



GOVERNMENT OF JAMMU AND KASHMIR
DIRECTORATE OF INDUSTRIES AND COMMERCE KASHMIR
Sanat Ghar, Qamerwari Road (Behind Bemina Woolen Mills) Srinagar-190018

Subject: Final Seniority list of the members of the Jammu and Kashmir Industries & Commerce (Subordinate) Service [Industrial Promotion Officers (IPOs)] of the Directorate of Industries and Commerce, Kashmir, as it stood on 01.01.2024.

ORDER No: 15 DI&C (Estb.) of 2024
DATED: 03.02.2024

WHEREAS, a Tentative Seniority List of IPOs, appointed to the Service w.e.f 06.01.2018 to 31.12.2023, was issued vide Notification No. 01-DI&C/ E of 2024 dated 09.01.2024 for inviting objections, if any, from the officials, to the *inter-se-seniority* position assigned to them in the said Seniority list, within a period of 10 days from the date of issuance of Tentative Seniority list; and

2. **WHEREAS**, in pursuance of the above, **10 (ten)** representations were received from various officials within the stipulated time which have been examined; and

3. **WHEREAS**, before examining these representations it was considered appropriate to afford an opportunity of being heard to these representees. Accordingly, personal hearing, on 30th January, 2024, was given to them and their contentions were taken note of; and

4. **WHEREAS**, the officials in their representations have mainly raised the following issues:

- (i) *Clubbing of merit of candidates figuring in the 02 Selection Lists pertaining to Notification year(s) 2013 and 2014, and finalization of seniority list accordingly.*
- (ii) *Incorporation of the status to the effect of belonging to a particular category i.e. RBA, OSC etc., notwithstanding expiry of the validity period of the certificates earlier obtained, on the plea that the applications have been filed before the Competent authority for re-issuance of these certificates.*
- (iii) *Restoration of inter-se seniority position as per the position assigned to Mr. Mansoor Ahmad Bhat, IPO in the final seniority list, as it stood on 01.07.2021.*


5. **WHEREAS**, while the rest of the issues viz. (i) and (ii) of the para 04 above, highlighted in the representations, have been duly considered and examined with reference to the relevant records and rule position governing the subject and found to be devoid of merit and hence rejected, with regard to the issue relating to restoration of *inter-se-seniority* position assigned to Mr. Mansoor Ahmad Bhat, IPO, as indicated at (iii) of para 04 above, the claim after being examined in light of the relevant records and rule position governing the subject and past precedence, as also based on the treatment meted out to the similarly circumstanced candidates by other departments has been found to be genuine, warranting rectification of the *inter-se seniority* position assigned to him, which shall be above Mr. Qayoom Sidique Bahar, IPO and below Mr. Saleem Yousuf Mir, IPO and for this purpose notional effect is hereby granted to his appointment w.e.f 06.01.2018 i.e. the date of appointment of his immediate junior namely Mr. Qayoom Sidique Bahar, IPO. This shall be merely for purposes of seniority without payment of arrears. The details are brought out in Annexure A to this Order.

Now, therefore, the Final Seniority List of the members of the Jammu and Kashmir Industries & Commerce Subordinate Service [Industrial Promotion Officers (IPOs)] appointed w.e.f 06.01.2018 to 31.12.2023, as it stood on 01.01.2024, forming Annexure B to this Order, is hereby notified and circulated for information of the concerned members of the service, which shall be subject to the condition that:

- (a) *the inter-se-seniority position of the members of the service shall be without prejudice to the outcome of the writ petition(s) pending in any Competent Court(s) of Law; and*
- (b) *the date(s) of birth reflected in the Seniority List shall in no manner be construed as final and shall be subject to the entries recorded in the individual Service Books/ Date of Birth Certificates, issued by the Competent Authority.*



(Khalid Majeed)JKAS

 Director, Industries and Commerce, Kashmir

Dated: 03.02.2024

No. DI&C/ Estt. /C-24II/159-211

Copy to the:

1. Commissioner/Secretary to the Government, Industries & Commerce Department, J&K Civil Secretariat, Jammu/ Srinagar.
2. Director, Information Department J&K.
3. General Manager(s), DICs of Kashmir Division [All] for information
4. Concerned IPOs [All] for information.
5. In-charge Website.
6. Office Order file.

