



संघ राज्य प्रशासन, लद्दाख

THE ADMINISTRATION OF
UNION TERRITORY OF LADAKH

लोक निर्माण (आर एंड बी) विभाग

PUBLIC WORKS (R&B) DEPARTMENT

F. No. A-11016/3/2022-PWD SEC/474-77

ई-मेल/[email:pstocomsecuti@gmail.com](mailto:pstocomsecuti@gmail.com)

यूटी सचिवालय, लेह/UT Secretariat, Leh,
Dated: 11.03.2024.

MEMORANDUM

Subject: Inviting comments of the stakeholders on the draft Union territory of Ladakh Public Works (Mechanical Engineering) Department (Subordinate) Service Recruitment Rules, 2024.

In pursuance of DoPT guidelines vide No. AB-1401 7/61/2008-Estt.(RR) dated: 13.10.2015, regarding uploading of the draft proposal for framing of Recruitment rules on the website and calling for comments, the **draft Ladakh Public Works (Mechanical Engineering) Department (Subordinate) Service Recruitment Rules, 2024** are hereby uploaded on the Official website of the Administration of Union territory of Ladakh (ladakh.nic.in) for inviting comments from the stakeholders.

2. Before finalizing and notifying the Ladakh Public Works (Mechanical Engineering) Department (Subordinate) Service Recruitment Rules, 2024, comments, if any, are invited from all stakeholders, within a period of 30 days from the date of publication of the draft Recruitment Rules on the Official website.
3. The comments may be sent by e-mail at deputysecretarypwd123@gmail.com or by post to the following address: Zakir Hussain, JKAS. Deputy Secretary, PW(R&B) Department, First Floor, UT Secretariat Ladakh, Leh -194101.

I/19403/2024

4. The comments received within the specified period shall be considered as per extant rules/instructions/guidelines.

Encl: Draft Recruitment Rules of Mechanical Engineering (Non-Gazetted).

(जाकिर हुसैन/Zakir Hussain) JKAS,

प्रशासन के उप सचिव/Deputy Secretary to the Administration

Copy to the:

1. Chief Engineer, Mechanical ***for circulation to give wide publicity amongst the stakeholders.***
2. NIC with the request to upload the draft Recruitment Rules on the website of UT Ladakh.
3. Pvt. Secretary to Advisor, Ladakh for information of the Advisor.
4. Pvt. Secretary to Commissioner/Secretary, PW(R&B) Department for information of the Comm/Secy.



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PUBLIC WORKS (R&B) DEPARTMENT

F. No. A-11016/3/2022-PWD (R&B)

ई-मेल/email:pstocomsecutl@gmail.com

यूटी सचिवालय, लेह/UT Secretariat, Leh,

Dated: .03.2024.

**Notification,
Ladakh, the ---of March, 2024.**

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

1. Short title and commencement. -

- (1) These Rules may be called the Union territory of Ladakh Public Works (Mechanical Engineering) Department (Subordinate) Service Recruitment Rules, 2024.
- (2) These Rules shall come into force from the date of their publication in the Official Gazette.

2. Definitions. - In these Rules, unless the context otherwise requires. –

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

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

3. Constitution of the Service. -

From the date of commencement of these Rules, there shall be constituted the Union territory of Ladakh Public Works (Mechanical Engineering) Department (Subordinate) Service.

4. Initial Constitution. -

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

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

5. Strength and composition of the Service. -

- (1) The authorized permanent strength of the Cadre and the nature of the posts included therein shall be determined by the Administration, from time to time, and shall at the initial constitution of the Service under these Rules, be such as specified in Schedule-I.
- (2) The Administration shall, at the interval of every five years or at such other intervals as may be necessary, re-examine the strength and composition of the Cadre of the Service and make such alteration therein as it deems fit.

6. Qualification and Method of Recruitment. -

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

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

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

7. Probation. -

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

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

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

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

8. Training and Departmental Examination. -

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

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

9. Eligibility for direct recruitment. -

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

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

10. Maintenance of seniority lists. -

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

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

11. Disqualification for appointment. -

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

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

12. Interpretation. -

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

13. Repeal and Savings. -

(1) All the Rules corresponding to these Rules in force immediately before the commencement of these Rules are hereby repealed.

(2) Notwithstanding such repeal, any appointment order made or action taken under the provisions of the Rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these Rules.

(3) Nothing in these Rules shall affect reservations, relaxation in age-limit and other concessions required to be provided for the Scheduled Tribes/ Scheduled Castes and other special categories of person in accordance with orders issued by the Administration from time to time in this regard.

14. Residuary Matters. -

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

Sd/-

(माइकल एम. डिसूज़ा / Michael M. D'Souza) IAS

सचिव/Secretary,

Public Works(R&B) Department.

