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GOVERNMENT OF JAMMU AND KASHMIR
DEPARTMENT OF FISHERIES, FOREST AND WILDLIFE.

Notification
Jammu, the 28th November, 1991

SRO 335 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 Forest (Subordinate) Service Recruitment Rules, 1991.

2. They shall come into force from the date of their publication in the Government Gazette.

3. Definitions:- In these rules, unless the context otherwise requires:-

(a) "Government" means the Government of Jammu and Kashmir;

(b) "Cadre" means the cadre of the service;

(c) "Head of the Department" means the major head of the Department holding administrative charge of service.

(d) "Member of the service" means a person appointed to a post in the service under the provisions of these rules.

(e) "Schedule" means the Schedule annexed to these rules.

(f) "Service" means the Jammu and Kashmir Forest (Subordinate) Service; and

(g) 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.

3. Constitution of Service:- (1) From the date of commencement of these rules there shall be constituted the Jammu and Kashmir Forest (Subordinate) Service.

2. (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 any post in its sanctioned scale of pay included in the cadre of these services.

Provided that for the purposes of initial constitution of the Service a person holding any post 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 is qualified to hold the post.

4. STRENGTH AND COMPOSITION OF THE SERVICE:- (1) The authorised permanent and temporary strength of the cadre and the nature of the posts included therein shall be determined by the Govt. 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:

(Cont. on page 2/4)

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 three 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. QUALIFICATIONS 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 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) Appointment to the service shall be made:-

(a) by direct recruitment (which will include appointment by transfer);

(b) by promotion; and

(c) partly by direct recruitment and partly by promotion.

(d) By deputation from other Departments in the ratio and in the manner mentioned against each post in the schedules-II & III.

(3) In case suitable candidates are not available for promotion, the post shall be filled up by direct recruitment and vice versa;

(4) Candidates recruited direct to the post of Junior Assistant shall possess the knowledge of typewriting of not less than 30 words speed per minute. This condition will not, however, apply in the case of persons who have passed the TDC Part I or above.

6. PROBATION:- (1) Persons appointed to the service either by direct recruitment or by promotion shall be on "probation or trial" for two years.

(2) If it appears at any time during or at the end of the period of probation or of trial that an Officer has not made sufficient use of his opportunities or if he has otherwise failed to give satisfaction and has not passed the prescribed departmental examination or training, if any, if directly recruited, he discharged from the service and if appointed by promotion he reverted to the post on which he holds a lien.

(3) The Government may in the case of any person extend the period of probation or trial upto the maximum period of four years.

EXPLANATION: Appointment on probation will be made against substantive vacancies only. All other appointments will be on trial:

Provided that any period of officiating appointment shall be reckoned as period spent on probation when a person appointed on trial is given regular appointment to the service.

(4) A candidate appointed to the service by competitive examination, shall be allowed the minimum of the time scale during the first year and at the second stage of that scale during the remaining years.

7/1/11

Where the period of probation/trial is extended beyond two years for reasons not directly attributable to the probationer he shall be allowed to draw the second and third increments after the expiry of 2nd and 3rd year of probation/trial.

Provided that where a person has immediately before such appointment, been holding a post under the Govt. in a substantive capacity and was drawing therein pay equal to or more than the minimum of the time scale, his initial pay at the time of his appointment to the service shall be regulated under Art. 77(a) (ii) read with Art. 67(a) (ii) of the Jammu and Kashmir G.S.Rs.

5) In respect of a person who immediately before such appointment held a post under the Govt. in an officiating capacity and draw his presumptive pay equal to or higher than the minimum of the time scale, his initial pay at the time of appointment to the service shall be regulated under Art. 77(a) (ii) of the Jammu and Kashmir C.S.Rs. treating his presumptive pay as substantive pay for purposes of such fixation alone. He shall not, however, get the benefit of Art. 67(a) (ii) either at the time of initial fixation or subsequently.

6) In the case of persons who are appointed under these rules other than by competitive examination, their fixation of pay shall be regulated under the normal rules relating to such fixation from time to time.

7) TRAINING AND DEPARTMENTAL EXAMINATION:- Persons appointed to the services by competitive examination may be required to undergo such training from time to time during the course of service and to pass during the period of probation or trial 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, if any prescribed under these rules.

8) 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 possesses the educational and other qualifications prescribed for recruitment to such class or category of posts. The upper age limit of such Government servants shall be as provided in the general rules.