Annexure A to the Order No. 15 DI&C (Estb.) of 2024 Dated:03.02.2024

S.No	Issue raised	Factual Position
01	Clubbing of merit of candidates in the 02 selection lists pertaining to notification year(s) 2013 and 2014 and finalization of seniority list accordingly	<p>Mr. Peerzada Zulqarnain, IPO (Sty. position 08), Mr. Ab. Rouf Gilkar, IPO (Sty. position 09), Ms. Saba Fayaz Khan IPO (Sty. position 12) IPO, and Mr. Aadil Hussain paray, IPO (Sty. Position 32) in the tentative seniority list objected to the <i>inter-se-seniority</i> position assigned to them in the Tentative Seniority on the plea that the <i>inter-se seniority</i> of officials (direct recruits) may be finalized as per the merit secured/ obtained by them and in accordance with the principles laid down by the Hon'ble High Court in the Case titled Mr. Saqib Saleem and Others V/s State of J&K and others, vide judgment dated 26.12.2023.</p> <p>Although, the issue stands already rejected by the Directorate of I&C, Kashmir earlier, while finalizing of the seniority list of IPOs, at it stood on 01.07.2021, issued vide Notification No. 08 DI&C/ E of 2021 dated 17.11.2021, yet the matter has been reconsidered and found to be devoid of merit. As regards adoption of the principles laid down in the judgement dated 26.12.2023 in the case titled Mr. Saqib Saleem and Others V/s State of J&K and others, the facts and circumstances of that case are different from the issue in hand and as such, the case not being analogous does not invite application of the principle in the instant case.</p> <p>Therefore, the seniority position have been assigned on the basis of the merit furnished by the JK SSB with due deference to the dates of advertisement of posts & selection lists received from J&K SSB & Administrative Department.</p>
02	Incorporation of the status to the effect of belonging to a particular category i.e. RBA, OSC etc., notwithstanding expiry of the validity period of the certificates earlier obtained, on the plea that the applications have been filed before the Competent authority for re-issuance of	<p>Mr. Syed Suheel, IPO (Sty. position 06), Mr. Qayoom Sidique Bahar, IPO (Sty. position 19), Mr. Ililal Ahmad Reshi, IPO (Sty. position 27), Mr. Ishtiyak Ahmad, IPO (Sty. position 28) and Mr. Ishfaq Afzal, IPO (Sty. position 38) in the Tentative Seniority list, while informing that the validity of their reservation category certificates has expired and the process for re-issuance of the certificates is under way, have requested that their reservation status may be kept intact till</p>

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S.No	Issue raised	Factual Position
	issue these certificates.	<p>certificates are issued in their favour.</p> <p>The matter after having been considered has been found to be devoid of any merit, and hence rejected. If at any later stage, the certificates are produced, same shall be taken note of and incorporated by way of issuance of an addendum or otherwise.</p>
03	Restoration of <i>inter-se seniority</i> position assigned to Mr. Mansoor Ahmad, IPO in the final seniority list earlier.	<p>The rule position is settled that only those candidates who are appointed by way of operationalization of the waiting list against the vacancy arising on account of non-joining of the candidates (from the select list) and their cancellation of the appointment, are to be placed in the seniority list after the last person appointed from the said select list.</p> <p>It has been found that since Mr. Mansoor Ahmad Bhat, IPO, has not been appointed against the vacancy accrued due to non-joining of a selected candidate [recommendations in the case of Mr. Rafeeq Ahmad Wani was withheld since reservation under Ex-Servicemen category is not granted for the post of IPO (Level 6F)], he would have to be deemed to be part of the Select List prepared against the posts notified vide Notification No. 20 of 2014 dated 13.08.2014), as but for inclusion of Mr. Rafeeq Ahmad Wani & Mr. Nasir Yousuf, IPO (who was also figuring in the Select List prepared against the posts advertised vide notification No. 06 of 2013 dated 10.05.2013), he would figure in the Select list & upon his appointment alongwith others assigned position in the seniority list, as per his merit, which shall be above and below Mr. Saleem Yousuf Mir and Mr. Qayoom Sidique Bahar respectively.</p>



