



**THE
JAMMU AND KASHMIR GOVERNMENT GAZETTE**

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Separate paging is given to this part in order that it may be filed
as a separate compilation.

PART III

Laws, Regulations and Rules passed thereunder.

**GOVERNMENT OF JAMMU AND KASHMIR
CIVIL SECRETARIAT—HIGHER EDUCATION DEPARTMENT**

Notification

Jammu, the 23rd December, 2008.

SRO-423.—In exercise of the powers conferred by the 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 Education (Gazetted) College Service Recruitment Rules, 2008.

(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) “Commission” means the Jammu and Kashmir Public Service Commission ;
- (c) “Cadre” means the cadre of the service ;
- (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 Education (Gazetted) College Service Recruitment Rules ;
- (i) “Schedule” means the schedule (s) annexed to these rules ;
- (j) “Service” means the Jammu and Kashmir Education (Gazetted) College Service ;
- (k) “State” means the Jammu and Kashmir State ;
- (l) Words and expressions used in these rules but not defined shall have the same meaning as assigned to them in the Jammu and Kashmir Civil Services (Classification, Control and Appeal) Rules, 1956.

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3. *Constitution of service.*—(1) From the date of commencement of these rules, there shall be constituted the “Jammu and Kashmir Education (Gazetted) College 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 purposes of initial constitution of service, the person holding any post in a substantive capacity to which he 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 word “holding” means a person holding a post included in the cadre of the Jammu and Kashmir Education (Gazetted) College 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 annexed to these rules :

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

(2) The Government 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 alterations therein as it deems fit.

5. *Qualification and method of recruitment.*—(1) No person shall be eligible for appointment by direct recruitment, placement/selection/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 fulfils other requirements of recruitment as provided in the rules and orders for the time being in force.

(2) Appointment to the service shall be made—

(a) by direct recruitment ; or

(b) by selection/promotion ; and

(c) partly by (a) and partly by (b) in the ratio and in the manner 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 in terms of SRO-166 dated 14-06-2005 :

Provided further that all posts to be filled by placement shall be processed through Departmental Promotion Committee/Public Service Commission.

6. *Probation.*—(1) Persons appointed to the service, either by direct recruitment or by selection/promotion shall be on probation for a period of two years and their confirmation for 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 regularized as per the provisions of J&K Civil Service Regulations or general rules as issued from time to time.

7. *Reservation in appointments.*—While making appointments either by direct recruitment or by selection/promotion, 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 Reservation Rules in force.

8. *Training and departmental examinations.*—Persons appointed to the service by competitive examination or selection/promotion shall be required to undergo such training from time to time during the course of service and to pass during the period of service such departmental examination as the Government may prescribe :

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 servant for direct recruitment.*—A person already in the Government service may apply through proper channel for direct recruitment to a vacant 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 servants shall be as provided in the general rules :

Provided that in case of a post which requires a higher degree of specialization and/or experience, the Government may prescribe higher age limit.

10. *Maintenance of seniority lists.*—Seniority of the members of the service shall be regulated under the Jammu and Kashmir Civil Services (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.*—In regard to matters not specifically covered by these rules, the members of the service shall be governed by the 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.*—(1) The Jammu and Kashmir Education (Gazetted) College Service Recruitment Rules, 2004 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.

By order of the Governor:

(Sd.) K. M. WANI, IAS,

Commissioner/Secretary to Government,
Higher and Technical Education Department.

SCHEDULE—I

[Jammu and Kashmir Education (Gazetted) College Service Recruitment Rules, 2008.]

S. No.	Designation of the post	Scale of pay	No. of posts
1	2	3	4
1.	Director (Colleges)	16,400-22,400	01
2.	Principal	16,400-22,400	72
3.	Reader/Lecturers (Selection Grade)	12,000-18,300	Dependent upon the number of qualified/eligible Sr. Scale Lecturers/Librarians/Physical Training Instructors as the case may be.
4.	Physical Training Instructor (Selection Grade)	12,000-18,300	
5.	Librarian (Selection Grade)	12,000-18,300	
6.	Lecturer (Senior Scale)	10,000-15,200	Dependent upon the number of qualified/eligible Lecturers/Librarians/Physical Training Instructors as the case may be.
7.	Physical Training Instructor (Senior Scale)	10,000-15,200	
8.	Librarian (Senior Scale)	10,000-15,200	
9.	Lecturer	8,000-13,500	2060

1	2	3	4
10.	Physical Training Instructor	8,000-13,500	72
11.	Librarian	8,000-13,500	72

SCHEDULE—II

[Jammu and Kashmir Education (Gazetted) College Service Recruitment Rules, 2008.]

