



JAMMU & KASHMIR PUBLIC SERVICE COMMISSION

Solina, Srinagar (190009) / Resham Garh, Jammu (180001)

www.ikpsc.nic.in e-mail:chairmanjkpsc@gmail.com

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Subject: Amendments in Rules 19 (a), 28 (m), 31 (ii), 34 and 39, and, substitution of Rules 43, 44 and 45 of the Jammu & Kashmir Public Service Commission (Business & Procedure) Rules, 2021.

Reference: Decision No. 35.2, taken in 35th meeting of the Commission, held on 26th of December, 2025.

Notification No. 18-PSC (DR-P) of 2025 **Dated: 30.12.2025**

In pursuance of the provisions contained in sub-section (1) of section 93 of the Jammu & Kashmir Reorganization Act, 2019, read with Article 320 (1) of the Constitution of India, the Jammu and Kashmir Public Service Commission, hereby, amends Rules 19 (a), 28 (m), 31(ii), 34 and 39, and, substitutes Rules 43, 44 and 45 of the Jammu & Kashmir Public Service Commission (Business & Procedure) Rules, 2021, in the manner given below:

Rule 19 (a)

Last date of receipt of application as indicated in the notification shall for all purposes be the cut-off date for determining eligibility, acquiring of minimum qualifications, experience, improvement in the qualification, distinction in sports/NCC, Special attributes if any, or any other attribute claimed by the candidate, notwithstanding any extension(s) given in filing of the application.

Rule 28 (m)

The Secretary/Controller of Examination may seek guidance of the Commission in the determination of eligibility in the cases, where he feels it appropriate to do so in the context of peculiar facts of the case. The guidance of the Commission in such cases shall not preclude the candidate from availing the opportunity of appeal before the Appellate Authority in accordance with the provisions of Rule 29;

Rule 31 (ii)

For recruitment against every post, unless the selection procedure/ scheme of selection is provided in the rules governing recruitment to that post or in any other manner in these rules, a written test shall be conducted and the marks/points obtained by the participating candidates shall be apportioned proportionately against the marks earmarked for written test in the selection criteria. On the basis of merit obtained by the candidates in the written Examination, an oral/viva voce test will be conducted and the number of candidates called for the oral test, if available, may be restricted as under:

i.	For 1-5 post	Five times the number of posts
ii	For 6-10 posts	Four times the number of posts
iii.	For exceeding 10 posts	Three times

Provided that the candidate(s) who have secured marks equal to those secured by the last candidate, shall also be called for the Interview over and above the number of candidates short listed for oral test;

Provided further, that in a situation, when a reserved category candidate secures merit equal to or above the cut off merit in the open category, such reserved category candidate(s) shall be called for oral test in their respective category.

Rule 34

Notwithstanding anything contained in any other provisions, the authorization for participation in any examination/screening test or interview intimated through downloaded e-call letters, notification or otherwise shall and shall always be provisional and subject to change at any stage in consequence of discovery of ineligibility for any reason whatsoever, and all actions taken in absence of such knowledge of ineligibility shall be non-est for all purposes. If the candidature of a candidate, after being called for interview provisionally, is rejected, the Commission shall call the next eligible candidate for the interview as far as it is practicable, provided that it does not delay the selection process.

Rule 39

The Controller of Examinations shall exclusively deal with correspondence with Examiners and Paper Setters etc. relating to Examination matters under the overall directions of the Chairman. In matters, other than examinations, the Secretary shall exclusively deal with said correspondence with Experts under the overall directions of the Chairman.

Provided that the Chairman, in any particular case/situation, may assign the job to any other officer of the Commission, if he/she deems it appropriate, for the reason(s) to be recorded in writing

Rule 43 is substituted with the following:

43. 1. Selections made on the basis of a written examination followed by an oral test/ interview/ personality test/ viva-voce:-

(i) Whenever selection for teaching posts (other than those under Rule 44 and 45) is made on the basis of a written examination followed by an oral test/interview/personality test, the assessment shall be based on the following criteria:

A	Written Examination		78 points	
B	Interview/ Domain Knowledge <i>(The candidate shall be asked to deliver a 5 minute lecture on a given topic from the concerned subject to demonstrate his/her domain knowledge/ teaching skills).</i>		14 points (Demonstration=05 Interview/ viva-voce=09 points)	
C	Weightage for Higher Qualification in the relevant subject.		(Maximum 07 points)	
a. Where Bachelor's degree is prescribed as the minimum qualification				
	(i)	One year Post-Graduate Diploma in the subject relevant to the job/post.	01 point	Maximum 02 (two) points
	(ii)	Master's/ Post Graduate Degree in the subject relevant to the job/post.	02 points	
	(iii)	M. Phil in the relevant subject	02 points	Maximum 05 (five) points
	(iv)	Ph. D in the relevant subject	05 points	
b.	Where Master's degree is prescribed as the minimum qualification		(Maximum 07 points)	
	(i)	M. Phil in the relevant subject	02 points	Maximum 05 (five) points
	(ii)	Ph. D in the relevant subject	05 points	
	(iii)	Post Doctorate Fellowship	02 points	02 points