(जाकिर हुसैन/Zakir Hussain) JKAS,

प्रशासन के उप सचिव/Deputy Secretary to the Administration.

**Ladakh Public Works (Mechanical Engineering) Department (Subordinate) Service
Recruitment Rules, 2024**

SCHEDULE – I

S.O. dated: - .03.2024

S.No	Designation of the post	Pay Level and Structure	No. of posts
1.	Section officer	L-7 (44900-142400)	01
2.	Head Draftsman	L-6E (35900-113500)	02
3.	Head Assistant	L-6B (35600-112800)	02
4.	Statistical Assistant	L-6B (35600-112800)	02
5.	Chauffer	L-6 C (35700-113100)	04
6.	Junior Engineer	L-6 (35400-112400)	06
7.	Foreman/Chargeman	L-6 (35400-112400)	03
8.	Junior Statistical Assistant	L-5 (29200-92300)	04
9.	Sr. Assistant	L-5 (29200-92300)	02
10.	Accounts Assistant	L-5 (29200-92300)	01
11.	Jr. Assistant/Assistant Storekeeper	L-4 (25500-81100)	06
12.	Draftsman	L-4 (25500-81100)	05
13.	Driver Grade-I	L-4 (25500-81100)	05
14.	Senior Heavy Machine Operator (Dozer Operator/ Snow Cutter Operator)	L-4 (25500-81100)	25
15.	Senior Technician (Sr. Mechanic/Fitter-L4/ Turner Grade-II/Blacksmith)	L-4 (25500-81100)	11
16.	Electrician Grade-I	L-4 (25500-81100)	04
17.	Junior Heavy Machine Operator (Snow Clearance Operator/Roller Operator)	L-2 (19900-63200)	19
18.	Junior Technician (Jr. Mechanic/Fitter-L2/Helper- L2)	L-2 (19900-63200)	21
19.	Driver Grade – II	L-2 (19900-63200)	06
20.	Multi-Tasking Staff (Technical) (Roller Stoker/Snow Clearance Helper-SL1/ Roller attendant / Junior Khalasi/Store Khalasi/Coolie/Helper SL1/Truck Cleaner/Cleaner)	SL-1 (14800-47100)	13
21.	Multi-Tasking Staff (Non Technical) (Orderly/Chowkidar/Watchman)	SL-1 (14800-47100)	07
Total			149

(जाकिर हुसैन/Zakir Hussain) JKAS,
प्रशासन के उप सचिव/Deputy Secretary to the Administration.

**Ladakh Public Works (Mechanical Engineering) Department (Subordinate) Service
Recruitment Rules, 2024
(Ministerial)**

S.O. dated: - .03.2024

Schedule- II (A)

Pay Level & Structure	Designation	Minimum qualification for direct recruitment	Method of recruitment
Level -7 (44900-142400)	Section Officer	-	100% by promotion from Head Assistant having not less than three (03) years substantive service as Head Assistant.
Level-6B (35600-112800)	Head Assistant	-	<p>100% by promotion from Senior Assistant, having not less than three (03) years substantive service as Senior Assistant and also having passed Secretariat Assistant Training Course Examination;</p> <p>Provided that 25% of posts to be filled up in a calendar year shall be earmarked for promotion of those Senior Assistant, who have not qualified the Secretariat Assistant Training Course Examination, but have crossed the age of 50 years as on 1st January of the year in which such promotion is being considered;</p> <p>Provided further that in case of Senior Assistants who have qualified the Secretariat Assistant Training Course Examination during his/her period of probation as Junior Assistant shall not be required to qualify the said examination again.</p>
Level-6B (35600-112800)	Statistical Assistant	-	By deputation from Economics & Statistics (Subordinate) Service.
Level -5 (29200-92300)	Junior Statistical Assistant	-	By deputation from Economics & Statistics (Subordinate) Service.
Level -5 (29200-92300)	Accounts Assistant	-	By deputation from Accounts (Subordinate) Service.
Level -5 (29200-92300)	Senior Assistant	-	100% by promotion from Junior Assistant/Assistant Storekeeper in order of seniority, having not less than three (03) years substantive service as Junior Assistant/Assistant Storekeeper and also having qualified Secretariat Assistant Training Course Examination.

Level -4 (25500-81100)	Jr. Assistant/ Assistant Storekeeper	Graduate from any recognized University with minimum 200 hrs or six-month Certificate Course in Computer Applications from any Government recognized institute and to qualify type test with speed of not less than 35 words per minute on computer key board.	<p>i. 75% by direct recruitment.</p> <p>ii. 25% by promotion from matriculate Multi-Tasking Staff (Non-Technical) (Orderly/Chowkidar/Watchman) in order of seniority, having not less than three (03) years substantive service in that category as such on the recommendation of DPC, and to qualify type test with speed of not less than 30 words per minute.</p> <p>Provided that a person appointed by direct recruitment or by promotion shall have to undergo and qualify the Secretariat Assistant Training Course Examination during the period of probation.</p>
Level -SL 1 (14800-47100)	Multi-Tasking Staff (Non Technical) (Orderly/ Chowkidar/ Watchman)	Minimum Matric and Maximum (10+2)	100% by direct recruitment.