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

9) POWER TO RELAX:- Where the Government is of the opinion that it is necessary or expedient so to do, it may, by order for reasons to be recorded in writing and in consultation with the Adm. Reforms and Inspection relax any of the provisions of these rules with respect to any class, category of persons or posts

Provided that while exercising this discretion the Government would keep the following principle in view:-

- that the discretion exercised is bonafide;
- that such an exercise specifies objective test;
- that it would satisfy any reasonable man in place of the authority competent to relax; and

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10) MAINTENANCE OF SENIORITY LISTS:- Seniority of the member of the service shall be regulated under the Jammu and Kashmir Civil Services (Classification, Control and Appeal) Rules, 1956. The Head of Department shall maintain an up to date and final seniority list of the service.

11) RESIDUARY MATTERS:- In regard to matters not specifically covered by these rules, the member of the service shall be governed by the rules, regulations and orders applicable to the State Civil Services in general.

12) INTERPRETATION:- If any question arises relating to the interpretation of these rules, the matter shall be referred to the Government whose decision thereon shall be final and binding.

13) REPEAL AND SAVINGS.

- 1) All rules corresponding to these rules and 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 be deemed to have been made or taken under the corresponding provisions of these rules.

By order of the Governor.

Sd/-

Commr. / Secretary to Government,
Forest Department.

Dated; - 28-11-1991.

No; - FST/NG-9/90
Copy to the; -

1. Commr/Secretary to Government, General Administration Deptt. (ARI) (w.3.s.c.)
2. Secretary to Government, Law Department (w.5.s.c.)
3. Principal Chief Conservator of Forests, Jammu.
4. Chief Conservator of Forests, Jammu.
5. Chief Conservator of Forests, Srinagar.
6. Government Press Jammu for publication of the S.L.O. in next Government Gazette.

Under Secretary to Government,
Forest Department.

27/11/91

SCHEDULE I

Class	Category	Designation of the post	Scale of pay	No. of post permanent.	Temporary	Total
I.		Executive.	1650-2800	-	2	2
		Survey Officer.	1550-2550	1	-	1
II.		Photointerpreter.	1300-2550	-	2	2
III.	A	Jr. Scientific Assistant.	1550-2550	3	-	3
	B	Naib Tehsildar	1550-2550	-	1	1
	C	Silt Analyst	1550-2550	1	-	1
	D	Translator	1550-2550	47	-	47
IV.		Range Officer Grade II.	1235-2325	-	1	1
V.	i.	Farm Chemist	1150-2050	1	-	1
VI.	ii.	Librarian cum-Curator	1150-2050	1	-	1
	iii.	Project operator/Photogra-	1150-2050	-	1	1
	iv.	Agriculture Supervisor	1150-2050	4	-	4
	v.	Sr. Lab Assistant.	1150-2050	-	-	-
		Foresters including Head ward Officer, Ward Officer, Resin Forester and Surveyors.	1150-1910	850	(68 SFP)	918
	i.	Airdhwar	900-1830	2	(4 SFP)	6
	ii.	Silt observer	900-1830	-	3	3
	iii.	Lab. Assistant	900-1830	1	-	1
	iv.	Driver.	900-1830	34	31 (SFP)	65
	v.	Field Assistant.	900-1830	4	-	4

(Cont. on page.....5/-)

2800-3200
6500-10500

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Class	Category	Designation of the post	Scale of pay	No. of posts permanent	Temporary	Total
III	IX	Deputy Foresters	1075-1735	137	-	137
		i. Patwaries	800-1500	2	8 (SFP)	10
		ii. Jr. Grade Drivers	800-1500	20	-	20
X	B	Jr. Lab. Assts.	800-1500	3	-	3
		Forest Guards including Resin Guard Game Guards watchers Rakhas & S.F. Workers.	800-1500	3067	125 (SFP)	3192
XI	i.	Sr. Lab. Attendant	745-1025	3	-	3
		ii. Conductor/Cleaner	745-1025	22	-	22
XII	A	i. Mali	630-940	24	24 (SFP)	269
		ii. Lab. boy	630-940	3	-	3
		iii. Cattle Pond Keeper	630-940	9	-	9
		iv. Boat Mazdoor	630-940	1	1	1
		v. Chainman	630-940	4	-	4
		vi. Road Mazdoor	630-940	2	2	2
		vii. Water Carrier	630-940	2	2	2
		viii. Mapper	630-940	2	2	2
		ix. Watcher	630-940	32	-	82
Class /Category IV.						
Class /Category VI						
Class /Category VIII						
Class /Category X.						
patation reserve 10%	5	92	14	307		
	ave reserve 10%	5	92	14	307	
	aining reserve 10%	5	92	14	307	
Ministerial						
I.	Section Officer.	1550-2550	1 (SFP)	2		
	II. PA/Sr. Scale Steno	1550-2550	1 (SFP)	4		
	III. Sr. Acctt.	1550-2550	1 (SFP)	2		
	IV. Statistical Officer.	1550-2550	1 (SFP)	2		
	V. Head Assistant.	1150-2050	3 (SFP)	1		

