

Government of Jammu and Kashmir
Department of Food Civil Supplies & Consumer Affairs
Civil Secretariat, Srinagar

The Controller,
Legal Metrology Department,
J&K. Srinagar.

The Director,
Department of FCS &CA,
Jammu/Kashmir.

No:-FCS&CA/Gen-s/01/211748/2022

Dated:-22-06-2022

Subject:- Conduct of Single Examination (Combined Graduate Level) by the J&K Service Selection Board.

Sir,

I am directed to forward herewith a copy of communication No. GAD-MTG0RBIV/95/2022-09-GAD dated. 16.06.2022 along with its enclosures received from General Administration Department regarding the subject cited above and request you to furnish your comments at an earliest, so that the General Administration Department is apprised accordingly.

Yours faithfully,


(Manzoor Ahmad Mir)JKAS
Deputy Secretary to the Government

Government of Jammu and Kashmir
General Administration Department
(Monitoring Section)
Civil Secretariat, J&K

211748

No: GAD-MTG0RBIV/95/2022-09-GAD

Dated:16.06.2022

Subject: Conduct of Single Examination (Combined Graduate Level)
by the J&K Service Selection Board.

The undersigned is directed to forward herewith a copy of communication No.SSB/Secy/2022/4109-12/Adm/08 dated: 26.04.2022, alongwith its enclosures received from J&K Service Selections Board, regarding the captioned subject to the Financial Commissioner (Additional Chief Secretary)/Principal Secretary/ Commissioner/ Secretary/ Secretary to the Government, _____ Department with the request to kindly furnish comments in the matter. Besides, a copy of the relevant Subordinate Service Recruitment Rules governing the posts in question may also be provided.


(Shakeeb Arsallan)JKAS

Under Secretary to the Government

Financial Commissioner (Additional Chief Secretary)/
Principal Secretary/ Commissioner/Secretary/
Secretary to the Government,

_____ Department.

Encls:A/A

GOVERNMENT OF JAMMU AND KASHMIR
JAMMU & KASHMIR SERVICES SELECTION BOARD

Hema Complex, Sector -3, Channi Himmat, Jammu/ Zamzam Complex Rambagh
 Srinagar.
www.jkssb.nic.in

Principal Secretary to the Government,
 General Administration Department,
 J&K Civil Secretariat, Jammu.

No.SSB/Secy/2022/4104-12/Adm/08

Dated:- 26 .04.2022

**Subject: Conduct of Single Examination (Combined Graduate Level)-
 regarding.**

Sir,

The Jammu and Kashmir Services Selection Board (JKSSB) is a prime recruiting agency for the Government of Jammu & Kashmir having the mandate of undertaking recruitments, in a fair and transparent manner, to the non-Gazetted positions, including Class-IV vacancies, as referred to it by various Government Departments. The JKSSB holds examinations, including skill tests wherever required for carrying out recruitment to various posts. Recently, the task of recruiting Sub Inspectors for Jammu and Kashmir Police also has been assigned to the Jammu and Kashmir Services Selection Board.

Backdrop: Time bound completion of a selection process set in motion by the Jammu and Kashmir Services Selection Board is a cherished objective for the Government as well as the Board. It also assumes importance from the point of view of hardworking aspirants, due to enormous challenges posed by soaring unemployment levels. However, it has been observed that multiple factors, both separately and cumulatively, are responsible for delays in the recruitment processes, initiated by the Board. That a host of steps have been taken in the past two years to ensure speedy conclusion of a selection process and significant success also has been achieved in this direction. The Board already has completed major recruitment drives for the posts of Accounts Assistant (Panchayat), PM Package, Class IV, etc. in a time bound manner, despite interruptions caused by the outbreak of COVID-19 pandemic. The subsequent selection processes initiated by the Board in respect of posts advertised subsequently, are also well on track, as far as the time limits are concerned. The Board has regularly been conducting largescale examinations and in the month of March 2022 alone, the Board has conducted three major examinations which include the maiden examination

2(2022/23) Sec. Circular/JKSSB
for 1200 posts of Sub Inspectors in the Jammu and Kashmir Police. More than 2.50 lakh candidates appeared in the said three examinations.