D	Special Attributes.	
	NCC ("C" certificate) / NSS (National level two camps)	1 point
	Total (A to D)	100 points

(ii) Whenever selection for non-teaching posts (other than those under Rule 44 and 45) is made on the basis of a written examination followed by an oral test/interview/personality test, the assessment shall be based on the following criteria:

A	Written Examination		82 points	
B	Interview/ Domain knowledge / skills <i>To be assessed and evaluated by the subject matter specialist(s) and the Member(s) of the Commission in the Interview Board.</i>		14 points	
C	Weightage for Higher Qualification in the relevant subject.		Maximum 03 Points	
	a.	Where Bachelor's degree is prescribed as the minimum qualification		
		(i)	One year Post Graduate Diploma in the relevant subject.	01 point
		(ii)	Masters/ Post Graduate degree in the relevant subject.	02 points (Maximum 03 points)
	b.	Where Master's degree is prescribed as the minimum qualification		
		(i)	M. Phil in the relevant subject	01 point (Maximum 03 points)
		(ii)	Ph. D in the relevant subject	03 points
D	Special Attributes.			
	NCC ("C" certificate)/NSS (National level two camps)		1 point	
	Total (A to D)		100 points	

2. Written examination, shortlisting and interview.

- i. The written examination specified under Rule 43 shall comprise objective type Multiple Choice Questions (MCQ) with negative marking of 0.25 for each in-correct/wrong answer. The detailed scheme of examination will be published in the notification/ advertisement calling for applications
- ii. The short-listing of the candidates for interview under Rule 43 shall be done on the basis of performance in the written examination in the ratio as prescribed under Rule 31.

Provided that the candidate(s) who have secured marks equal to those secured by the last candidate, shall also be called for the Interview over and above the number of candidates short listed for oral test;

Provided further that, in a situation, when a reserved category candidate secures merit equal to or above the cut-off merit in open category, such reserved category candidates shall be called for oral test in their respective category.

- iii. In the interview/ viva voce, the candidates will be asked, in addition to the demonstration of domain knowledge/ skills/ teaching skills, questions on matters of general interest and matters related to the post for which the candidate is being interviewed. The object of the interview is to assess the suitability of the candidate for a career in public service.

3. Constitution of Document Verification Committee

- i. Document Verification Committee, headed by an officer of the Commission to be nominated by the Chairman, shall be constituted at least seven working days before the conduct of interview/ viva-voce to verify and scrutinize the academic record and special attributes, to prepare the award roll. It shall include all points relating to the criteria except those for written examination and interview/viva-voce.
- ii. The Committee shall thereafter hand over the record pertaining to these points duly signed by all members of the said Committee in a sealed envelope under the seal and signatures of the chairperson of the Committee to the Chairman of the Commission. The final result shall be based on the aggregate points obtained in written examination (part-I), academic record, experience etc compiled by the Document Verification Committee (part-II) and assessment of the Interview Board/Selection Committee (part-III).
- iii. The Secretary shall compile the result and place it before the Commission for approval.

4. Points to be assessed by the Selection Committee/ Interview Board.

- i. The weightage/credit to be awarded on account of the following points shall be assessed by the Interview Board:
 - (i) Viva-voce;
 - (ii) Demonstration; and,
 - (iii) Special Attributes.
- ii. The Document Verification Committee appointed by the Chairman, will however, assist the Selection Committee/ Interview Board in verifying and scrutinizing the documents pertaining to Special Attributes such as Research Papers/ Publications/ Books/ Participation and Presentation in Conference etc for their adherence to the guidelines prescribed/ laid down in the relevant rule(s).

The Rule 44 is substituted with the following:

44. Selection of Consultant, Lecturer/Assistant Professor in Health & Medical Education Department and Assistant Professor/Professor in Sher-i-Kashmir Institute of Medical Sciences (SKIMS), Srinagar.

(i) Assessment for selection against the posts of Consultant in the Health & Medical Education Department shall be based on the following criteria:

A.	Where Post Graduate Diploma/ Post Graduation/DNB is prescribed as the Minimum Qualification		
I	Written Examination	83 points	
II	Higher Qualification		
	(i) PG/DNB in the relevant subject	02 points	Maximum
	(ii) DM/MCH/DNB (Super Specialty) in the relevant subject.	03 points	03 points
(Note: No weightage shall be admissible to PG/DNB as higher qualification where PG Diploma is subsumed in the minimum prescribed qualification of PG/DNB)			
III	Performance in the interview/viva-voce	14 points	
B.	Where Master's Degree/DNB is prescribed as the Minimum Qualification		
I	Written Examination	83 points	
	Higher Qualification-		
II	DM/MCH/DNB(Super Specialty) in the relevant subject	03 points	
III	Performance in the interview/viva-voce.	14 points	
C.	Where Super-Speciality/DNB Super-Speciality is prescribed as the Minimum Qualification		
I	Written Examination	86	
II	Performance in the interview/viva-voce/demonstration	14	

(ii) Assessment for selection against the posts of Lecturer/Assistant Professor in the Health and Medical Education Department shall be based on the following criteria:

