

Government of Jammu and Kashmir  
School Education Department  
Civil Secretariat, J&K

Subject: Updation/Revision of Jammu and Kashmir School Education (Gazetted) Service Recruitment Rules-2023 - inviting objections thereof.

**Circular No. 05 JK(Edu) of 2023.**

**D a t e d: 27 - 09 - 2023.**

Whereas, the Jammu and Kashmir School Education (Gazetted) Service Recruitment Rules, have been last notified vide SRO-481 of 2010 dated 30.12.2010;

Whereas, as per Schedule-I of the aforesaid SRO, the Jammu and Kashmir School Education (Gazetted) Service mentions following categories of posts:

S. No	Designation of the post	Revised Pay scales with Pay Band			Number 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.	Personal 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.	Deputy CEO	PB-3	15600-39100	5600	14
8.	DEPO	PB-3	15600-39100	5600	14
9.	Senior Lecturer ZEOs = 119	PB-2	9300-34800	5400	
10.	Sr. Headmaster = 114	PB-2	9300-34800	5400	257

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	DPOs = 24				
11.	Accounts Officer	PB-2	9300-34800	4800	2
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	2

Whereas, in the interest of smooth and efficient functioning of Jammu & Kashmir School Education (Gazetted) Service, the Government created several categories of posts from time to time vide various Government Orders and, in the latest SRO-786 of 2019 dated 25.10.2019 following categories of posts and sanctioned strength was mentioned:

S.No	Name of the post	Number of Posts	Pay band/scale of the post with Grade Pay	Cadre (UT/Divisional/District)
1.	Director	03	123100-215900	UT
2.	Joint Director	15	78800-209200	UT
3.	Personal Officer	03	67700-208700	UT
4.	Chief Education Officers	20	67700-208700	UT
5.	Chief Accounts Officer	03	67700-208700	UT
6.	Deputy Director (Plg.)	02	67700-208700	UT
7.	State Coordinator SIE	02	67700-208700	UT
8.	Principal DIET	20	56600-179800	UT
9.	Field Advisor SIE	08	67700-208700	UT
10.	Principal +2 Schools	770	56600-179800	UT
11.	Deputy CEO	12	56600-179800	UT
12.	DEPO	12	56600-179800	UT
13.	HOD DIET	140	56600-179800	UT
14.	ZEO & Equivalent	210	50700-160600	UT
15.	HQ Assistant	08	52700-166700	UT
16.	Lecturers	10330	52700-166700	UT
17.	Headmasters	1594	47600-151100	UT
18.	ZEPOs	111	50700-160600	UT
19.	AD Planning	14	47600-151100	UT
20.	PRO	02	47600-151100	Division
21.	Law Officer	01	47600-151100	UT

Whereas, in view of the new creations of above mentioned posts, these posts needs to be incorporated in the revised/updated services

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recruitment rules along-with other proposed changes which are deemed necessary as per the demand of the time and NEP 2020;

Whereas, the issue of updation of Jammu & Kashmir School Education (Gazetted) Service Recruitment Rules 2010 has been discussed in the last meeting chaired by Principal Secretary, School Education Department on 28.06.2023; and

Whereas; the issue was discussed threadbare and suggestions from the members were taken into consideration and after a threadbare discussion few directions were passed. The same were incorporated in the draft rules and mentioned below:

i). At Article-5 - Part (2)(c) of SRO-481, Departmental exams are proposed as per the demand of the time and NEP 2020

ii). In the draft Schedule-I, sanctioned strength the figures, as per the SRO-481 and the latest SRO-786, were incorporated:

a. Vice Principal	=	770 (Proposed)
b. PRO	=	02 ( As in SRO 786 of 2019)
c. Total number of Lecturers	=	10330

**Following reserves are also proposed:**

a. Deputation Reserve @ 02% of Lecturers	=	206
b. Training Reserve @ 02% of Lecturers	=	206
c. Leave Reserve @ 02% of Lecturers	=	206

**Other proposed Changes:-**

- B.ED degree has been added to the existing qualification of existing PG only as per NCET guidelines.
- For promotion purposes, in addition to B.ED, a limited Departmental examination is proposed to be conducted by JK PSC and JK SCERT shall prepare the syllabus.
- For fixing the seniority of a candidate, Date of passing higher qualification required for acquiring full eligibility for promotion be taken as of date of inclusion in seniority in addition to the date of appointment.
- Introduction of the post of Vice Principal equivalent to the number of the principals (HSS) from the existing sanctioned strength of Sr. Lecturers without any financial implications.
- Decrease in the percentage of ZEOs for promotion as principals from existing 20% to 5% keeping in view their cadre strength.

