

केंद्र शासित प्रदेश लद्दाख का प्रशासन



THE ADMINISTRATION OF
UNION TERRITORY OF LADAKH

उच्च शिक्षा विभाग

HIGHER EDUCATION DEPARTMENT

सचिवालय, लद्दाख

CIVIL SECRETARIAT, LADAKH

F. No. A-12018/2/2026-DIRECTOR COLLEGE AFFAIRS (SECTION)

ई-मेल/email: undersecretaryheutl@gmail.com

लेह/Leh, dated: 18/09/2026

OFFICE MEMORANDUM

Subject: Inviting comments of stakeholders on the draft Recruitment Rules to the post of Common Teaching Cadre comprising Assistant Professor, Assistant Professor (Senior Scale), Assistant Professor (Selection Grade) and Associate Professor in the Constituent Colleges of Higher Education Department UT of Ladakh.

In pursuance of DoP&T's OM No. AB-14017/61 dated 13.10.2015 regarding uploading of draft proposals for framing/amendment of Recruitment Rules on the website and inviting comments thereon, the draft Recruitment Rules for the post of Common Teaching Cadre comprising Assistant Professor, Assistant Professor (Senior Scale), Assistant Professor (Selection Grade) and Associate Professor in Constituent Colleges of Higher Education Department UT of Ladakh (copy enclosed) are hereby uploaded on the official website of the Administration of Union Territory of Ladakh, i.e. <https://ladakh.gov.in/> for inviting comments from the stakeholders.

2. Before finalization of the Recruitment Rules in consultation with the Union Public Service Commission (UPSC), all stakeholders are requested to furnish their comments/suggestions, if any, within a period of 30 days from the date of publication of the draft Recruitment Rules on the official website.

3. The comments/suggestions, if any, may be sent in writing through official correspondence or by e-mail at undersecretaryheutl@gmail.com or by post to the following address:

Ms. Padma Angmo, JKAS

Under Secretary

Higher Education Department, UT Secretariat, Leh-Ladakh- 194101.

4. The comments received within the stipulated period shall be examined and considered by the Department before finalization of the Recruitment Rules.

Encl.: As above.


(Padma Angmo) JKAS
Under Secretary
Higher Education Department, UT Secretariat, Leh-Ladakh

Copy to the :

1. All Administrative Secretaries, UT of Ladakh.
2. All Deputy Commissioners, UT of Ladakh for wide dissemination of the draft Recruitment Rules among the concerned stakeholders in their respective districts.
3. Director, NIC, Ladakh for uploading the draft Recruitment Rules on the UT Website for wide publicity.
4. Joint Director, Department of Information & Public Relations, UT of Ladakh for dissemination of the draft Recruitment Rules through all appropriate means of electronic media.
5. Dean College Development Council, University of Ladakh.
6. All Principals, Constituent Colleges, Higher Education Department, Ladakh.
7. Under Secretary to the Hon'ble Lt. Governor, UT of Ladakh for information of the Hon'ble Lt. Governor, Ladakh.
8. e-office/Order file.



Draft Recruitment Rules



**THE ADMINISTRATION OF UNION TERRITORY OF LADAKH
HIGHER EDUCATION DEPARTMENT**

File No. _____

UT Secretariat, Leh
Dated: _____, 2026

NOTIFICATION

Ladakh, the _____, 2026

S.O._____- 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 **Common Teaching Cadre comprising Assistant Professor, Assistant Professor (Senior Scale), Assistant Professor (Selection Grade) and Associate Professor** in the Constituent Colleges of the Higher Education Department, Union Territory of Ladakh, namely:—

1. Short title and commencement. —

- (1) These Rules may be called the Union Territory of Ladakh Higher Education (Common Teaching Cadre in Government Degree Colleges) Recruitment Rules, 2026.
- (2) These Rules shall come into force from the date of their publication in the Official Gazette.

2. Application. — These Rules shall apply to the Common Teaching Cadre comprising—

- (i) Associate Professor;
- (ii) Assistant Professor (Selection Grade);
- (iii) Assistant Professor (Senior Scale); and
- (iv) Assistant Professor.

3. Number of posts, classification and Level in the Pay Matrix. —

The number of the said posts, their classification and Level in the Pay Matrix attached thereto shall be as specified in **Schedule-I** annexed hereto.

The posts specified in Schedule-I shall constitute a Common Teaching Cadre for all Government Degree Colleges under the Higher Education Department.

Draft Recruitment Rules

4. Method of recruitment, qualifications, age limit and other matters. —

(1) The method of recruitment, qualifications, eligibility conditions, Career Advancement and other matters relating to the said posts shall be as specified in **Schedule-II** annexed hereto.

(2) The Age limit for Direct Recruits shall not be exceeding 40 years and it will be relaxable for government servants upto 5 years in accordance with the instructions or order issued by the Central Government.

(3) The crucial date for determining the age limit for direct recruits shall be as advertised by UPSC.

5. Initial Constitution. —

(1) Every person holding a post on a regular basis in the teaching cadre of the Colleges of the Higher Education Department, Union territory of Ladakh, immediately before the commencement of these Rules, shall be deemed to have been appointed under these Rules.

(2) Such persons shall constitute the Initial Constitution of the Common Teaching Cadre comprising Assistant Professor, Assistant Professor (Senior Scale), Assistant Professor (Selection Grade) and Associate Professor.

(3) The placement/promotion of such incumbents in the respective Academic Levels under the Career Advancement Scheme shall remain unaffected by these Rules.