(A) Weightage to written examination and higher qualification.			
A.	Where Post Graduate Diploma/ Post Graduation/DNB is prescribed as the Minimum Qualification		
I	Written Examination	78 points	
II	Higher Qualification		
	DM/MCH/DNB (Super Specialty) in the relevant subject. (Note: No weightage shall be admissible to DNB as higher qualification where the same is subsumed towards the minimum qualification)	03 points	
B.	For Subjects where M.D/ Ph.D is prescribed as Minimum qualification or Higher qualification is not available		
I	Written Examination	81 points	
(B) Weightage to Special Attributes			
I	Papers Published. (a) Indexing Agencies: Only original papers, meta-analysis and systematic reviews that are published in journals indexed in Medline, PubMed, Central Science Citation Index, Science Citation Index, Expanded Embase, Scopus, Directory of Open Access Journals (DoAJ) will be considered. (b) Criteria for National/International Journals: Published by a National/International Specialty Journal/Journal of a National/International Society provided it is included in one of the indexes mentioned above with positive impact factor (@0.5 point per accepted paper).	upto 02 points (maximum four papers)	02 (maximum two points)
II	Books Credit for writing a Book as 1 st or 2 nd author (Foreign Book/National Book published with ISBN/ISSN) and assessed by the subject matter expert to be relevant to the subject and of a level where it can be accepted as a reference material for the post applied for (@ 0.5 point for each Book).	upto 01 point	
III	Presentations Participation with presentation of paper(s) in a National/International seminar/Conference/workshop relevant to the discipline with the abstract/full paper published in the proceedings/souvenir of the seminar/conference/workshop (0.25 point for each paper presented).	01 point (Maximum 04 presentations)	
(C) Experience			
	Experience against a post in a Govt./Govt. recognised institution including the institutions authorized/ recognized by MCI/DCI/NMC as certified by the Head of Institution and in case of private institutions recognised by the Government on the basis of fulfilment of the criterion laid down by MCI/DCI/NMC by Head of such institution,	Upto 2 points (maximum eight quarters)	

provided it is authenticated/ countersigned by the District/Divisional/State authority of the concerned Government Department on parameters including attendance and drawal of salary through financial institutions for the period claimed. The weightage shall be calculated @ 0.25 point for every continuously completed three months.	
(D) Interview	
The interview shall assess the suitability of the candidate for the job. Besides, there shall be a demonstration for assessing the domain knowledge/skills/teaching skills. The candidate shall be asked to deliver a 5 minute demonstration/lecture on a given topic from the relevant subject to be assessed and evaluated by the subject expert(s) and the member(s) of the Commission in the Selection Committee/ Interview Board.	14 points
Total (A) to (D)	100

iii Assessment for selection against the posts of Assistant Professor in SKIMS, Soura, Srinagar shall be based on the following criteria:

(A)	Weightage to written examination and higher qualification	
I	Written Examination	80 points
II	Higher Qualification	
	DM/MCH/DNB (Super Specialty) in the relevant subject. <i>Note: No weightage shall be admissible in the following cases:</i> (i) <i>The higher qualification is considered part of the eligibility requirements, or</i> (ii) <i>Higher qualification programs are not available in the subject.</i>	02 points
(B)	Weightage to Special Attributes	
I	Papers Published. (c) Indexing Agencies: Only original papers, meta-analysis, systematic reviews and case series that are published in journals indexed in Medline, PubMed, Central Science Citation Index, Science Citation Index, Expanded Embase, Scopus, Directory of Open Access Journals (DoAJ) will be considered. (d) Criteria for National/International Journals: Published by a National/International Specialty Journal/Journal of a National/International Society provided it is included in one of the indexes mentioned above with positive impact factor (@0.5 point per accepted paper). <i>Note: No weightage will be given for publications that are included in the eligibility requirements.</i>	Upto 01 point (maximum two papers)
II	Books Credit for writing a Book as 1 st or 2 nd author (Foreign Book/National Book published with ISBN/ISSN) and assessed by the subject matter expert to be relevant to the subject and of a level where it can be accepted as a reference material for the post applied for.	Upto 01 point
III	Presentations Participation with presentation of paper(s) in a National/International seminar/Conference/workshop relevant to the discipline with the abstract/full paper	01 point (maximum 04 presentations)

	published in the proceedings/souvenir of the seminar/conference/workshop (0.25 point for each paper presented).	
(C)	Experience	
	<p>Experience against a post in Govt./Govt. recognized Institution including the institutions authorized/recognized by MCI/DCI/NMC as certified by the Head of Institution and in case of private institutions recognized by the Govt. on the basis of fulfilment of the criterion laid down by MCI/DCI/NMC by Head of such institution, provided it is authenticated/countersigned by the District/Divisional/State authority of the concerned Government Department on parameters including attendance and drawal of salary through financial institutions for the period claimed. The weightage shall be calculated @0.25 point for every completed three months.</p> <p><i>Note: No weightage shall be admissible for the period subsumed towards the eligibility.</i></p>	Upto 02 points (maximum eight quarters)
(D)	Interview	
	<p>The interview shall assess the suitability of the candidate for the job. Besides, there shall be a demonstration for assessing the domain knowledge/skills/teaching skills. The candidate shall be asked to deliver a 5 minutes demonstration/lecture on a given topic from the relevant subject to be assessed and evaluated by the subject expert(s) and the member(s) of the Commission in the Selection Committee/Interview Board.</p> <p>Posts for which weightage for higher qualification included (13 points)</p> <p>Posts for which weightage for higher qualification isn't included (15 points)</p>	<p>(Demonstration = 05 Interview/viva-voce = 08)</p> <p>(Demonstration = 05 Interview/viva-voce = 10)</p>
	Total (A) to (D)	100

iv (a) Assessment for selection by direct recruitment against the posts of Professor in SKIMS, Soura, shall be based on the following criteria:

