

GOVERNMENT OF JAMMU AND KASHMIR
CIVIL SECRETARIAT: INDUSTRIES AND COMMERCE DEPARTMENT

Notification

Srinagar, the 14th October, 2008.

SRO- 297 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 Handicrafts (Gazetted) 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) "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 (Gazetted) 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" means the Jammu and Kashmir Handicrafts (Gazetted) service Recruitment Rules, 2008;
- i) "Schedule" means the schedule (s) annexed to these rules;
- j) "Service" means the Jammu and Kashmir Handicrafts (Gazetted) service;
- k) "State" means the Jammu and Kashmir State;

(2) Words and expressions used in these rules but not defined shall have the same meaning as are assigned to them 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 Handicrafts (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 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.

8. **"Explanation.** -

The word "holding" means a person holding a post included in the cadre of the Jammu and Kashmir Handicrafts (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".

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4. **Strength and Composition of the Services.**- (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 & II annexed to these rules:

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 shall, at the interval of every five years or at such other intervals as may be necessary, re-examine the strength and compositions 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 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 requirement of recruitment as provided in the rules and orders for the time being in force.

(2) Appointments to a service or class shall be made:-

- a) by direct recruitment; or
- b) by promotion; or
- 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 the rules/ orders of the Government issued for the purpose:

Provided further all posts to be filled by promotion shall be filled through departmental promotion committee/ Jammu and Kashmir 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 Functions) Regulations, 1957 by the Government by specific order.

(3) The Department shall refer vacancies in the direct/ promotion quota to Public Service Commission and Departmental Promotion Committee, as the case may be, in terms SRO-166 dated 14-06-2005.

6. **Probation.**-(1) Persons appointed to the service, by direct recruitment shall be on probation for two years and their confirmation for class or category shall be governed 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 by Government general rules.

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 Caste/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 Jammu and Kashmir Reservation Rules 2005.

8. **Training and Departmental Examinations.**- Persons appointed to the service by direct recruitment through competitive examination or by promotion shall be required to undergo such training from time to time as may be required and to pass during the period of probation such departmental examination as may be prescribed in this behalf.

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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 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 the 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 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 Handicrafts (Gazetted) Service Recruitment Rules, 1978 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.

(Pawan Kotwal) IAS

Commissioner/Secretary to Government
Industries & Commerce Department.

Dated: 14-10-2008

No.: IND/DOH/2/74-III

Copy to the:

1. Principal Secretary and Secretary to Govt., Law Department.
2. Commissioner Secretary to Govt., General Administration Deptt.
3. Commissioner/Secretary to Govt., Finance Department.
4. Commissioner/Secretary to Govt., ARI Department.
5. Accountant General, J&K Srinagar/Jammu.
6. Director, Handicrafts Department.
7. Special Assistant to Advisor(T)
8. P.A. to Commissioner/Secretary, Industries and Commerce Deptt.
9. P.A. to Additional Secretary, Industries and Commerce Deptt.
10. Stock file.

SCHEDULE-I

S.No.	Designation of the post	Pay Scale	No. of posts
1.	Director	14300-18300	01
2.	Joint Director	12000-16500	02
3.	Chief Designer, School of Designs	10000-15200	01
4.	Joint Registrar Induscos	10000-15200	01
5.	Dy. Director (P&S)	10000-15200	01
6.	Dy. Director Handicrafts	10000-15200	02
7.	Development Officer	10000-15200	04
8.	Dy. Director (Quality Control)	10000-15200	01
9.	Dy. Registrar Induscos.	7500-12000	02
10.	Assistant Director Handicrafts/Stores & Supplies Officer.	7500-12000	16
11.	Senior Designer	7500-12000	01
12.	Accounts Officer	7500-12000	01
13.	Publicity cum Exhibition Officer	7500-12000	01
14.	Manager, Kashmir Haat Srinagar	6700-10700	01
15.	Technical Chemist	6700-10700	01

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SCHEDULE-II

Class	Category	Grade	Designation	Minimum qualification for direct recruitment	Method of recruitment
1	2	3	4	5	6
I		14300-18300	Director	-	By deputation from KAS
II		12000-16500	Joint Director	-	By deputation from KAS
III	A	10000-15200	Chief Designer	Bachelors Degree in fine Arts/ Commercial Arts from a recognized University/ Institute with 5 years experience in Handicrafts Designs.	By direct recruitment
	B	10000-15200	Joint Registrar Induscos	-	By deputation from KAS
	C	10000-15200	Dy. Director (P&S)	-	By deputation from J&K Economics and Statistics (Gazetted) Service.
	D	10000-15200	Dy. Director Handicrafts	-	By deputation from KAS
	E	10000-15200	Development Officer	-	By deputation from KAS
	F	10000-15200	Dy. Director Quality Control	-	By deputation from KAS
IV	A	7500-12000	Dy. Registrar Induscos	-	50% by direct recruitment through Combined Competitive Examination and 50% by promotion from Asstt. Registrar Induscos (Non-Gazetted) having at least 10 years service as such.
	B	7500-12000	Assistant Director Handicrafts & Store & Supplies Officer	Bachelors Degree from a recognized University in India or a Foreign University declared by the Government in consultation with the commission to be equivalent to degree of a recognized Indian University with knowledge of computers.	(1) 50% by direct recruitment through Combined Competitive service examination. (2) 50% by promotion from the following :- (i) 10% by promotion from class V categories A&B on the basis of joint seniority with 3 years service in that category (ii) 40% by promotion from following categories of J&K Handicrafts Sub-Ordinate Service Recruitment, Rules (Non Gazetted) Combined seniority having at least 05 years service in that category. a) Quality control category. b) Handicraft Trg. Inspector. c) Planning Assistant.
	C	7500-12000	Senior Designer	-	By promotion from Designer (J&K Handicrafts Sub-ordinate Service) having at least 05 years service in that category.
	D	7500-12000	Accounts Officer	-	By deputation from J&K Accounts Gazetted service.
	E	7500-12000	Publicity cum Exhibition Officer	-	By promotion from Assistant Publicity cum Exhibition Officer (J&K Handicrafts Sub-ordinate Service) with 5 years service in that category.
V	A	6700-10700	Manager Kashmir Haat Srinagar	Graduation from a recognized University.	100% By direct recruitment
	B	6700-10700	Technical Chemist	-	By promotion from category of Jr. Chemist (J&K Handicrafts Sub-ordinate service) with 5 years in that category.

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Director Handicrafts in the