6. Departmental promotion committee: The promotion in different promotional grades, wherever applicable shall be done on the recommendation of the Departmental Promotion Committee comprising of the following;

- i. Chief Secretary, (Chairman)
- ii. Administrative Secretary, Higher Education (Member).
- iii. Administrative Secretary, General Administration Department (Member).
- iv. The Senior most Principal of colleges (Member)
- v. Additional/ Deputy/ Under Secretary, Higher Education (Member).

7. Provision for Resident Criteria for appointment by direct recruitment. —The eligibility for appointment shall be subject to the residency requirements prescribed in any Act, Rule, Regulation or Order in force in the Union Territory of Ladakh from time to time.

8. Disqualification. —



Draft Recruitment Rules

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,

shall be eligible for appointment to the said posts:

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

9. Power to Relax. — Where the Lieutenant Governor (Administrator), Union territory of Ladakh, is of the opinion that it is necessary or expedient so to do, he may, by order, for reasons to be recorded in writing and in consultation with the Union Public Service Commission, relax any of the provisions of these Rules with respect to any class or category of persons.

10. 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, Economically Weaker Sections and other special categories of persons in accordance with the Rules, instructions or orders issued by the Administration of Union Territory of Ladakh or the Government of India from time to time.



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SCHEDULE-I

S.No.	Designation of the post as SRO 124	Pay Level	Sanctioned Strength
1	Associate Professor	Level-13A (Rs. 131,400-21,7100)	177
2	Assistant Professor (Selection Grade)	Level-12 (Rs. 79,800-21,1500)	
3	Assistant Professor (Senior Scale)	Level-11 (Rs. 68,900-20,5500)	
4	Assistant Professor	Level-10 (Rs. 57,700-182,400)	



Draft Recruitment Rules

SCHEDULE-II

S.No.	Designation	Revised Pay Structure	Method of recruitment	Minimum Qualification for direct recruitment
1	Associate Professor	Level-13A (Rs. 131,400-21,7100)	100% by Career Advancement Scheme (Promotion)	Eligibility: 1) Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade. 2) A Ph.D. degree in relevant subject/discipline. 3) Any one of the following during the last three years: completed one course / programme from amongst the categories of Refresher Courses/ Methodology Workshop/Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); OR completed one MOOCs course (with e certification); or contribution towards development of e-contents in 4-quadrant(at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment. CAS Promotion Criteria: A teacher may be promoted if; i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as prescribed in Appendix II, Table 1, and ii) The promotion to the post of Associate Professor shall be done on the recommendation of the Departmental Promotion Committee.

Draft Recruitment Rules

	Assistant Professor (Selection Grade)	Level-12 (Rs. 79,800-21,1500)	100% by Career Advancement Scheme (Promotion)	Eligibility: 1) Assistant Professors who have completed five years of service in Academic Level 11/Senior Scale. 2) Any two of the following in the last five years of Academic Level-11/ Senior Scale: Completed courses/programmes from among the categories of Refresher Courses/Research Methodology course/Workshops/Syllabus Up Gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programme/ Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed MOOCs course in the relevant subject (with e-certification); or Contribution towards development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conducting of a MOOCs course during the period of assessment. CAS Promotion Criteria: A teacher shall be promoted if; i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as prescribed in Appendix II, Table 1) and ii) The promotion shall be done on the recommendation of the Departmental Promotion Committee.
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Draft Recruitment Rules

	Assistant Professor (Senior Scale)	Level-11 (Rs. 68,900-20,5500)	100% by Career Advancement Scheme (Promotion)	Eligibility: Assistant Professors who have completed four years of service in (Academic level 10) and having a Ph.D. degree or five years of service and having a M.Phil. / PG Degree in Professional Courses, such as LLM, M.Tech., M.V.Sc., M.D., or six years of service for those without Ph.D./M.Phil./ PG Degree in Professional courses. i. Attended one Orientation course of 21 days' duration on teaching methodology; and ii. Any one of the following: Completed one Refresher/ Research Methodology Course OR Any two of the following: Workshop, Syllabus Up-gradation Workshop, Training Teaching-Learning-Evaluation, Technology Programmes and Faculty Development Programmes of at least one week (5 days) duration, OR Completed one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOC's course during the assessment period. CAS Promotion Criteria: A teacher shall be promoted if; i. He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in Appendix II, Table 1, and; ii. The promotion shall be done on the recommendation of the Departmental Promotion Committee.
	Assistant Professor	Level-10 (Rs.)	100% by direct Recruitment	Eligibility A or B A.

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	57,700-182,400)		i) A Master 's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in the concerned subject from an Indian University, or an equivalent degree from an accredited foreign university. ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET : Provided, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/By-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Colleges subject to the fulfilment of the following conditions :- a) The Ph.D. degree of the candidate has been awarded in a regular mode; b) The Ph.D. thesis has been evaluated by at least two external examiners; c) An open Ph.D. viva voce of the candidate has been conducted; d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; e) The candidate has presented at least two papers based on his/her Ph.D work in conferences/seminars sponsored/funded/supported by the UGC/ ICSSR/ CSIR or any similar
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				agency. <i>The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.</i> Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET. OR B. The Ph.D degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai). Note 1: A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid. Note 2: The time taken by candidates to acquire M.Phil and/ or Ph.D. Degree shall not be considered as teaching/research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/promotion. Note 3: Academic Score as specified in Appendix-II (Table- 3 B) as per UGC regulations, 2018 shall be considered for short-listing of candidates for interview only, and selection shall be based on the
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				performance of the candidate in the Interview. Note 4: A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer)/ Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure. Note 5: A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.
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