I	Qualification and experience:			15 points (maximum)
A.	Academic and Service Record			05Points
	a. Higher Qualification	Points	Max. Score	
	DM/MCH/DNB (Super Specialty) in the relevant subject. <i>Note: No weightage shall be admissible in the following cases:</i> i) The higher qualification is considered part of the eligibility requirements, or ii) Higher qualification programs are not available in the subject.	4 points	5 points	
	b. Gold Medal at the Graduation level	1 point		
B.	Teaching			05points (maximum)
	Students guided (to be certified by the Head of the Department) MD/MS/DM/MCH/DNB/DrNB/PhD. • As guide for each student • As member of advisory committee for each student	0.50point/ student 0.25point/ student	5 points	
C.	Experience in relevant field			05points (maximum)
	Each additional year of service in the cadre of Assistant Professor or above, beyond the prescribed qualifications, will be considered. (Experience against a post in a Govt./Govt. recognised institution including the institutions authorized/ recognized by MCI/DCI/NMC as certified by the Head of Institution and in case of private institutions recognised by the Government on the basis of fulfilment of the criterion laid down by MCI/DCI/NMC by Head of such institution, provided it is authenticated/ countersigned by the District/Divisional/State authority of the concerned Government Department on parameters including attendance and drawal of salary through financial institutions for the period claimed).	1point per year	5 points	
II.	Research and Publications			15 Points (maximum)
	a. Credit for original Research Papers published as 1 st , 2 nd or corresponding author in a relevant journal indexed in Scopus, PubMed, Medline, Embase/Excerpta Medical, and Index Medicus with positive impact factor.	1 point per paper	6 points (maximum)	

	b	Credit for writing a Book/ Practical manual as 1st or 2 nd author (Foreign Book/National Book published with ISBN/ISSN) and assessed by the subject matter expert to be relevant to the subject and of a level where it can be accepted as a reference material for the post applied for.	1 point per book/ 0.50 point per manual	2 points (maximum)	
	c	Projects completed or in hand which are funded by ICMR/DST/SERB/DBT/CSIR/ International agency.	2 points/project to Principle Investigator (PI) 0.5 point/ project to Co-PI	5 points (maximum)	
	d	Major R&D initiatives like Patents approved.	1 point for each	2 points (maximum)	
III		Interview including Assessment of Domain Knowledge and Teaching Skills			70 points
		Total			100 points

Note: Qualifications, publications and period of Experience subsumed under the eligibility criteria for the post shall not be assigned any weightage in the scorecard/assessment criteria.

The Selection Committee/Interview Board shall comprise the following:

1. The Chairman of the Public Service Commission and one Member to be nominated by the Chairman;
2. Minimum two experts in the field/subject in which selection is to be made.
3. The Chairman may co-opt one more Member, who is holding/has held administrative/managerial position, in any National-level institute of higher learning/centre of excellence, as a Member on the Selection Committee/Interview Board.

iv (b) (i) Assessment for promotion by selection against the faculty posts in SKIMS, Soura, through AMPS, shall be based on the following criteria:

(Contributions for the Assessment Period)

		Points	Max. Points
A.	Achievements in Research:		5 points
1	Projects completed or in hand which are funded by ICMR/DST/SERB/DBT/CSIR/ Competitive Govt. funded/or International agency.	2 points/project to P.I 0.5 point/ project to Co-PI	5 points (maximum)
2	Major R & D initiatives like IPRs granted (patents granted, copyrights etc), development of process/concept, methodology, & any other relevant output.	2 points/ contributor	
B.	Publications (for assessment period) <i>Note: Full points for first and corresponding author and 60% points for other authors.</i>		10 points
1.	Research papers in referred journals: Publication in the relevant journal indexed in Scopus, PubMed, Medline, Central Science Citation Index, Science Citation Index, Expanded Embase, Directory of Open Access Journals (DoAJ) with positive impact factor.	2 points/ paper	
2	Review article in referred journal	1 point /paper <i>(Maximum 02 points)</i>	Maximum 10 points.
3	Conference proceedings (National/ International/ State/ Zonal): Full Research paper <i>(Equal weight-age for all authors)</i>	1 point /paper <i>(Maximum 02 points)</i>	
4	Other publications <ul style="list-style-type: none"> • Books authored* • Books edited* • Book chapters* 		
	• Books authored*	2 points for each <i>(Maximum 02 points)</i>	
	• Books edited*	1 point for each <i>(Maximum 01 point)</i>	
	• Book chapters*	1 point/ chapter <i>(Maximum 02 points)</i>	
	* Published with ISBN/ISSN and assessed by the subject matter expert to be relevant to the subject.		
C.	Achievements in Teaching & Extension		5 points