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- f. Schedule-II: Pay level has been revised as per 7 CPC.
- g. As per the NEP 2020, B.Ed is proposed to be made compulsory for the post of Lecturer in the mode of recruitment at (Category-II, Class-D) LDE as NEP.

Now, therefore, prior to placing the proposal for updation of Jammu and Kashmir School Education (Gazetted) Recruitment Rules, before the Committee constituted vide Government Order No: 1359-jk (GAD) of 2022, dated 15.11.2022 for consideration and according to its in-principal approval, the proposed draft Notification of the revised Jammu and Kashmir School Education (Gazetted) Service Recruitment Rules, 2023 along-with its proposed Schedule-I and II annexed herewith as Annexure-A to this notification are hereby notified for information and inviting objections, if any, from all the stakeholders within a period of 15 days from the date of issuance of this Circular.

The objection(s) received after the stipulated time shall not be entertained.

  
(Mohammad Iqbal Mir) JKAS  
Under Secretary to the Government

Dated: 27-09-2023

No: Edu-GEN/183/2021-01

Copy to the:-

1. Pvt. Secretary to Principal Secretary to the Government, School Education Department.
2. Director, School Education, Jammu/Kashmir.
3. Office file.





Government of Jammu & Kashmir  
School Education Department  
Civil Secretariat, J&K.

**Notification**

Srinagar, the \_\_\_\_\_ September, 2023.

SO \_\_\_\_\_ - In exercise of powers conferred by proviso to Article 309 of the Constitution of India, the Lieutenant Governor hereby makes following rules namely:

**1. Short title and commencement:**

1. These rules may be called the Jammu and Kashmir School Education (Gazetted) Service Recruitment Rules, 2023.

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:

- i) "Administrative Department" means the Department of the Government in the Civil Secretariat holding the Administrative charge of the Service;
- ii) "Cadre" means the Cadre of the service;
- iii) "Commission" means the Jammu and Kashmir Public Service Commission;
- iv) "Government" means the Government of Jammu and Kashmir;
- v) "Head of the Department" means the Major Head of the Department holding the Administrative Control of the organization;
- vi) "Member of the Service" means a person appointed to a post in the service under the provisions of these rules;
- vii) "Post" means a permanent post carrying a definite time scale sanctioned by the Competent Authority;
- viii) "Rules" means the Jammu and Kashmir School Education (Gazetted) Service Recruitment Rules, 2023;
- ix) "Schedule" means the schedule(s) annexed to these rules;
- x) "Service" means the Jammu and Kashmir, School Education (Gazetted) Service;

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- xii) 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 (Clarification 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 in 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 these services.

Provided that for the purpose of initial constitution of service, 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.

**“Explanation:** - The words “person holding any posts” 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 ad-hoc 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 as such other intervals as may be necessary, re-examine the strength and composition of the cadre of the service and make such alternations therein as may be required to update it.

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**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 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 rules/orders of the Government issued for the purpose.

Provided further that all the posts to be filled by promotion shall be filled through Departmental Promotion Committee for the eligible in-service candidates and qualify prescribed Departmental Examination conducted by J&K Public Service Commission;

- (3) The Department shall refer vacancies in the direct promotion quota to the J&K Public Service Commission and Departmental Promotion Committees as per SRO-166 dated 14.06.2015 as amended from time to time.

**6. Probation:-**

- (1) Probation of persons appointed to the service by direct recruitment shall be regulated in terms of the Jammu and Kashmir Probationer (Condition of Service, Pay and Allowances) and Fixation of Tenure Rules, 2020 and in all other cases 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 through Direct Recruitment shall be regularized as per the provisions of Jammu and Kashmir Probationer (Condition of Service, Pay and Allowances) and Fixation of Tenure Rules, 2020 and in all other cases under the provisions of Jammu and Kashmir Civil Services (Classification, Control and Appeal) Rules, 1956.