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SCHEDULE III

Class Category	Designation	Scale	Minimum qualification for direct recruitment	Mode of recruitment
(1)	(2)	(3)	(4)	(5)
I	Survey Officer	1650-2800		By promotion from Class II having five years service in that class.
II	Photo Interpreter	1550-2550		By promotion from Class VI from amongst the persons who are KPC and SC trained and also Cartography and Aerial Photography trained with five years service in that class.
III	(A) Jr. Scientific Asstt. (B) Naib-Tehsildar (C) Silt Analyst	1300-2550 1550-2550 1550-2550		By deputation from Agri. Department. By deputation from Revenue Deptt. By promotion from Class VII item (ii) with five years service in that class.
	(D) Translator	1550-2550		By deputation from Information Department.
IV	Range Officer Grade-II	1235-2325		By promotion from Class VI from amongst persons who are KPC trained and have five years service in that class.
V	i. Farm Chemist ii. Librarian-cum Curator iii. Project Operator/Photographer	1150-2050 1150-2050 1150-2050	i. Matric ii. Trained in photography and film projection from a Recognised Institute and having 2 yrs experience in a public or private Organisation.	By deputation from Agriculture Department. By deputation from Library, Research and Museum Deptt. By direct recruitment.
	iv. Agri-Supervisor v. Sr. Lab. Asstt.	1150-2050 1150-2050		By deputation from Agri. Deptt. By promotion from class VII item (iii) with 5 yrs. service in that class.

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(53)

(2)	(3)	(4)	(5)
vi. Foresters	1150-1910	10+2 or equivalent qualification with Science subjects.	i. 40% by direct recruitment. ii. 60% by promotion from Class VIII amongst the persons who are matriculates. In case no matriculates are available then the posts will be filled by direct recruitment.
		i. Physical Standard height 163 Cms. ii. Physical fitness 25 Km walk to be completed in 4 hours. iii. Physical fitness certificate from Chief Medical Officer.	
VII. i. Girāwar	900-1830		By deputation from Revenue Department.
ii. Silt Observer	900-1830	10+2 or equivalent with Science subject	By direct recruitment.
iii. Lab. Asstt.	900-1830	10+2 or equivalent with Biology as one of the subjects.	By promotion from Class IX Category 'A' (ii) having passed Matric with Science subjects and having five years service in that category. If no departmental candidate is available then the posts will be filled by direct recruitment.
iv. Driver	900-1830	Middle Pass having Hill/heavy Veh. Licences with 5 yrs. experience.	i. 40% by direct recruitment. ii. 60% by promotion from Class IX Category 'B' with 5 years experience in that category.
v. Field Asstt.	900-1830	As prescribed for Class-VI	By direct recruitment.
VIII. Deputy Foresters	1075-1735		By promotion from Class X from amongst graduates with three years experience, Matriculates with seven years experience and non-matriculates with 10 years experience on equal ratio basis. provided that at least 25% of the available vacancies shall be filled up from amongst the meritorious candidates.

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(1)	(2)	(3)	(4)	(5)
	(A) Patwaries (B) Jr. Grade Drivers.	800-1500 800-1500	Middle Pass With hill/heavy Veh. licence & three Years experience.	By deputation from Revenue Department. 1. 50% direct recruitment.
	(ii) Jr. Lab. Asstt.	800-1500		ii. 50% by promotion from Class XI item (ii) having hill/heavy Veh. driving licence and 5 years experience in that class. By promotion from Class XI item i having 5 Yrs service in that class.
X.	Forest Guard	800-1500	i. Matric ii. Physical fitness as prescribed in Class VI.	i. 50% by direct recruitment. ii. 25% by promotion from Class XII Category 'A' with minimum 5 yrs service in that category.
II.	i. Sr. Lab. Attendent	745-1025		iii. 25% by promotion from Class XII schedule III with minimum 5 years service in that Category. By promotion from Class XII category 'B' from amongst Matriculates having five yrs. experience in that category.
	ii. Conductor/Cleaner	745-1025	i. Middle Pass ii. Possessing Cleaner/ Conductor Chit.	By direct recruitment.
XII. (A)	i. Mali ii. Cattle Pond Keeper iii. Boat Mazdoor iv. Chain Man v. Water Carrier vi. Road Mazdoor vii. Mapper. viii. Watcher ix. Gardener	630-940	Middle Pass	By direct recruitment.
	(B) Lab. Attendent.	630-940	Middle Pass	By direct recruitment.

