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GOVERNMENT OF JAMMU AND KASHMIR
CIVIL SECRETARIAT, SCHOOL EDUCATION DEPARTMENT
Jammu/ Srinagar

NOTIFICATION

Jammu, the 30th Dec, 2010

SRO 481 :- In exercise of the powers conferred by proviso to section 124 of the Constitution of Jammu and Kashmir, the Governor hereby makes the following rules namely: -

1. Short title and commencement :-

- (1). These rules may be called the Jammu and Kashmir School Education (Gazetted) Service Recruitment Rules, 2010.
- (2). They shall come into force from the date of their publication in the Government Gazette.

2. Definitions: -

In these rules, unless the context otherwise requires: -

- (a). "Administrative Department" means the Department of the Government in the Civil Secretariat holding the administrative charge of the Service;
- (b). "Cadre" means the cadre of the service;
- (c). "Commission" means the Jammu and Kashmir Public Service Commission;
- (d). "Government" means the Government of Jammu and Kashmir;
- (e). "Head of the Department" means the Major Head of the Department holding the administrative control of the Organization;
- (f). "Member of the Service" means a person appointed to a post in the service under the provisions of these rules;
- (g). "Post" means a permanent post carrying a definite time scale sanctioned by the Competent Authority;
- (h). "Rules" mean the Jammu and Kashmir School Education (Gazetted) Service(Recruitment Rules, 2010;

- (i). "Schedule" means the schedule(s) annexed to these rules;
- (j). "Service" means the Jammu and Kashmir, School Education (Gazetted) Service;
- (k). "State" means the State of Jammu and Kashmir;
- (l). Words and expressions used in these rules but not defined, shall have the same meaning as assigned to them respectively in the Jammu and Kashmir Civil Services (Classification, Control and Appeal) Rules, 1956 / Jammu and Kashmir Civil Services Regulations.

3. **Constitution of Service: -(1).** From the date of commencement of these rules there shall be constituted the "Jammu and Kashmir, School Education (Gazetted) Service".

- (2). The Government may, at the commencement of these rules, appoint to the service any person who at the commencement of these rules is holding in a substantive capacity any post included in the cadre of the service:

Provided that for the purpose of initial constitution of services, the person holding any post in substantive capacity to which he/she was appointed by the competent authority under rules included in the cadre of the service in its sanctioned scale of pay shall be deemed to have been appointed to the service under these rules if he/she is fully qualified to hold the post under these rules unless he/she opts otherwise within 15 days from the commencement of these rules.

"Explanation: -The words "person holding any post" means a person holding a post included in the cadre of the Jammu and Kashmir, School Education (Gazetted) Service in its sanctioned scale of pay on regular basis under orders of the competent authority and will not cover the persons holding a post on ex-cadre/deputation basis or on adhoc basis or in a stop gap arrangement"

4. **Strength and composition of the service:(1).** The authorized permanent and temporary strength of the cadre and the nature of the posts included therein shall be determined by the Government, from time to time and shall at the initial constitution of the service under these rules, be such as specified in the schedule-I.

Provided that the Government may create temporary posts in the cadre of the service for specified period or purpose as may be considered necessary from time to time.

- (2). The Government may 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 alterations therein as may be required to update it.

5. Qualification and method of Recruitment: - (1). No person shall be eligible for appointment or promotion to any post in any class, category or grade in the service unless he/she possesses the qualifications as laid down in the Schedule-II and fulfills other requirements of recruitment as provided in the rules and orders for the time being in force.

- (2). The appointment to a post in the service may be made by: -
- (a). direct recruitment, or;
 - (b). promotion;
 - (c). partly by (a) and partly by (b) in the ratio and in the manner as mentioned against each post in Schedule-II:

Provided that all the posts under direct recruitment shall be filled through J&K Public Service Commission as per the rules / orders of the Government issued for the purpose;

Provided further that all posts to be filled by promotion shall be filled through Departmental Promotion Committee / J&K Public Service Commission unless any post / category of posts is exempted from the purview of the Public Service Commission in terms of J&K Public Service Commission (Limitation of Functions) Regulations, 1957 by the Government by specific order;

- (3). The departments shall refer vacancies in the direct / promotion quota to the J&K Public Service Commission and Departmental Promotion Committees as per SRO-166 dated 14-06-2005 as amended from time to time.

6. **Probation:** (1). Persons appointed to the service either by direct recruitment or by promotion shall be on probation for two years and their confirmation in the class or category shall be made under the provisions of Jammu and Kashmir Civil Services (Classification, Control and Appeal) Rules, 1956.

