केंद्र शासित प्रदेश लद्दाख का प्रशासन

सत्यमेव जयते

THE ADMINISTRATION OF UNION TERRITORY OF LADAKH

उच्च शिक्षा विभाग

HIGHER EDUCATION DEPARTMENT

सचिवालय, लद्दाख

UT SECRETARIAT, LADAKH

F. No. M-17031(11)/20/2026-HR EDU SECTION

ई-मेल/email: *undersecretaryheutl@gmail.com*

लेह/Leh, dated: 10/11 /2026

OFFICE MEMORANDUM

Subject: Inviting comments of stakeholders on the draft Ladakh Higher Education Department (Subordinate) Service Recruitment Rules, 2026.

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 Ladakh Higher Education Department (Subordinate) Service Recruitment Rules, 2026** as approved by the Empowered Committee in its 37th meeting held on 09.10.2026, are hereby uploaded on the official website of the Administration of the Union Territory of Ladakh (https://ladakh.gov.in/) for inviting comments and suggestions from stakeholders..

2. 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 to facilitate their finalization.

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:

Mr. Ayush Sharma, 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.

10/11/2026

(Ayush Sharma) 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

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ई-मेल/email: *undersecretaryheutl@gmail.com*

लेह/Leh, dated: /11 /2026

NOTIFICATION

Ladakh, the _____, 2026

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 Higher Education Department (Subordinate) Service Recruitment Rules, 2026.

(2) These Rules shall come into force from the date of their publication in the Official Gazette.

2. **Definitions. -** (1) 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 Higher Education Department (Subordinate) Service under the provisions of these Rules;

(j) **"Rules"** means the Union territory of Ladakh Higher Education 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, Regulation or Order having force of law in 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 Higher Education 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 Higher Education (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 Higher Education (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 (05) 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 opinion 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/she 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 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 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/regulation and orders as may be prescribed by the Administration.

By order and in the name of the Lieutenant Governor.

(Bhanu Prabha), IAS
Administrative Secretary,
Higher Education Department,
UT of Ladakh.

1. All Administrative Secretaries, UT of Ladakh.
2. Director General of Police, UT of Ladakh.

Copy to the:

1. All Deputy Commissioners, UT of Ladakh.
2. All Head of Departments / Chief Engineers & Registrar, University of Ladakh.
3. Director, NIC, UT Ladakh for uploading on the UT website.
4. Joint Director, Department of Information & Public Relations, UT of Ladakh for wide dissemination in all mediums of information.
5. Under Secretary to the Lieutenant Governor, UT of Ladakh for information of the Hon'ble Lieutenant Governor.
6. OSD to the Chief Secretary, UT of Ladakh for information of the Chief Secretary
7. Superintendent Archives for records.
8. Personal Assistant to the Administrative Secretary, GAD.
9. Order/e-office file

(Ayush Sharma), JKAS
Under Secretary,
Higher Education Department.

Ladakh Higher Education Department (Subordinate) Service Recruitment Rules, 2026

Schedule — I

S.O ------ Dated:----------

S.No	Name of the post	Pay Level & Structure	Number of posts
I	II	III	IV
1	Section Officer	Level-7 (44900-142400)	3
2	Head Assistant	Level-6B (35600-112800)	5
3	Warden	Level-6 (35400-112400)	2
4	Senior Assistant	Level-5 (29200-92300)	6
5	Accounts Assistant	Level-5 (29200-92300)	1
6	Junior Assistant	Level-4 (25500-81100)	19
7	Driver Grade-II	Level-2 (19900-63200)	7
8	Library Assistant	Level-2 (19900-63200)	8
9	Laboratory Assistant	Level-2 (19900-63200)	32
10	Orderly	SL1- (14800-47100)	8
11	Library Bearer	SL1- (14800-47100)	4
12	Chowkidar	SL1- (14800-47100)	4
13	Sweeper	SL1- (14800-47100)	6
Total			**105**

Ladakh Higher Education (Subordinate) Service Recruitment Rules, 2026

S.O.__ **- Dated:**

Schedule- II

Pay Level & Structure	**Designation**	**Minimum Qualification for** Direct Recruitment	**Method of recruitment**
Level -7 (44900-142400)	Section Officer		100% by promotion from Head Assistants, having not less than three (03) years of substantive service as Head Assistant.
Level-6B (35600-112800)	Head Assistant		100% by promotion from Senior Assistants having not less than three (03) years of substantive services as Senior Assistant and also having passed Secretariat Assistant Training Course Examination: Provided that 25% of the overall sanctioned strength of the posts of Head Assistants shall be earmarked for promotion of those Senior Assistants 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: 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.
Level-6 (35400-112400)	Warden	Graduate from any recognized University.	100% By direct recruitment.
Level -5 (29200-92300)	Senior Assistant		100% by promotion from Junior Assistants having not less than three (03) years of substantive service as Junior Assistant and also having qualified Secretariat Assistant Training Course Examination.
Level -5 (29200-92300)	Accounts Assistant		By deputation from Accounts (Subordinate) Service.
		Graduate from any	i. 75% by direct recruitment.

Level -4 (25500-81100)	Junior Assistant	recognized University with minimum 200 hrs or six-month Certificate Course in Computer Application from any Government recognized institute and qualify type test with speed of not less than 35 words per minutes on computer key board.	ii. 25% by promotion from amongst matriculate Orderlies/ Chowkidar/Sweeper in order of seniority, having not less than three (03) years of substantive service, subject to qualifying the prescribed type test at a speed of not less than 30 words per minute on a computer keyboard, on the recommendation of the Departmental Promotion Committee (DPC). Provided that a person appointed by direct recruitment or by promotion shall have to undergo and qualify the Secretariat Assistant Training Course Examination /Training during the period of probation.
Level-2 (19900-63200)	Library Assistant	Bachelor's degree in library science or Graduation with minimum one year diploma in Library Science from Government recognized institute.	i. 75% by direct recruitment. ii. 25% by promotion from Library Bearer having Graduation with minimum one year diploma in Library Science, having not less than three (03) years substantive service. iii. In case of non-availability of suitable candidates, vacancies shall be filled up by direct recruitment under clause (i) above ***Note:*** *The eligibility qualification for promotion to the post of Library Assistant shall continue to be Matric for persons holding the feeder post of Library Bearer on regular basis on the date of notification of these Rules.*
Level-2 (19900-63200)	Laboratory Assistant	10+2 with science having minimum six months Diploma or Certificate course in Laboratory Science from a Govt recognized Institute.	i. 50% by direct recruitment. ii. 50% by promotion from Orderly/Sweeper having 10+2 with science and completed minimum three (03) years substantive service. iii. In case of non-availability of suitable candidates, vacancies shall be filled up by direct recruitment under clause (i) above.
Level -2 (19900-63200)	Driver Grade-II	Matriculation / Std. X pass from a recognized Board of Secondary Education or equivalent with driving license of Light Motor Vehicle	100% By Direct Recruitment

		with (TRANS).	
Level -SL 1 (14800-47100)	Library Bearer	Matriculation / Std. X pass from a recognized Board of Secondary Education or equivalent,	100% By Direct Recruitment
Level -SL 1 (14800-47100)	Orderly	Matriculation / Std. X pass from a recognized Board of Secondary Education or equivalent,	100% By Direct Recruitment
Level -SL 1 (14800-47100)	Chowkider	Matriculation / Std. X pass from a recognized Board of Secondary Education or equivalent ,	100% By Direct Recruitment
Level -SL 1 (14800-47100)	Sweeper	Matriculation / Std. X pass from a recognized Board of Secondary Education or equivalent ,	100% By Direct Recruitment

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