(Khalid Majeed) JKAS

Director, Industries and Commerce, Kashmir



Annexure "B" to Order No: 15 DI&C (Estb.) of 2024 dated 03.02.2024

S. No	Name of the official(s) (Sh/SSh)	Qualification	Date of birth	Date of entry in the Govt service	Date of appointment/promotion to the IPO
1	Rohan Ashraf	B.E (Ind.Engg&Mgt)	25.03.1988	06.01.2018	06.01.2018
2	Mohammad Touseef	B.Tech (Chemical Engg)	21.08.1988	06.01.2018	06.01.2018
3	Nasir Yousuf	B.Tech (Chemical Engg)	10.10.1987	06.01.2018	06.01.2018
4	Ms. Saba MehrajKoul	B.Tech (Chemical Engg)	11.06.1986	06.01.2018	06.01.2018
5	Rouf Abdullah	B.Tech (ECE)	11.05.1991	02.02.2018	Notionally w.e.f 06.01.2018 and from 02.02.2018 on regular basis
6	Syed Suheel Farooq	B.Tech (Chemical Engg)	02.06.1987	06.01.2018	06.01.2018
7	Yogal (SC)	B.Tech (Textile Engg)	05.01.1988	02.02.2018	Notionally w.e.f 06.01.2018 and from 02.02.2018 on regular basis
8	PeerzadaZulqarnain	B.Tech (Mech)	09.07.1990	06.01.2018	06.01.2018
9	Abdul Rouf	B.Tech (Elec)	27.08.1987	06.01.2018	06.01.2018
10	Sakib Ahmad Bhat	B.Tech (Mech)	15.11.1991	06.01.2018	06.01.2018
11	Syed ZeeshanAndrabi	B.Tech (Metallurgical Engg)	02.10.1986	06.01.2018	06.01.2018
12	Ms. Saba Fayaz Khan	B.Tech (Electrical)	26.10.1987	02.02.2018	Notionally w.e.f 06.01.2018 and from 02/02/2018 on regular basis
13	Zubair Farooq	B.Tech (ECE)	21.08.1993	06.01.2018	06.01.2018
14	Syed Owais Bukhari	B.Tech (Chemical Engg)	04.09.1992	06.01.2018	06.01.2018
15	Ishaq Ahmad Bhat	BBA	12.12.1989	06.01.2018	06.01.2018
16	Syed Musaib	B.E (Mech)	20.04.1991	06.01.2018	06.01.2018
17	Zia Nazir	B.E (Mech)	02.09.1990	06.01.2018	06.01.2018
18	SaleemYousuf Mir	B.Tech (ECE)	06.02.1990	06.01.2018	06.01.2018
19	Mansoor Ahmad Bhat	B.Tech (Metallurgical Engg)	01.12.1987	25.09.2018	Notionally w.e.f 06.01.2018 and from 25.09.2018on regular basis
20	QayoomSidiqueBahar	B.Tech (AgriEngg)	01.04.1989	06.01.2018	06.01.2018
21	Jatinder Bharti (SC)	B.Tech (Metallurgical Engg)	02.02.1991	06.01.2018	06.01.2018
22	Bharat Bhushan (SC)	B.Tech (IT)	07.01.1989	17.02.2018	Notionally w.e.f 06.01.2018 and from 17.02.2018 on regular basis
23	Mubark Ahmad	B.E (ECE)	07.11.1988	06.01.2018	10.02.2021

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S. No	Name of the official(s) (Sh/SSh)	Qualification	Date of birth	Date of entry in the Govt service	Date of appointment/ promotion to the UPO
24	Mubashir Niyaz Sheikh	B.E (Mech)	05.05.1986	06.01.2018	10.02.2021
25	Rayees Ahmad Khan	B.E (ECE)	15.12.1989	06.01.2018	10.02.2021
26	Ms. Sweela Jeelani	B.E (Food Tech)	11.08.1990	06.01.2018	10.02.2021
27	Hilal Ahmad Reshi	B.Tech (Chemical Engg)	02.02.1987	06.01.2018	10.02.2021
28	Ishtiyak Ahmad	B.E (ECE)	04.05.1988	22.01.2018	10.02.2021
29	Liyakat Nazir (ST)	B.Tech (Chemical Engg)	05.11.1987	06.01.2018	10.02.2021
30	Zubair Ahmad Joo	B.E (Chemical Engg)	01.01.1988	06.01.2018	10.02.2021
31	Imran Farooq	B.Tech (Chemical Engg)	01.06.1992	06.01.2018	10.02.2021
32	Aadil Hussain Parray	B.E (Mech)	06.04.1991	06.01.2018	10.02.2021
33	Mohammad Umar Buchh	B.E (Electrical Engg)	17.04.1989	06.01.2018	10.02.2021
34	Shahid Shafi	B.E (ECE)	17.09.1990	06.01.2018	10.02.2021
35	Faizan Shabir	B.E (ECE)	29.06.1988	06.01.2018	10.02.2021
36	Nasrullah Mubarak	B.E (ECE)	02.03.1990	06.01.2018	10.02.2021
37	Ms. Urfa Geelani	B.Tech (ECE)	11.08.1990	06.01.2018	10.02.2021
38	Ishfaq Afzal	B.Tech (Food Tech)	15.04.1990	06.01.2018	10.02.2021
39	Rahul Hansa (SC)	B.Tech (Mechanical Engg)	13.05.1993	22.01.2018	10.02.2021
40	Mirza Fabiha Bin Yaseen Khan	B.Sc	06.06.1985	21.05.2018	26.05.2022



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