposed to be fixed for persons in the field become eligible for promotion (As per extant GOI instructions)	N.A.
	c) Percentage of vacancies in the grade proposed to be filled by promotion	N.A.
	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 a copy of rules framed. A copy of the rules should be sent DOPT along with the proposal.	N.A.
	e) If Recruitment Rules were not framed for the posts in the field of promotion;	N. A.

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<p>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.</p>	<p>100% by direct recruitment from amongst Ex-Servicemen (officer) of the rank of Colonel/Lieutenant Colonel or of equivalent ranks from Navy or Air Force. In case, suitable officers of the rank of Colonel/ Lieutenant Colonel or equivalent are not available, officers of the rank of Major or equivalent in Navy and Air Force may be selected.</p> <p>In the event of non-availability of suitable officer as above, dispensation shall be sought from Department of Ex-Servicemen Welfare, Ministry of Defence through Kendriya Sainik Board.</p> <p>The candidates shall be an Ex-serviceman, retired/ discharged from the Indian Armed Forces. All officers, who are allowed to register themselves with the placement agencies of the three Services and Director General Resettlement for the purpose of re-employment, in terms of DoPT definition of Ex-Servicemen, shall be considered for inclusion in the panel.</p> <p>The candidates shall have had a clean record of service and good character.</p> <p>A Zila Sainik Welfare Officer may continue in service up to 60 years of age and may be extendable up to the age of 62 years.</p>
<p>ii) Please state briefly the educational qualifications possessed by the persons in the field of promotion</p>	<p>N.A.</p>
<p>iii) In case the feeder posts are filled by promotion, the Recruitment Rules for the still over posts including the lowest post to which direct recruitments one I methods of recruitment may be furnished.</p>	<p>N.A.</p>
<p>f) (i) Is the promotion to be made on selection or non-selection basis?</p>	<p>N.A.</p>
<p>ii) Reasons for the proposal (i) above</p>	<p>N.A.</p>
<p>g) If a DPC exists, what is its composition?</p>	<p>No.</p>
<p>h) Indicate if the feeder posts are having promotion channels other than the one under consideration.</p>	<p>N.A.</p>

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7	If promotion is not proposed as a method, please state why it is not considered Desirable/ possible/ necessary.	As the posts are to be filled directly amongst the Ex-defence officers on contractual basis, for a specified period, promotion is not proposed as a method.
8	If direct recruitments proposed as a method of recruitment, please state	Yes.
	a) The percentage of vacancies proposed to be filled by direct recruitment.	100% by direct recruitment.
	b) Indicate if there are any promotional Avenues for the direct recruits?	N.A
	c) (i) Age for direct recruits (As per extant GOI instructions) (ii) Is age relaxation for Government Servants?	Shall not be more than 57 years of age on 1st January of the year of recruitment. N.A
	d) Education and other qualification required for direct recruits. (It may please be noted that the essential qualifications prescribed are relaxable at Commission's discretion in case of candidates otherwise well-qualified Essential Desirable	<p>An Ex-Servicemen (officer) of the rank of Colonel/Lieutenant Colonel or of equivalent ranks from Navy or Air Force be selected as Zila Sainik Welfare Officer. In case, suitable officers of the rank of Colonel/ Lieutenant Colonel or equivalent are not available, officers of the rank of Major or equivalent in Navy and Air Force may be selected.</p> <p>In the event of non-availability of suitable officer as above, dispensation shall be sought from Department of Ex-Servicemen Welfare, Ministry of Defence through Kendriya Sainik Board.</p> <p>The candidates shall be an Ex-serviceman, retired/ discharged from the Indian Armed Forces. All officers, who are allowed to register themselves with the placement agencies of the three Services and Director General Resettlement for the purpose of re-employment, in terms of DoPT definition of Ex-Servicemen, shall be considered for inclusion in the panel.</p> <p>The candidates shall have had a clean record of service and good character.</p> <p>A Zila Sainik Welfare Officer may continue in service up to 60 years of age and may be extendable up to the age of 62 years.</p>

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	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)	Essential qualifications are prescribed in accordance with the Guidelines issued vide Government of India, Ministry of Defence Department of Ex-Servicemen Welfare letter No. F.No.22(5)/2013-D (Res.II) dated 26th December, 2013 (copy attached).
	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.	N.A
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?	N.A
	ii) If not, to what extent are the educational qualifications proposed to be relaxed in case of promotions.	N. A
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.	N. A
	b) The percentage of vacancies proposed to be filled by this method.	N. A
	c) The period to which deputation will be limited.	N. A
	d) The names of the posts of grades or services etc. from which deputation/ absorption is proposed	N.A
12	a) If any of the methods proposed fails, by what methods are such vacancies proposed to be filled.	In the event of non-availability of suitable officer, dispensation shall be sought from Department of Ex-Servicemen Welfare, Ministry of Defence through Kendriya Sainik Board.
	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 with in the same group? If so, whether the necessary provisions for initial constitution have been proposed.	N.A
	c) Whether the Recruitment Rules relate to a post which is proposed to be downgraded? If so, whether necessary safeguards have been suggested in respect of the existing incumbents of that post?	N.A

M. S. Singh

13	a) Special circumstances, if any, other than those covered by the rules, in which the Commission may be required to be consulted.	N.A
	b) Whether the Department of Personnel and Training have concurred in the proposal?	N.A
14	If these proposals are being sent in response to any reference from the Commission, please quote Commission's reference No.	N.A
15	Name, address and telephone number of the Ministry's representatives with whom whose proposals may be discussed, if necessary, for clarification/early decision.	(Rigzin Spalgon, JKAS) Additional Secretary Home Department, UT of Ladakh Ph. No:- 9622226155

Signature of the Officer sending the proposals:

Telephone No. 9622226155

Place: - Leh-Ladakh

Date: -