(2). The pay of a person appointed to the service under these rules shall be regulated as per the provisions of Jammu and Kashmir Civil Services Regulations or any other rules on the subject issued from time to time.

7. **Reservation in appointments:** While making appointments either by promotion or by direct recruitment reservation shall be made in accordance with the rules and orders issued from time to time for members of Scheduled Castes / Scheduled Tribes / Backward Classes or any other category or class of permanent residents of State under the provisions of Jammu and Kashmir Reservation Act, 2004 and the rules made thereunder.

8. **Training and Departmental Examinations:** Persons appointed to the service shall be required to undergo such training and pass such departmental examination during the period of probation as the Government may prescribe from time to time:

Provided that the Government may exempt, either wholly or partly from such training or departmental examination persons, who have passed a departmental examination or undergone training declared by Government to be equivalent to a departmental examination or training prescribed under these rules.

9. **Eligibility of Government servants for direct recruitment:** A person already in the Government service may apply through proper channel for direct recruitment to a post in any particular class or category in the service if he/she possesses the educational and other qualifications prescribed for recruitment to such class or category of post. The upper age limit of such Government servant shall be as provided in the general rules.

10. **Maintenance of seniority lists:** Seniority of the members of the service shall be regulated under the Jammu and Kashmir Civil Service (Classification, Control and Appeal) Rules, 1956. The Administrative Department shall maintain an up-to-date and final seniority list of members of the service.

11. **Residuary matters:** With regard to matters not specifically covered by these rules, the members of the service shall be

governed by rules/ regulations and orders applicable to the State Civil Service in general.

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:** (i). The Jammu and Kashmir Education (Gazetted) Service Recruitment rules, 1992 and all other rules corresponding to these rules that are in force immediately before the commencement of these are hereby repealed
- (ii). 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.

By order of the Government of Jammu and Kashmir.



(Naseem Lankar) IAS
Commissioner/Secretary to Government,
Education Department

Edu/GAZIA/74/2006

Dated:- 30-12-2010


Copy to the:-

1. Commissioner/Secretary to Government, General Administration Department.
2. Secretary to Government, Department of Law, Parliamentary Affairs & Justice Department.
3. Secretary to Government, ARI & Trainings Department.
4. Secretary, J&K Public Service Commission, Jammu.
5. Director, School Education, Jammu/Kashmir.
6. General Manager, Government Press, Jammu with the request to publish the notification in next gazettee and furnish 100 copies of the same to this Department.
7. Special Assistant to Hon'ble Minister for School Education and Enterprises for information of Hon'ble Minister.
8. Pvt. Secretary to Commissioner/Secretary to Government, School Education Department.
9. P.A. to Additional Secretary to Government, School Education Department

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SCHEDULE-I to SRO 481 dated. 30-12-2010

S. No.	Designation of the post	Revised Pay Scales with Pay Band			No. of posts
		Pay Band	Corresponding Pay Band/Scale	Corresponding Grade Pay	
1	Director	PB-4	37400-67000	8700	02
2	Joint Director / Principal SIE	PB-3	15600-39100	7600	06
3	Chief Education Officers = 22 Principal DIETs = 22 Field Advisor SIEs = 08 Coordinator SIEs = 02	PB-3	15600-39100	6600	54
4	Personnel Officer	PB-3	15600-39100	6600	02
5	Deputy Director (P&S)	PB-3	15600-39100	6600	02
6	Principal +2 Schools = 549 Sr. Lecturer DIETs (HOD) = 154	PB-3	15600-39100	5600	703
7	Dy. CEOs	PB-3	15600-39100	5600	14
8	DEPOs	PB-3	15600-39100	5600	14
9	Senior Lecturer	PB-2	9300-34800 (with two advance increments).	5400	1/3 rd of total strength of Lecturers
10	ZEOs = 119 Sr. Headmasters = 114 DPOs = 24	PB-2	9300-34800	5400	257
11	Accounts Officer	PB-2	9300-34800	4800	02
12	Lecturer	PB-2	9300-34800	5400	6255
13	Headmasters = 827 APOs = 28 ZEPOs = 119	PB-2	9300-34800	5200	974
14	Chief Librarian (SIE Srinagar / SIE Jammu)	PB-2	9300-34800	4800	02

Note: the number of the posts figuring at S.No's 6,9,10,12 &13 will keep on changing on the basis of upgradation of schools from Middle to High and High to Higher Secondary or opening of new High/Higher Secondary Schools. All these posts are provided accordingly to norms as captive staff for functioning of a High/Higher Secondary Schools.