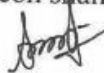
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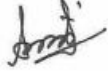
**Reservation in appointments:** While making appointments either by promotion or by direct recruitment reservation shall be made in accordance with the rules and orders issued from time to time for members of Schedule Castes/Scheduled Tribes/Backward Classes or any other category or class of permanent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

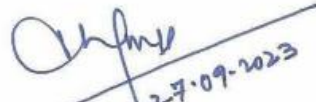
- 8. Training and Departmental Examinations:** Persons appointed to the service shall be required to undergo such training and pass such departmental examination during the period of probation as the Government may prescribe from time to time.
- Provided that the Government may exempt, either wholly 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 the 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 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. Further, the seniority of the incumbents Teachers / Masters, as the case may be, acquiring higher qualification (Post-graduation) as an in-service candidate, shall be reckoned / determined, from the date of passing higher qualification in the respective discipline(s) required as eligibility criteria instead of only date of appointment. The Administrative Department shall maintain an up-to-date and final seniority list of members of the service.
- 11. Residuary matter:** 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 UT 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, 2010 and all other rules corresponding to these rules that are in force immediately before the commencement of these rules 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.



  
27.09.2023

**Schedule-I**

S.No	Name of the post	Number of Posts	Pay band/scale of the post with Grade Pay	Cadre (UT/Divisional/District)	Remarks
1.	Director	03	123100-215900	UT	
2.	Joint Director	15	78800-209200	UT	
3.	Personal Officer	03	67700-208700	UT	
4.	Chief Education Officers	20	67700-208700	UT	
5.	Chief Accounts Officer	03	67700-208700	UT	
6.	Deputy Director Planning	02	67700-208700	UT	
7.	State Coordinator SIE	02	67700-208700	UT	
8.	Field Advisor SIE	08	67700-208700	UT	
9.	Principal DIET	20	67700-208700	UT	
10.	Principal +2 Schools	770	56600-179800	UT	
11.	Deputy CEO	12	56600-179800	UT	
12.	DEPO	12	56600-179800	UT	
13.	HOD DIET	147	56600-179800	UT	
14.	Vice Principal	770+ By elevation from Sr. Lecturer as per seniority	52700-166700	UT	
15.	Sr. Lecturer	1/3 <sup>rd</sup> of total strength of lecturers.	52700-166700 With two advance increments	UT	
16.	HQ Assistant	08	52700-166700	UT	
17.	Senior Lecturer	1/3 <sup>rd</sup> of total strength of lectures	52700-166700 (with two advance increments)	UT	
18.	Lecturers	10330	52700-166700	UT	
19.	ZEO & Equivalent Sr. Headmasters DPO	188			
		114	52700-166700	UT	
		24			
20.	Headmasters APOs	1594			
		28	50700-160600	UT	

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21.	AD Planning	14	47600-151100	UT	
22.	Chief Librarian SIE	02	47600-151100	Division	
23.	PRO	02	47600-151100	Division	
24.	Law Officer	01	47600-151100	UT	

<b>A</b>	Total number of Lecturers as in 18 above	<b>10330</b>
<b>B</b>	Deputation Reserve @ 02% of Lecturers	<b>206</b>
<b>C</b>	Training Reserve @ 02% of Lecturers	<b>206</b>
<b>D</b>	Leave Reserve @ 02% of Lecturers	<b>206</b>
	<b>Total cadre Strength of Lecturers</b>	<b>10948</b>