Class	Category	Grade	Designation	Minimum qualification for direct recruitment or qualification at the time of initial appointment	Method of recruitment
1	2	3	4	5	6
I	A	16,400-22,400	Director Colleges	Masters' Degree in any subject.	By selection through DPC/PSC on the basis of merit, integrity and professional competence from amongst the Principals of the Colleges with at least three years service as Principal.
B	16,400-22,400	Principal	Master's Degree in any subject. For the post of Principal, College of Education, the minimum qualification shall be M. Ed. or its equivalent.		By selection through DPC/PSC from Class II, Category A on the basis of integrity, merit and suitability from amongst persons having at least ten years service in that category.

1	2	3	4	5	6
II	A	12,000- 18,300	Reader/ Lecturer (Selection Grade)	Master's Degree in the subject concerned.	By placement from Class III, Category A from amongst the persons having at least five years service in that class, possessing consistently Good Performance Appraisal Reports and has participated in two refresher courses of at least three to four weeks duration. However, where the requirement of refresher courses has remained incomplete, the placement would not be held up, but these must be completed within two years from the date of placement.
	B	12,000- 18,300	Physical Training Instructor (Selection Grade)	Master's Degree in Physical Education.	A Selection Grade Lecturer with Ph. D. Degree shall be designated as Reader. By placement from Class III, Category B from amongst the persons having at least five years service in that class, possessing consistently Good Performance Appraisal Reports and has

C	12,000- 18,300	Librarian (Selection Grade)	Master's Degree in Library Science.
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participated in two refresher courses of at least three to four weeks duration. However, where the requirement of refresher courses has remained incomplete, the placement would not be held up, but these must be completed within two years from the date of placement.

By placement from Class III, Category C from amongst the persons having at least five years service in that class possessing consistently Good Performance Appraisal Reports and has participated in two refresher courses of at least three to four weeks duration. However, where the requirement of refresher courses has remained incomplete, the placement would not be held up, but these must be completed within two years from the date of placement.

1	2	3	4	5	6
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III	A	10,000- 15,200	Lecturer (Senior Scale)	Master's Degree in the subject concerned.
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By placement from Class IV, Category A from amongst the persons having at least six years service in that class (Persons holding Ph. D. and M. Phil. Degree shall be eligible for a relaxation in the qualifying service by two and one year respectively), has consistently Good Performance Appraisal Reports, has participated in one orientation course and one refresher course of at least 3-4 weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by UGC. (Those with Ph. D. Degree would be exempted from one refresher course). However, where the requirement of orientation/refresher course has remained incomplete, the

B	10,000- 15,200	Physical Training Instructor (Senior Scale)	Master's Degree in Physical Education.
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placement would not be held up but these must be completed within two years from the date of placement.

By placement from Class IV, Category B from amongst the persons having at least six years service in that class (Persons holding Ph. D. and M. Phil. Degree shall be eligible for a relaxation in the qualifying service by two and one year respectively), has consistently Good Performance Appraisal Reports, has participated in one orientation course and one refresher course of at least 3-4 weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by UGC. (Those with Ph. D. Degree would be exempted from one refresher course). However, where the requirement of orientation/refresher course has remained incomplete, the placement

1	2	3	4	5	6
					would not be held up but these must be completed within two years from the date of placement.
C	10,000-15,200	Librarian (Senior Scale)	Master's Degree in Library Science.		By placement from Class IV, Category C from amongst the persons having at least six years service in that class (Persons holding Ph. D. and M. Phil. Degree shall be eligible for a relaxation in the qualifying service by two and one year respectively), has consistently Good Performance Appraisal Reports, has participated in one orientation course and one refresher course of at least 3-4 weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by UGC. (Those with Ph. D. Degree would be exempted from one refresher

course). However, where the requirement of orientation/refresher course has remained incomplete, the placement would not be held up but these must be completed within two years from the date of placement.

IV A	8,000-13,500 (i)	Lecturer Arts, Commerce and Sciences	Master's Degree in the subject concerned with at least 55% marks (50% marks in case of Scheduled Caste/Scheduled Tribe and Physically and Visually Handicapped candidates) or its equivalent grade of "B" in the seven point scale from an Indian University or an equivalent course/degree from an Indian/Foreign University with NET/SLET conducted by the UGC/CSIR/Association of Indian University (AIU)/University of Kashmir/Jammu with accreditation from UGC or Ph. D. for postgraduate level teaching and Ph. D./M. Phil. for undergraduate level teaching.
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100% by direct recruitment.

1	2	3	4	5	6
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(ii) Journalism/
Mass
Communication

Master's Degree in the subject concerned with at least 55% marks (50% marks in case of Scheduled Caste/Scheduled Tribe and Physically and Visually Handicapped candidates) or its equivalent grade of "B" in the seven point scale with letter grades O, A, B, C, D, E and F with NET/SLET conducted by the UGC/CSIR/Association of Indian University (AIU)/University of Kashmir/Jammu with accreditation from UGC or Ph. D. for postgraduate level teaching and Ph. D./M. Phil. for undergraduate level teaching.

