

**RE-EMPLOYMENT POLICY
FOR RETIRED CIVIL SERVANTS, 2010**

“Muzaffarabad”

Dated: 3rd May, 2010

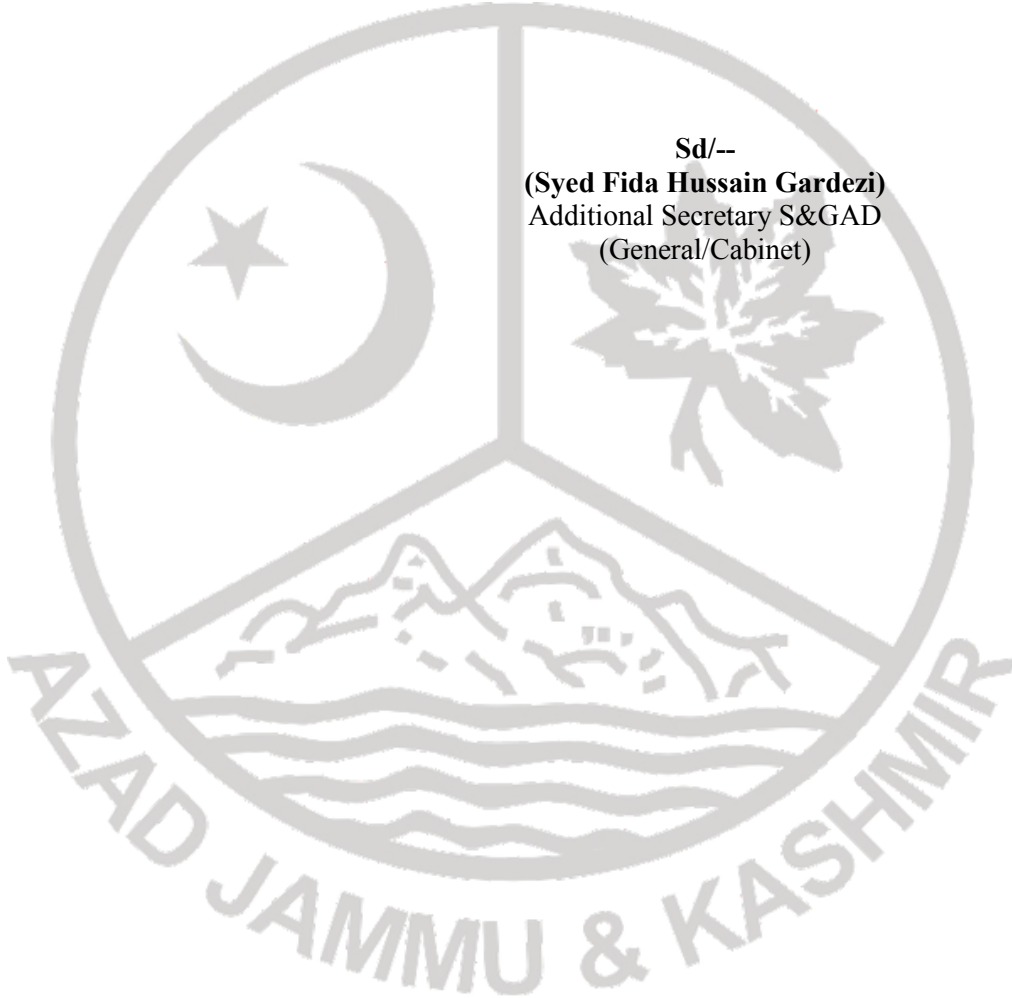
NOTIFICATION:

No. S&GAD/G-5(22)/2010. In exercise of the powers conferred by Section 23 read with Section 13, of Azad Jammu and Kashmir Civil Servants Act, 1976, the President, Azad Jammu and Kashmir has been pleased to approve the following policy for regulating the matters of re-employment of retired civil servants against the civil posts in connection with affairs of the Azad Govt. of the State of Jammu and Kashmir, namely;

- i) The re-employment beyond superannuation shall be an exception and not the rule.
- ii) It shall be recommended only in cases where government considers that the person is highly competent, with distinction in his/her profession/field and no qualified and experienced person is available from the existing cadres.
- iii) The retention of the officer is in the public interest and shall not block the promotion prospects of other officers.
- iv) Re-employment beyond the age of 63 years shall not be allowed.
- v) The civil servants who have been, or may be, retired by the competent authority on or after completion of 25 years of service qualifying for pension shall not be considered fit for retention in government service.
- vi) A civil servant on leave preparatory to retirement and is desirous of seeking re-employment, including those seeking such re-employment within first two years of their retirement, shall seek prior permission of the concerned authority.
- vii) A person, whose services have been terminated as a result of disciplinary action against him, shall not be re-employed.