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**Schedule-II**

Class	Category	Designation	Pay Levels		Minimum Qualification for direct Recruitment	Method of recruitment
			Level	Pay Band		
I	A	Director, School Education	Level-13	123100-215900	-	By promotion from Class II category -A with not less than 03 years substantive service as such or by deputation from IAS/ JKAS.
II	A	Joint Director, School Education	Level-12	78800-209200	-	100% by promotion from Class II Category-B/
	B	Chief Education Officer/Principal DIET/Field Advisor / State Coordinator.	Level-11	67700-208700	-	100% by promotion from Class II Category F-I with at least 03 years substantive service in that class with B.Ed/
	C	Personnel Officer	Level-11	67700-208700	-	By deputation from JKAS Cadre.
	D	Dy. Director (P&S)	Level-11	67700-208700	-	By deputation from J&K Economics & Statistics (G) Service.
	E	Chief Accounts Officer	Level-11	67700-208700	-	By deputation from J&K Accounts Gazetted Service.
	F	I. Principal Higher Secondary School; HOD DIET II. Deputy Chief Education Officer. III. District Education Planning Officer.	Level-10A	56600-179800	-	1. 95% by promotion from Class III category A. Besides possessing 03 years substantive service as such; and 2. 05% by promotion from Class-III, Category-G having Masters Degree, besides possessing 03 years substantive service as such.
III	A	Vice Principal	Level-9	52700-166700		Elevation from Class-III category B-II as per seniority.
	B	Senior Lecturer	Level-9	52700-166700 (with two advance increments)		1/3 <sup>rd</sup> promotion from Class III Category C with two advance increments.
	C	Lecturer/	Level-9	52700-166700	Masters degree in the relevant subject with at least 50% marks and B.Ed or Equivalent.	i. 50% by direct recruitment. ii. 50% by Promotion from Masters having Master's Degree in relevant subject having 05 years substantive service as Master and having qualified prescribed Limited Departmental Examination (LDE). If no suitable candidate is available from Masters Grade, then by promotion for General Line Teacher having Masters Degree in relevant subject with at least 07 years of experience and having qualified Limited Departmental Examination (LDE).

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						Note: In case of science subjects where practicals are compulsory, no distance course will be considered.
	D	Lecturer Stenography	Level-9	52700-166700	Masters degree with and 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	1. 50% by direct recruitment. 2. 50% by promotion from Masters having Masters degree in the relevant subject with 05 years substantive service as Master; and in case no suitable candidate is available, selection from General Line Teacher having Masters degree in the relevant Subject with at least 07 years experience on the basis of qualifying test in short hand 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 Stenography 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
	E	Lecturer Computer Science	Level-9	52700-166700	MCA/ M.Tech ( Computer Science ) from recognized university or DOEACC B Level	i. 50% by direct recruitment iii. 50% by promotion from Masters having Masters Degree in the subject with 05 years substantive service as Master, and in case no suitable candidate is available, then by promotion from General Line Teacher having Masters degree in the subject with at least 07 years of experience and having qualified Limited Departmental Examination (LDE).
	F	Lecturer Information	Level-9	52700-166700	M.Sc Information	i. 50% by direct recruitment.

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File No. Edu-GEN/183/2021-01-SCHOOL EDUCATION DEPARTMENT (Computer No. 53591)

3067665/2023/O/p	Clerical Staff	Technology			Technology/ Information Practice/ Computer Science/MCA /M.Tech( Information Technology) from recognized University.	iv. 50% by promotion from Masters having Masters Degree or equivalent with 05 years substantive service as Master and in case no suitable candidate is available from Masters Grade, then by promotion from General Line Teacher having Masters degree in the subject and with at least 07 years of experience and having qualified Limited Departmental Examination (LDE) and approved by DPC.
	G	Zonal Education Officer/Sr. Head Master/ DPO	Level-8A	50700-160600		By Promotion from class IV, Category-A.
IV	A	Headmasters/Assistant Project Officer / Zonal Education Planning Officer	Level-8	47600-151100		100% by promotion from J&K School Education (Subordinate) Service Recruitment Rules, 2008 Schedule-II (B) Class I Category-A with 05 years substantive service in that class and category.
	B	AD Planning	Level-8	47600-151100		By deputation from Department of Planning Dev. & Monitoring.
	C	Law Officer.	Level-8	47600-151100		By deputation from Department of Law Justice & P.A.
	D	PRO	Level-8A	50700-160600		100 % promotion from Senior Scale stenographer
	E	Chief librarian	Level-8	47600-151100		100% by promotion by librarian / Classifier/ cataloguer and other equivalent posts provided the incumbents posses the degree in library science and having at least 05 years substantive service as such.

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