 (Naseem Lankar) IAS
 Commissioner/Secretary to Government
 Education Department


Schedule-II to SRO 48) dated 30-12-2010

Category	Designation	Revised Pay Scales with Pay Band			Minimum qualification for direct recruitment	Method of recruitment
		PB-4	37000-67000	8700		
A	Director, School Education.	PB-4	37000-67000	8700		By selection from Class II Category -A with not less than 03 years substantive service as such or by transfer/selection from KAS/IAS.
A	Joint Director, School Education	PB-3	15600-39100	7600		100% by promotion from class II category-B
B	Chief Education Officer / Principal DIET/ Field Advisor / Coordinator.	PB-3	15600-39100	6600		100% by selection from class II Category E with at least 05 years substantive service in that class possessing Masters Degree with B.Ed.
B	Personnel Officer	PB-3	15600-39100	6600		By deputation from KAS.
B	Dy Director (P&S)	PB-3	15600-39100	6600		By deputation from J&K Economics & Statistics (G) Service
B	I Principal, Higher Secondary School / Sr. Lecturer (HOD DIET).					(i) 80% by promotion from class III category A from candidates having Masters degree besides possessing 3 years substantive service as such; and (ii) 20% from class III category B from candidates having Masters degree besides possessing 3 years substantive service as such.
B	II Deputy Chief Education Officer.	PB-3	15600-39100	5600		
B	III District Education Planning Officer.					
A	Senior Lecturer	PB-2	9300-34800 (with two advance increments).	5400		By placement from class III Category D, E, F & G with 03 years substantive service in that category from amongst candidates possessing Master's Degree.
B	Zonal Education Officer / Sr. Headmaster / District Project Officer	PB-2	9300-34800	5400		By promotion from class III, Category-H with a minimum of 03 years substantive service in that class and category.
B	Accounts Officer	PB-2	9300-34800	4800		By deputation from J&K Accounts (Gazetted) Service.

D)	Lecturer	PB-2	9300-34800	5400	Masters Degree in the relevant subject	<p>i. 50% by direct recruitment.</p> <p>ii. 50% by promotion from Masters having Masters Degree in the relevant subject and in case no suitable candidate is available from Masters grade then by promotion from Sr. Teachers having Masters Degree in the relevant subject and if no suitable candidate is available, then by promotion from General Line Teachers having Masters Degree in the relevant subject with at least 03 years substantive service as teacher.</p>
E)	Lecturer Stenography	PB-2	9300-34800	5400	Masters degree with certificate course in Stenography from Govt. ITI and on the basis of qualifying test in shorthand and type-writing for which the minimum speed shall be 80 and 40 words per minute respectively.	<p>i. 50% by direct recruitment</p> <p>ii. 50% by selection from Masters having Masters Degree in the relevant subject and in case no suitable candidate is available from Masters grade, then by selection from Senior Teachers having Masters Degree and if no suitable candidate is available then by selection from General Line Teacher having Masters Degree in the relevant subject with at least 03 years experience and on the basis of qualifying test in shorthand and type writing for which the minimum speed shall be 80 and 40 words per minute respectively or by limited recruitment from the cadre of Senior Scale Stenographer having Masters Degree in the relevant subject of other service with not less than 10 years service with the qualification for the post in the cadre.</p>

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F	Lecturer Computer Science	PB-2	9300-34800	5400	MCA from recognized university or DOEACC B Level Course.	i. 50% by direct recruitment. ii. 50% by promotion from Masters having Master Degree in the subject and in case no suitable candidate is available from Masters Grade, then by promotion from General Line Teacher with at least 05 years substantive service as Teacher.
G	Lecturer Information Technology	PB-2	9300-34800	5400	M.Sc Information Technology from recognized University	i. 50% by direct recruitment. ii. 50% by promotion from Masters having Master's degree in the subject and in case no suitable candidate is available from Masters Grade, then by promotion from General Line Teacher having Masters Degree in the subject with at least 05 years substantive service as Teacher.
H	Headmasters / Assistant Project Officer / Zonal Education Planning Officer	PB-2	9300-34800	5200		100% by promotion from J&K Education (Subordinate) Service Recruitment Rules, 2008 Schedule- II(B) Class I category A with 03 years substantive service in that class and category
I	Chief Librarian	PB-2	9300-34800	4800	Master Degree in Library Science.	i. 50% by direct recruitment ii. 50% by promotion from Librarian/Classifier/ Cataloguer and other equivalent posts provided the incumbents possess the degree in Library Science and having at least 5 years substantive service as such


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