Under Scay & 4th
27/11/19
One folk

(2)

Class:	Designation	Scale	Minium qualif. for direct recruitment.	Mode of recruitment	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
I.	Section Officer.	1550-2550			By promotion from Class V having not less than 5 years service in that class.
II.	PA/Sr. Scale Steno	1580-2550			By promotion from Class VI having not less than 5 years service in that class with a speed of 80 words per minute in shorthand and 40 words per minute in type writing.
III.	Sr. Accountant	1550-2550			By deputation from Finance Department.
IV.	Sts. Officer	1550-2550			By deputation from Planning Department.
V.	Head Asstt.	1150-2650			By promotion from Class IX item(i) having 4 yrs service in that class and having passed Sectt. Asstts. Examination.
VI.	Jr. Scale Steno	1150-2050	10+2 or its equivalent qualification		i. 50% by direct recruitment on the basis of test in shorthand and typewriting with a minimum speed of 65 words per minute and typewriting in shorthand and 35 words per minute in type writing. ii. 50% by selection from Class IX item(i) and class X having knowledge of shorthand with speed of 65 words per minute and type writing with a speed of 35 words per minute and having not less than 3 years and 5 years service respectively in that class.
VII.	Sts. Asstt.	1150-2050			By deputation from Planning Department.
VIII.	Jr. Accountant	1150-2050	By dep		By deputation from Finance Department.

(Contd on 2nd page)

(5)

2
C.C.
Baker
Baker

(1)

(2)

(3)

(4)

1. Sr. Asstt.

900-1830

2. Asstt.

900-1830

3. Accounts Clerk

900-1830

4. Asstt.

900-1500

Matric with the knowledge of type writing with a speed of 30 words per 11 minutes

Jamadar

XII.

Orderlies/Farash/
Chowkidars

Middle pass

630-940

By direct recruitment.

By Promotion from Class XII.

25% By selection from amongst Matriculate Orderlies/Chowkidars/Farash in Class XII with three years service in that class and knowledge of typewriting with the minimum speed of 25 words per minute.

75% by direct recruitment on the basis of selection to be made by the concerned Recruitment Board.

By deputation from Finance Department.

By deputation from Planning Department.

By Promotion from Class X having not less than three years service in that class.

(5)

Handwritten notes: "Handwritten Secretary to Govt. for 20/11/11"

Handwritten notes: "Handwritten Secretary to Govt. for 20/11/11"

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Notification
Jammu, the 19th March 2003

SRO 84 In exercise of the powers conferred by provision to section 124 of the Constitution of Jammu and Kashmir, the Governor hereby makes the following amendment in Schedule-II appended to the Jammu & Kashmir Forest (Subordinate) Service Recruitment Rules, 1991 notified under Notification SRO 335 of 1991:-

In Schedule-II for the entries appearing against Class Category 'VIII' and 'X' in column (5) below the heading 'Mode of Recruitment' the following shall be substituted:-

- VIII. Deputy Foresters 100% by promotion from Class X Schedule-II in the following ratio:-
- i) 10% from Graduate Forest Guards with three years experience;
 - ii) 60% from Matriculate Forest Guards with seven years experience;
 - iii) 25% from non-matriculate Forest Guards with ten years experience;
 - iv) 5% from amongst meritorious Forest Guards having stood first in KFC course.

X. Forest Guards

50% by Direct recruitment & 50% by promotion in the following manner/ratio:-

- i) 20% from class XII Category (A) of Schedule-II with five years of service in that category.
- ii) 20% from class XII of Schedule-III with five years minimum service in that category.
- iii) 10% from Graduates from class-XII category (A) of schedule-II and class XII of schedule-III with five years service in the category.

By order of the Governor.

Sd/=

(B. S. Jaswall) IAS

Commissioner/Secretary to Government,
Forest Department.

No: FST/NG-9/89

Dated: 19 - 03 - 2003

Copy to the:-

1. Principal Secretary and Secretary to Government General Administration Department
2. Principal Chief Conservator of Forests, J&K, Jammu.
3. Commissioner/Secretary to Government Law Department.
4. General Manager Government Press for Publication in the Gazette.
5. Special Assistant to Hon'ble Forest Minister.
6. Special Assistant to Hon'ble Forest Minister of State Forests.
7. Private Secretary to Commr/Secy. Forests.
8. Concerned File
9. Stock file.

[Signature]
Under Secretary
Forest Department