	Services		
1	Students guided		
	<p>DM/MCH</p> <ul style="list-style-type: none"> • As guide for each student <p>MD/MS/ /DNB/DrNB/PhD.</p> <ul style="list-style-type: none"> • As guide for each student • As member of advisory committee (co-guide) for each student 	<p>1 point/ student</p> <p>0.50 point/ student</p> <p>0.25 point/ student (Maximum 4 points)</p>	Maximum 5 points
2	Community outreach programme like clinical camp, awareness programme. 0.25/activity	Maximum 1 point	
D.	Peer Recognition		5 points
1	Convener / co-convener / organizing/ co-organizing secretary /co-coordinator/ in-charge of seminar / symposia / workshop / discussion /conference / training programme / refresher course	1 point /programme /event (Maximum 02 points)	Maximum 5 points
2	Chairman/ Co-Chairman/ Invited Speaker in conferences/workshop/ accredited CME of minimum 2-3 days duration (National & International (1.00 point /programme /event)	1 point / year 0.50 point / year (Maximum 02 points)	
3	Participation in conferences/workshop/ accredited CME of minimum 2 days duration (National & International)	1 point/ participation (Maximum 02 points)	
4	Editor/ member of editorial board of journal - Chief Editor and - Editorial Committee Member	1 point / year 0.50 point / year (Maximum 02 points)	
5	International and National awards / Professional societies award / fellowship	1 point for each (Maximum 02 points)	
6	<p>Best Paper in international conference (Presenter)</p> <ul style="list-style-type: none"> - Ist prize - IInd and - IIIrd prize <p>Best Paper in national conference (all contributors)</p> <ul style="list-style-type: none"> - Ist prize - IInd prize 	<p>1 point</p> <p>0.50 point</p> <p>0.25 point</p> <p>0.50 point</p> <p>0.25 point (Maximum 02 points)</p>	

7	Member of executive bodies/ committees of educational institutes/ Govt. bodies at state/national level	0.50 point for each (Maximum 01 point)	
E.	Annual performance Report (APR) subjective assessment:		10 points
	1. Outstanding	4 points/year	Maximum 10 points.
	2. Very Good	3 points/year	
	3. Good	2 points/year	
	4. Average/Fair	1 point / year	
	5. Below Average	0.50 point/ year	
	Period of assessment: Qualifying Service.		
F.	Interview including Assessment of Domain Knowledge and Teaching Skills		65 points
	TOTAL (A+B+C+D+E+F)	100	

The Selection Committee/Interview Board will adopt a grading system based on the points obtained through the Performance-Based Appraisal System (PBAS) Score Card and the interview. The grades will be A+, A, B+, B, B-, and C. Candidates awarded grades B- or C will be considered unfit, whereas those attaining grades B, B+, A, or A+ will be deemed fit for promotion.

S.No.	Points	Grade	Explanation
1	≥ 80 points	A ⁺	Exceptionally brilliant
2	70-79 points	A	Outstanding
3	60-69 points	B ⁺	Well above average
4	50-59 points	B	Average
5	40-49 points	B-	Below average
6	< 39 points	C	Poor

Note: Qualifications, publications and period of Experience subsumed under the eligibility criteria for the post shall not be assigned any weightage in the scorecard/assessment criteria. The achievements for which any weightage is claimed, must pertain to the assessed period.

The Selection Committee/Interview Board shall comprise the following:

1. The Chairman of the Public Service Commission and one Member to be nominated by the Chairman;
2. Two experts in the field/subject in which selection is to be made.
3. The Administrative Secretary, Health & Medical Education Department
4. Director SKIMS.

iv (b) (ii) Promotion through Departmental Promotion Committee:

Where the promotions are to be made on the basis of recommendations of the Departmental Promotion Committee it shall have the same procedure and membership of the DPC as is prescribed for the posts in Health & Medical Education Department.

V. Guidelines as per details given below shall be followed while assessing candidate's qualifications and special attributes under this rule:

- i. The weightage for original Research material published in the academic journals indexed by Agencies mentioned hereinabove shall be subject to the following conditions:
 - a) The criteria for journal shall be that it should be a speciality journal/ journal of national/ international society provided it is included in one of the indexes mentioned in the relevant part of Rule 44 (ii) (B).
 - b) The assessment of the publications shall be made by the Expert(s) dependent upon the quality, impact factor and extent of contribution of the candidate as, first, second or corresponding author.
 - c) The research articles/publications must have been published not later than the cut-off date as determined under Rule 19.
 - d) The publications/research articles should be discipline specific and related to the subject for which the interview is being held.
- ii. Posters, case reports, abstracts and popular articles shall not count for weightage.
- iii. Credit for books published by the candidate shall be only for such books as have been published as 1st or 2nd author and have been assessed by the expert to be relevant to the subject and of a level where the book can be accepted as reference material at least at the level of the minimum qualification for the post.
- iv. Wherever the papers/publications etc are based on thesis/dissertation etc for which any benefit has been availed either at eligibility or at higher qualification level, such papers/publications etc shall not be accepted.
- v. In the interview/ viva voce, the candidates will be asked questions on matters of general interest and matters related to the post for which the candidate is being interviewed. The object of the interview is to assess the suitability of the candidate for a career in public service.