Schedule- II (B)
(Technical)

Level-6E (35900-113500)	Head Draftsman	-	100% by promotion from Draftsman having not less than three (03) yeas of substantive service as draftsman.
Level-6C (35700-113100)	Chauffer	-	100% by promotion from Driver Grade-I on the basis of seniority , having minimum five (05) years of substantive service as Driver Grade-I.
Level-6 (35400-112400)	Junior Engineer	Degree (B. Tech/ B. E) /Three (03) years Diploma in Mechanical Engineering from any Government recognized Institute/ University (Full Time/ regular)	<p>i. 90% by direct recruitment.</p> <p>ii. 10% by promotion from Draftsman on the basis of seniority having minimum prescribed qualification for direct recruitment, also having not less than three (03) years of substantive service.</p> <p>Provided that in case of non-availability of suitable candidates, the vacancy shall be filled up of by direct recruitment under category (i) above.</p>
Level-6 (35400-112400)	Foreman/ Chargeman	-	100% By promotion from Senior Technician (Sr. Mechanic/Fitter-L4/ Turner Grade-II/Blacksmith) on the basis

			of seniority, having relevant trade certificate awarded by NCVT/SCVT and 03 years of experience in the relevant field and to pass the departmental trade test.
Level-4 (25500-81100)	Draftsman	Two years Diploma in Draftsman (Mechanical) from AICTE recognized Institute OR Two years National Trade Certificate/State Trade Certificate in Draftsman (Mechanical) awarded by NCVT/SCVT.	100% by Direct Recruitment
Level-4 (22500-81100)	Senior Technician (Sr. Mechanic/Fitter-L4/ Turner Grade-II/ Blacksmith)	-	100% by promotion from Junior Technician (Jr. Mechanic/Fitter-L2/Helper-L2) on the basis of seniority, having relevant trade certificate awarded by NCVT/SCVT and 03 years of experience in the relevant field and to pass the departmental trade test.
Level-4 (22500-81100)	Senior Heavy Machine Operator (Dozer Operator/ Snow Cutter Operator)	-	100% by promotion from Junior Heavy Machine Operators (Snow Clearance Operator/Roller Operator) on the basis of seniority having relevant trade certificate awarded by NCVT/SCVT and 03 years of experience in the relevant field and to pass the departmental trade test.
Level-4 (22500-81100)	Electrician Grade-I	Minimum Matric and Maximum (10+2) with two years National Trade Certificate/State Trade Certificate in Electrician awarded by NCVT/SCVT.	
Level-4 (22500-81100)	Driver Grade-I	-	100% by promotion from Driver Grade-II on the basis of seniority, having minimum five (05) years substantive service as Driver Grade II.
Level-2 (19900-63200)	Junior Technician (Jr. Mechanic/Fitter-L2/Helper-L2)	-	100% by promotion from Multi-Tasking Staff (Technical) (Roller Stoker/Snow Clearance Helper-SL1/ Roller attendant / Junior Khalasi/store Khalasi/ Coolie/ Helper SL1/Truck Cleaner/Cleaner) on the basis of seniority, having relevant trade certificate awarded by NCVT/SCVT and 03 years of experience in the relevant field and to pass the departmental trade test.

Level-2 (19900-63200)	Junior Heavy Machine Operator (Snow Clearance Operator/Roller Operator)	-	100% by promotion from Multi-Tasking Staff (Technical) (Roller Stoker/Snow Clearance Helper-SL1/ Roller attendant / Junior Khalasi/store Khalasi/Coolie/ Helper SL1/Truck Cleaner/ Cleaner) on the basis of seniority, having relevant trade certificate awarded by NCVT/SCVT and 03 years of experience in the relevant field and to pass the departmental trade test.
Level-2 (19900-63200)	Driver Grade-II	10 th pass with driving license of Light Motor vehicle (LMV) with (TRANS)	100% by Direct Recruitment.
Level -SL 1 (14800-47100)	Multi-Tasking Staff (Technical) (Roller Stoker/ Snow Clearance Helper-SL1/ Roller attendant / Junior Khalasi/ Store Khalasi/ Coolie/Helper SL1/Truck Cleaner/Cleaner)	Minimum Matric and Maximum (10+2)	100% by direct recruitment.

(जाकिर हुसैन/Zakir Hussain) JKAS,
प्रशासन के उप सचिव/Deputy Secretary to the Administration.