Or

Master's Degree in Humanities, Social Sciences/Sciences with a 2nd Class Bachelors Degree with at least 55% marks (50% marks in

case of Scheduled Caste/Scheduled Tribe and Physically and Visually Handicapped candidates) or an equivalent grade of "B" in the seven point scale or Postgraduate Diploma in Communication/Mass Communication/Journalism from a recognized Indian University/National Institute with NET/SLET conducted by the UGC/CSIR/Association of Indian University (AIU)/University of Kashmir/Jammu with accreditation from UGC or Ph. D. for postgraduate level teaching and Ph. D./M. Phil. for undergraduate level teaching.

(iii) Music

Master's Degree in Vocal Music/Instrumental Music (Sitar) with good academic record and at least 55% marks (50% marks in case of Scheduled Caste/Scheduled Tribe and Physically and Visually Handicapped candidates) or an equivalent grade of "B" in the seven point

1	2	3	4	5	6
				scale from an Indian University or an equivalent course/degree from an Indian/Foreign University with NET/SLET conducted by the UGC/CSIR/Association of Indian University (AIU)/University of Kashmir/Jammu with accreditation from UGC or Ph. D. for postgraduate level teaching and Ph. D./M. Phil. for undergraduate level teaching.	
			(iv) Vocational Subjects and Professional Courses	Master's Degree in professional/vocational courses with at least 55% marks (50% marks in case of Scheduled Caste/Scheduled Tribe and Physically and Visually Handicapped candidates) or its equivalent grade of "B" in the seven point scale from an Indian University or an equivalent course/degree from an Indian/Foreign University with NET/SLET conducted by the UGC/CSIR/Association of Indian University (AIU)/University of	

Kashmir/Jammu with accreditation from UGC or Ph. D. for postgraduate level teaching and Ph. D./M. Phil. for undergraduate level teaching :

Provided that for professional courses and vocational subjects, namely Computer Sciences, Management, Food and Food Processing Technology, Environmental Science/Microbiology and Bio-Technology there shall be exemption from NET/SLET/Ph. D./M. Phil. for a period of five years from the date of commencement of these rules. Preference shall, however, be given to the candidates having NET/SLET/Ph. D./M. Phil. qualification while making selection to the above mentioned subjects :

Provided further that "B" level course of DOEACC Society, Government of India shall be treated as equivalent to MCA (Three Years Course) which shall be the normal postgraduate degree required for the post of a Lecturer in Computer Science/Application.

1	2	3	4	5	6
B	8,000-13,500	Physical Training Instructor	<p>(i) Master's Degree in Physical Education (Two Years Course) or Master's Degree in Sports or an equivalent degree with 55% marks (50% marks in case of Scheduled Caste/Scheduled Tribe and Physically and Visually Handicapped candidates) or its equivalent grade of "B" in the seven point scale from an Indian University or an equivalent degree from an Indian/Foreign University having qualified NET/SLET/Ph. D./M. Phil.</p> <p>(ii) Master's Degree in Physical Education (Two Years Course), M. P. Ed. or M. A. B. P. Ed.</p>	<p>(i) 60% by direct recruitment.</p> <p>(ii) 40% by promotion from amongst Assistant PTIs with ten years of service as such with M. P. Ed. or M. A. B. P. Ed. Degree on the basis of merit, seniority and suitability through DPC/PSC.</p>	

C	8,000-13,500	Librarian	<p>(i) Master's Degree in Library Science/Information Science/Documentation or an equivalent professional degree with 55% marks (50% marks in case of Scheduled Caste/Scheduled Tribe and Physically and Visually Handicapped candidates) or its equivalent grade of "B" in the seven point scale from an Indian University or an equivalent Degree from an Indian/Foreign University having qualified NET/SLET/Ph. D./M. Phil.</p>	<p>(i) 60% by direct recruitment.</p> <p>(ii) 40% by promotion from amongst the following Non-Gazetted Categories with M. Lib. or M. A. B. Lib. Degree, on the basis of seniority through DPC/PSC :—</p> <p>(a) Sr. Librarian (6500-10500) with 8 years of service.</p> <p>(b) Librarian (5000-8000) with 10 years of service.</p> <p>(c) Jr. Librarian (4000-6000) with 12 years of service.</p>	
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1	2	3	4	5	6
				(ii) Master's Degree in Library Science (M. Lib.) or B. A. B. Lib.	(d) Library Assistant/ Reading Room Assistant (3050-4590) with 14 years of service. (The persons from each succeeding category can be considered only when candidates are not available in the preceding category).

Note : -The upper age limit for appointment of in-service candidates to Gazetted Service in the Higher Education Department shall be 45 years as on 1st of January of the year of advertisement.

By order of the Government of Jammu and Kashmir.

(Sd.)

Commissioner/Secretary to Government,
Higher Education Department.