VI Short-listing of candidates for interview for the post(s) of Consultant in Health & Medical Education Department and Lecturer/Assistant Professor in Health & Medical Education Department.

i. The short-listing of the candidates shall be done on the basis of performance in the written examination in the ratio as prescribed in Rule31.

Provided that the candidate(s) who have secured marks equal to those secured by the last candidate, shall also be called for the Interview over and above the number of candidates short listed for oral test;

Provided further that, in a situation, when a reserved category candidate secures merit equal to or above the cut off merit in open category, such reserved category candidates shall be called for oral test in their respective category.

ii. The written examination specified under Rule 44 shall comprise objective type Multiple Choice Questions (MCQ) with negative marking of 0.25 for each incorrect/ wrong answer. The detailed scheme of examination will be published in the notification/ advertisement calling for applications.

VII. Constitution of Document Verification Committee

i. Document Verification Committee, headed by an officer of the Commission to be nominated by the Chairman, shall be constituted at least seven working days before the conduct of interview/ viva-voce to verify and scrutinize the academic record and special attributes, to prepare the award roll. It shall include all points relating to the criteria except those for written examination and interview/viva-voce.

ii. The Committee shall thereafter hand over the record pertaining to these points duly signed by all members of the said Committee in a sealed envelope under the seal and signatures of the chairperson of the Committee to the Chairman of the Commission. The final result shall be based on the aggregate points obtained in written examination (part-I), academic record, experience etc compiled by the Document Verification Committee (part-II) and assessment of the Interview Board/Selection Committee (part-III).

iii. The Secretary shall compile the result and place it before the Commission for approval.

VIII. Points to be assessed by the Selection Committee/ Interview Board.

i. The weightage/ credit to be awarded on account of the following points shall be assessed by the Interview Board:

- (i) Viva-voce;
- (ii) Demonstration; and,
- (iii) Special Attributes.

ii. The Document Verification Committee appointed by the Chairman, will however, assist the Selection Committee/ Interview Board in verifying and scrutinizing the documents pertaining to Special Attributes such as Research Papers/ Publications/ Books/ Participation and Presentation in Conference etc for their adherence to the guidelines prescribed/ laid down in the relevant rule(s).

Rule 45 is substituted with the following:

45. Assessment for selection against the posts in the Higher Education Department.

(i) Criteria for the post of Assistant Professor

I.	Written Examination	70 points		
II.	Weightage to academic merit			
	(a) SET/SLET	01 point	Maximum 02 points	Maximum 03 points
	(b) NET	02 points		
	(c) JRF	03 points		
	(d) M.Phil	02 points	Maximum 05 points	Maximum 06 points
	(e) Ph.D	05 points		
	(f) Post-Doctoral (Minimum One year)	01 point		
III	Special Attributes: Research and Publications			
	(i) Discipline specific Research papers as 1 st , 2 nd or corresponding author published in peer reviewed and UGC-CARE approved journals (if valid at the time of publication)/journals conforming to UGC guidelines, with ISSN and positive impact factor @ 0.50 point for each publication.. However for the agriculture and allied sectors publications in NAAS approved journals with ranking ≥ 6.0 shall be considered. The research papers must have been published not later than the cut-off date for determination of eligibility.	02 points	Maximum 2 points (maximum four papers or 03 papers and one book)	
	(ii) Publication of a book relevant to the discipline as assessed by the subject matter expert to be relevant to the subject and of a level where it can be accepted as a reference material for the post applied for and as 1 st or 2 nd author of book with ISBN @ 0.50 point for a book. The book must have been published with ISBN not later than the cut-off date for determining eligibility.	0.50 point		
IV	Awards			
	National i) An award given by the Government of India or an autonomous organization working under the GoI at National level, for achievement in the subject in which the selection is sought.	02 points	Maximum 03 points	
V	ii) Gold Medal for First Position in prescribed eligibility qualification.	01 point		
	Experience			
	Experience at the level of post applied for or above in a Government/ Government recognized institution as certified by the Head of Institution and in the case of a private institution	02 points (02 complete years maximum)	02 points	

	recognized by the Government on the basis of fulfilment of criterion, provided it is authenticated/ countersigned by the District/ Divisional/ State authority of the concerned Government Department on the basis of verifiable parameters including attendance and drawal of salary through financial institutions for the period claimed. The weightage shall be calculated @ 0.25 points for every completed three months experience subject to a maximum of 02 points.		
VI	Interview/ Domain Knowledge <i>(The candidate shall be asked to deliver a 5 minute lecture on a given topic from the concerned subject to demonstrate his/her domain knowledge/ teaching skills).</i>	Demonstratio n=05 Interview/ viva-voce=09 points	14 points
Total:- I-VI			100 points