- viii) No request for grant of ex-post facto approval to the re-employment/extension in service, contract employment in any circumstances shall be entertained.
 - ix) No officer appointed on contract or serving on re-employment shall be allowed to continue in the respective post after the expiry of the tenure and in case of overstay the financial liability shall rest upon the head of the department and the officer concerned himself/herself.
 - x) All the cases of re-employment, extension in service, contract employment beyond the age of superannuation shall be considered by the committee constituted vide Notification No. S&GAD/G-5(22)/2010 dated 20.02.2010 and issued under the Azad Jammu and Kashmir Cabinet decision taken in the meeting held on 18th January, 2010.
2. It has further been approved that Administrative Secretary concerned shall refer the proposals of such cases to the scrutiny committee, in the form of summary, containing the recommendations of the Minister-in-Charge, duly signed by him and shall be accompanied/supported with the following verifications, information and documents:
- (a) All the proposals for re-employment shall indicate reasons for non-availability of substitute and steps taken to train a substitute and statement of circumstances in which no other officers could be groomed to take up the assignment.
 - (b) The proposed re-employment/extension in service of employment, contract employment of any retired civil servant shall not create promotion blockade for other officers.
 - (c) A brief report on the performance of the officer, proposed for re-employment/extension in service or contract employment during his/her last 5 years of service.
 - (d) The officer proposed for re-employment/extension in service or contract employment is medically fit.

- (e) The Administrative Secretary shall forward the proposals to the scrutiny committee at least two months before the date of superannuation or date of expiry of current period of re-employment/ extension in service, contract employment as the case may be.
3. This notification shall take immediate effect.



**AZAD GOVT. OF THE STATE OF JAMMU AND KASHMIR
SERVICES & GENERAL ADMINISTRATION DEPARTMENT**

“Muzaffarabad”
Dated: 20th February, 2010

NOTIFICATION:

No. S&GAD/G-5(22)/2010. Consequent upon the decision taken during the meeting of Azad Jammu and Kashmir Cabinet held on 18.01.2010, the President Azad Jammu and Kashmir has been pleased to accord approval to constitute the following committee to scrutinize the matters of re-complement/extension in service/contract employment:-

1. The Chief Secretary/Secretary Cabinet, Govt. of AJ&K. Chairman
 2. The Secretary, S&GAD, Govt. of AJ&K. Member
 3. The Secretary, Finance, Govt. of AJ&K. Member
 4. The Secretary, Law, Justice, Parliamentary Affairs & Human Rights, Govt. of AJ&K. Member
 5. Secretary of the concerned Department. Member/Secretary
2. All the cases of re-employment//extension in service/contract employment will be referred to the said committee with the due recommendation of the concerned Minister.
3. The Committee after due scrutiny and recommendation will submit the cases to Prime Minister for orders.

Sd/--
(Mazhar Farooq Janjua)
Section Officer (General)
S&GAD

**AZAD GOVT. OF THE STATE OF JAMMU AND KASHMIR
SERVICES & GENERAL ADMINISTRATION DEPARTMENT**

“Muzaffarabad”
Dated: 4th February, 2015

NOTIFICATION:

No. S&GAD/A-1(85)/2015(Gazetted-I). The President, Azad Jammu & Kashmir, on the recommendations of Committee to scrutinize the matters of re-employment/extension in service/contract appointment, has been pleased to accord following approval:

- i) In future, re-employment shall be made on contract basis for an initial period of one year probation, further extension in contract period will be granted on the basis of satisfactory performance report submitted/forwarded by the concerned Administrative Secretary and will be evaluated by third party i.e. M&E wing of P&DD, GoAJ&K headed by the ACS (Development);
- ii) The above condition will also be applicable to already re-employed persons, their performance report(s) will also be considered/evaluated during last week of June, 2015 and concerned Secretaries will ensure timely submission of such reports before the Scrutiny Committee.

Sd/--

(Khalique Ahmed Khan)
Section Officer (Gazetted-I)