Areas to be Addressed: However, there are two aspects which need to be addressed to further streamline the pace of recruitments, so as to further enhance the pace, besides making the process more convenient and simpler for the candidates. One is the strengthening of the Board by adequately augmenting its existing manpower to meet current challenges on account of increased workload. In this regard, the proposal for reorganization of the Board has already been forwarded to the General Administration Department for accord of approval. Two, there is a need to do away with the practice of holding separate examination for every single type of post advertised by the Board and introduce the concept of Single/Combined examination, wherever feasible.

Adhoc Mechanism: The Board, wherever feasible, conducts combined examination for a particular post, even if requisitions are received from the Indenting Departments at varied points of time. The allocation of posts in such cases is done on the principle of "merit-cum-preference". This saves lot of time, energy and resources of the Board and enables to complete the selection process in a time bound manner. The candidates also are relieved of the pain and stress to appear frequently in multiple examinations with different syllabi and pattern. The candidates also have to incur huge costs for appearing in multiple examinations having different syllabi and pattern. The procedure though adopted by the Board, is at best adhoc and subordinate to the receipt of requisitions/indents from the Departments and there is a need to institutionalize the method, by including not only identical posts within the ambit of single examination, but different posts which can be grouped together, as far as possible, for a combined/single examination.

Staggered Requisitions: The Sub-Rule (1) of the Rule 2 of the Jammu and Kashmir Civil Services (reference of vacancies and holding of meetings of Departmental Promotion Committees) Rule 2005 provides that the Departments shall refer vacancies falling under direct recruitment quota to Public Service Commission and Services Selection Board, as the case may be, by or before 15th of January every year. However, the experience of past many decades demonstrates that Departments do not follow the prescribed calendar and keep referring the direct recruitment quota posts as per their convenience. Consequently, the JKSSB advertises the posts as and when referred

Conducting Examination- Challenging & Sensitive Exercise: Holding of examinations for recruitment is a sensitive, challenging and time bound exercise and to hold multiple examinations round the year increases the challenge manifold. The Board officials in view of the round the year examinations, are always in an event management mode which from safety and integrity point of view, is not a prudent strategy. The Board also squanders substantial time, energy and resources on conducting examinations, leaving little scope for reformation and quality upgradation. The candidates also have to undergo lot of stress and pain for appearing in multiple examinations for various posts, as they have to study multiple syllabi for preparing for each examination. Thus, the candidates are drained both physically and psychologically in the process and they are subjected to undue financial burden also. Holding of multiple examinations for a single post also leads to delays in selection process.

Combined Examination: In the aforesaid context, there is an urgent need to examine the possibility of holding combined examinations not only for single type of post but also for group of posts/services as can be clubbed together. The Staff Selection Commission and many other State Recruitment Boards, have developed templates for holding combined examinations. The SSC conducts a combined examination at the Graduate Level and the 10+2 Level, for all such posts which are likely to be referred to it and for which prescribed qualification is similar. Similarly, various State recruitment Boards have devised templates for grouping of various Non-Gazetted Services together by notifying a common scheme for holding single examinations for such services as are grouped together.

Class IV Recruitment- Success Story: No such grouping of services in a systematic manner for conducting single examination has been done in Jammu and Kashmir, except recently with the notification of Jammu and Kashmir Appointment to Class IV

of having a combined examinations are conspicuously visible. The selection process, despite facing many issues due to grey areas in the rules in the wake of changed legal framework post reorganization of Jammu and Kashmir State, could be completed in a speedy and transparent manner. Previously, the Class IV posts were recruited by respective Deputy Commissioners/HODs and it used to take time to conclude such selections with no uniformity in the scheme of selection. As such, there is a need to build on the success story of Class IV recruitment and take the reformation process to the next higher level, and explore possibility of having combined examinations, by grouping such services together which are of general nature and for which no specialised knowledge is required.

It has been observed that the following posts are being referred by the departments from time to time for recruitment and these posts can be grouped together to hold a combined examination for making selections for them.