(iii) Criteria for the post of Librarian

I	(a)	Written examination	70 points			
II	Eligibility tests/ Higher qualification					
	(a)	SET/SLET	01 point	Maximum 02 points	Maximum 03 points	
	(b)	NET	02 points			
	(c)	JRF	03 points			
	(d)	M.Phil	02 points	Maximum 05 points	Maximum 06 points	
	(e)	Ph.D	05 points			
	(f)	Post-Doctoral (Minimum One year)	01 point			
III	Special Attributes: Research and Publications					
	(i) Discipline specific Research papers as 1 st , 2 nd or corresponding author published in peer reviewed and UGC-CARE approved journals (if valid at the time of publication)/journals conforming to UGC guidelines, with ISSN and positive impact factor @ 0.50 point for each publication. The research papers must have been published not later than the cut-off date for determination of eligibility.			02 points		
	(ii) Publication of a book relevant to the discipline as assessed by the subject matter expert to be relevant to the subject and of a level where it can be accepted as a reference material for the post applied for and as 1 st or 2 nd author of book with ISBN @ 0.50 point for a book. The book must have been published with ISBN not later than the cut-off date for determining eligibility.			0.5 point		
IV	Awards					
	<u>National</u> i) An award given by the Government of India or an autonomous organization working under the GoI at National level, for achievement in the subject in which the selection is sought.			02 points	Maximum 03 Points	
	ii) Gold Medal in prescribed eligibility qualification.			01 point		

V	Experience		
	Experience at the level of post applied for or above in a Government/ Government recognized institution as certified by the Head of Institution and in the case of a private institution recognized by the Government on the basis of fulfilment of criterion, provided it is authenticated/ countersigned by the District/ Divisional/ State authority of the concerned Government Department on the basis of verifiable parameters including attendance and drawal of salary through financial institutions for the period claimed. The weightage shall be calculated @ 0.25 points for every completed three months experience subject to a maximum of 02 points.	02 points (02 complete years maximum)	02 points
VI	Interview/ Domain Knowledge <i>(The candidate shall be asked to deliver a 5 minute lecture on a given topic from the concerned subject to demonstrate his/her domain knowledge/ job skills).</i>	Demonstration=05 Interview/ viva-voce=09 points	14 points
Total :- 1-VI			100 points

(iii) Criteria for the posts of Physical Training Instructor/Assistant Director Physical Education and Sports.

(A) Physical Fitness Test and norms.

- (i) Subject to the provisions of these Rules, all candidates who are required to undertake the physical fitness test shall be required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.
- (ii) On production of such certificate mentioned at (i) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

NORMS FOR MEN		
12 MINUTES RUN/WALK TEST		
Up to 30 years	Up to 40 years	Up to 45 years
1800 metres	1500 metres	1200 metres
NORMS FOR WOMEN		
8 MINUTES RUN/WALK TEST		
Up to 30 years	Up to 40 years	Up to 45 years
1000 metres	800 metres	600 metres

(B) Assessment

I	Written examination	70 points		
II	Weightage to academic merit:			
	(a) SET/SLET	01 point		
	(b) NET	02 points	Maximum 02 points	Maximum 03 points
	(c) JRF	03 points		
	(d) M.Phil	02 points		Maximum 05 points
	(e) Ph.D	05 points		
III	SPECIAL ATTRIBUTES: Research and Publications			
	(i) Discipline specific Research papers as 1 st , 2 nd or corresponding author published in peer reviewed and UGC/CARE approved journals (if valid at the time of publication)/journals conforming to UGC guidelines, with ISSN and positive impact factor @ 0.50 point for each publication. The research papers must have been published not later than the cut-off date for determination of eligibility.		02 points	Maximum 2.0 points (maximum four papers or 03 papers and one book)
	(ii) Publication of a book relevant to the discipline as assessed by the subject matter expert to be relevant to the subject and of a level where it can be accepted as a reference material for the post applied for and as 1 st or 2 nd author of book with ISBN @ 0.50 point for a book. The book must have been published with ISBN not later than the cut-off date for determining eligibility.		0.5 points	
IV	Awards			
	<u>National</u> i) An award given by the Government of India or an autonomous organization working under the GoI at National level, for achievement in the subject in which the selection is sought.		02 points	Maximum 03 Points
	i. Gold Medal in prescribed eligibility qualification.		01 point	
V	Experience			
	(i) Experience at the level of post applied for or above in a Government/ Government recognized institution as certified by the Head of Institution and in the case of a private institution recognized by the Government on the basis of fulfilment of criterion, provided it is authenticated/ countersigned by the District/ Divisional/ State authority of the concerned Government Department on the basis of verifiable parameters including attendance and drawal of salary through financial institutions for the period claimed. The weightage shall be calculated @ 0.25 points for every completed three months experience subject to a maximum of 02 points.		02 points	02 points

	(ii) Coaching camp (s) conducted at the National level for Indian teams duly sponsored by Sports Authority of India/ recognized National Sports Federation (s) at Sub Junior, Junior and Senior Level in a discipline/subject recognized by Indian Olympic Committee (IOC)/ Government of India based on verifiable records @ 0.50 point for each camp upto a maximum of two.	01 point	01 point
VI	<u>Distinction in sports</u>		
	Distinction in Sports Certified by Secretary, J&K Sports Council to be an Outstanding Sports Person in terms of J&K (Appointment of Outstanding Sports Persons) Rules, as applicable.	01 point	01 point
VII	Interview/ Domain Knowledge <i>(The candidate shall be asked to deliver a 5 minute lecture on a given topic from the concerned subject to demonstrate his/her domain knowledge/ teaching skills).</i>	Demonstration=05 Interview / viva-voce=08 points.	13 points
Total I to VII			100 points

(iv) Guidelines given below shall be followed while assessing candidate's special attributes etc under this rule:

- i) The weightage available for the Gold Medal is for securing the overall first position in the minimum prescribed qualification recognized by the award of Gold Medal.
- ii) The weightage for original Research material published in the academic journals mentioned hereinabove shall be subject to the following conditions:
 - a) The criteria for journal shall be that it should be specialty journal recognised in the UGC-CARE list if valid at the time of publication)/journals conforming to UGC guidelines.
 - b) The assessment of the special attributes shall be made by the Expert(s) dependent upon the quality, impact factor and extent of contribution of the candidate as first, second or corresponding author.
 - c) Posters, case reports, abstracts and popular articles shall not count for weightage.
 - d) The research articles and books must have been published not later than the cut-off date determined under Rule 19.
 - e) The publications/research articles should be discipline specific and related to the subject of which the interview is being held.
- iii) Credit for books published by the candidate shall be only for such books as are assessed by the expert to be relevant to the subject and of a level where the book

can be accepted as a reference material at least at the level of the minimum qualification for the post.

- iv) Wherever the papers/publications etc are based on thesis/dissertation etc for which any benefit has been availed either at eligibility or at higher qualification level, such papers/publications etc shall not be accepted.
- v) Foreign degree shall only be entertained if equivalence certificate issued by Association of Indian Universities (AIU) is submitted by the candidate.
- vi) Post Doc experience at different fellowships/ institutions shall not be clubbed to obtain minimum period of one year i,e a candidate should have spent at least one year in a single Post Doc Fellowship.
- vii) Post Doc certificate shall be accepted only if it is issued by the Institution awarding the fellowship. No certificate issued by any other authority shall be accepted. The Post Doc certificate should be accompanied with a copy of the duly accepted Thesis/Dissertation pertaining to the Post Doc work and assessment of the same shall be the domain of the Subject Expert.
- viii) Post Doc certificate issued by a Foreign Institution shall only be accepted if the Institution recognition certificate issued by AIU also accompanies the Post Doc Certificate. The recognition certificate should have been issued before the date of interview.
- ix) As regards National Awards in the field of Sports (for PTI/Assistant Director Physical Education and Sports) the Commission shall take into consideration Arjuna Award, Dronacharya Award and Dhyan Chand Award.
- x) As regards State Awards in the field of Sports (for PTI/Assistant Director Physical Education and Sports) the Commission shall take into consideration only the State/UT Awards announced in favour of outstanding sportsperson (s).
- xi) In the interview, the candidates will be asked questions on matters of general interest and matters related to the post for which the candidate is being interviewed. The object of the interview is to assess the suitability of the candidate for a career in public service.

(v) Written Examination and shortlisting of candidates for interview.

- i. The written examination specified under Rule 45 shall comprise objective type Multiple Choice Questions (MCQ) with negative marking of 0.25 for each in-correct/ wrong answer. The detailed scheme of examination will be published in the notification/ advertisement calling for applications.
- ii. The candidates shall be shortlisted in the ratio as provided in Rule 31 in each category of reservation on the basis of their score in the written examination.

Provided that the candidate(s) who have secured marks equal to those secured by the last candidate, shall also be called for the Interview over and above the number of candidates short listed for oral test;

Provided further, that in a situation, when a reserved category candidate secures merit equal to or above the cut off merit in open category, such reserved category candidates shall be called for oral test in their respective category.

(vi) Constitution of Document Verification Committee

- i. Document Verification Committee headed by an officer of the Commission to be nominated by the Chairman, shall be constituted at least seven working days before the conduct of interview/ viva-voce to verify and scrutinize the academic record, experience, awards and distinction in sports (where applicable) to prepare the award roll which shall include all points relating to the criteria except those for written examination and interview/viva-voce/special attributes.
- ii. The Committee shall thereafter hand over the record pertaining to these points duly signed by all members of the said Committee in a sealed envelope under the seal and signatures of the chairperson of the Committee to the Chairman of the Commission. The final result shall be based on the aggregate points obtained in written examination (part-I), academic record, experience etc compiled by the Document Verification Committee (part-II) and assessment of the Interview Board/ Selection Committee (part-III).
- iii. The Secretary shall compile the result and place it before the Commission for approval.

(vii) Points to be assessed by the Selection Committee/ Interview Board.

- i. The weightage/ credit to be awarded on account of the following points shall be assessed by the Interview Board:-
 - (i) Viva-voce;
 - (ii) Demonstration; and,
 - (iii) Special Attributes.
- ii. The Document Verification Committee appointed by the Chairman, will however, assist the Selection Committee/ Interview Board in verifying and scrutinizing the documents pertaining to Special Attributes such as Research Papers/ Publications/ Books/ Participation and Presentation in Conference etc for their adherence to the guidelines prescribed/ laid down in the relevant rule(s).


30/12/2025
(Bashir Ahmad Dar), JKAS
Secretary
J&K Public Service Commission