S. No.	Department	Name of the post	Prescribed Qualification
1	Health & Medical Education	Health Educator	Graduate
2	Finance Department	Accounts Assistant	Graduation from any recognised University
3	Finance Department	Junior Statistical Assistant	Bachelor's degree in Economics/Statistics/Mathematics/Commerce/ Computer Applications/ Information Technology as one of the elective subjects.
4	All Departments	Junior Assistant	Graduation from a recognised University.
3	Industries and Commerce Dept.	Assistant Handicrafts Training Officer	Graduate
4	Consumer Affairs & Public Distribution Department	Assistant Storekeeper-cum-Clerk	Graduate from any recognized University
5	Co-Operative Department	Junior Supervisor/ Sub-Auditor	Graduate from any recognized University
6	Co-Operative Department	Junior Supervisor/ Sub-Auditor	Graduate from any recognized University
7	Industries and Commerce	Assistant Handicrafts Training Officer	Graduate

8	Consumer Affairs and Public Distribution Department	Assistant Store Keeper-cum-Clerk	Graduate
9	ARI	DEPUTY SUPERINTENDENT	Graduate from recognised University
10	ARI & Trainings	Copy Holder	Graduate
11	ARI & Trainings	Proof Reader	Graduate
12	ARI & Trainings	V. Copy Holder	Graduate
13	Culture Department	Gallery Assistant	Bachelor's Degree with History as one of the subjects
14	Culture Department	Receptionist/ Sales Assistant	Graduate from any recognized University
15	Finance Department	Receptionist	Graduate

The above list is illustrative and respective Departments can also suggest such additional posts as can be grouped together for notifying a Combined / Single Examination.

Advantages:

1. Combined examinations will save candidates from the botheration of appearing in multiple examinations, and multiple examinations mean more burden on unemployed youth in terms of wastage of resources and energy.
2. Combined examinations will save candidates from repeated pain and hardships of appearing in multiple exams for identical or similar posts.
3. The selection process will be completed in a far more speedy and transparent manner on the basis of the common merit.
4. There will saving of lot of time, energy and resources of the Board which can be utilized for quality upgradation and reformation as well as improved service delivery. Otherwise, the Board officials in the present ecosystem are always in an event management mode and firefighting mode.
5. Help in producing the finest quality of manpower in a hassle free and time bound manner through a transparent and fair conduct of a single examination.

In view of the above, it would be in the fitness of things to hold a single/combined graduate level examination for all such similar posts belonging to different Departments for which the prescribed qualification as well as job profile is same / similar. The final allotment of posts/departments can be made based on the principle of merit-cum-preferences of Posts/departments indicated by the candidates. Accordingly, it is recommended that the Jammu and Kashmir Services Selection Board

may be allowed to introduce a combined Graduate level Examination for all aforementioned similar posts which are likely to be filled up in a calendar year as per the pattern of examination recommended hereunder:

Pattern of Examination: The Examination shall comprise of a 2-tier system consisting of Tier 1 CBT/OMR based Objective type, Multiple choice examination and Tier -2 pen and paper (OMR) based Descriptive Paper / Computer Proficiency Skill Test, wherever required.

Tier 1:

S.No.	Topic	Marks	Time allowed
01.	General Intelligence & Reasoning	25	2 hours
02.	Quantitative Aptitude	25	
03.	General Awareness	25	
04.	English Language and Comprehension	20	
05.	Basic Knowledge of Computers, Science, Finance, Accounts, Statistics, Mathematics	25	
Total		120	


Tier 2:

S.No.	Topic	Marks	Time allowed
01.	Descriptive Paper Writing of Essay/Precis/Letter/Application etc.)	100	1 hour

Fixed Calendar: In order for the above scheme to be successful, the foremost pre-requisite is that a fixed and definite calendar for the said Combined Graduate Level examination is notified and the said examination calendar is to be kept independent of the requisitions to be received from the respective Indenting Departments. The Board in anticipation of vacancies to be referred by designated Indenting Departments, shall conduct examination as per a fixed calendar and draw a merit list. The candidates to the departments shall be returned within a calendar year to the requisitioning authority at any point of time upon receiving of indents/requisitions. However, it would be of prime importance that the Departments follow a definite time-frame for furnishing requisitions/ indents to the Board.

In view of the above, it is therefore, requested to consider the proposal for holding a Combined Graduate Level Examination for accord of approval.

Yours faithfully,


(Sachin Jamwal) JKAS
Secretary

J&K Services Selection Board

Copy to the: -

- Copy to the:-**
1. Pvt. Secretary to Chief Secretary for the information of the worthy Chief Secretary.
 2. Pvt. Secretary to Chairman, JKSSB, for the information of Chairman.
 3. Office file.